



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

September 7, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this investigative report regarding the discrimination complaint of Ms. Danielle Castillejo.

## I. INTRODUCTION

Complainant Danielle Castillejo alleges in a series of 90 emails that the North Kitsap School District violated North Kitsap School District Policy and Procedures against discrimination (3210 and 3210P); the school district's policy against harassment, intimidation, and bullying (3207 and 3207P); and the school district's Language Access Policy (4218 and 4218P). Procedures 3210P and 3207P have corresponding complaint forms that are published online with the school district's policies. See Discrimination/Harassment Complaint Form and Optional Form in the Documents Reviewed section of this report. The forms require a complainant's written reports to include date, time, and location of incident, school, name of student and/or employee involved, and explicit instructions to "describe what happened, including who was there..." *Id.* In all but a few exceptions, the complainant's 90 emails omitted the information that the forms require and this highlights the gaping holes in her complaints because the complainant does not demonstrate that she has personal knowledge of the events that she records in her 90 emails and, in all but a few instances, the person or persons who are alleged to have personal knowledge of the facts are "anonymous" or not identified at all.

### A. Applicable North Kitsap School District Policies and Procedures

North Kitsap School District Policy 3210 prescribes in pertinent part: **"The district will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race...color...or national origin..."** Procedure 3210P prescribes in pertinent part: **"Anyone may file a complaint against the district alleging that the district has violated anti-discrimination laws. The time period for filing a complaint is one year from the date of the occurrence that is the subject matter of the complaint."**

North Kitsap School District Policy 4218 reads in pertinent part: **"The district will provide a written translation of vital documents for each limited English proficient group that constitutes at least 5 percent of the district's total parent population or 1,000 persons, whichever is less."** "Vital documents" are defined as:

- o registration, application, and selection;
- o academic standards and student performance;
- o safety, discipline, and conduct expectations;
- o Special education and related services, Section 504 information, and McKinney-Vento services;
- o policies and procedures related to school attendance;
- o requests for parent permission in activities or programs;

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- o opportunities for students or families to access school activities, programs, and services;
- o student/parent handbook;
- o the District's Language Access Program and related services or resources available;
- o school closure information; and
- o any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or District policy.

**If, due to resource limitations, the school district or a school cannot translate a vital document due to resource limitations, the school district or school may provide the information to parents via competent oral interpretation. *Id.* Policy 4218.**

According to the demographic statistics from the 2022-2023 school year, North Kitsap High School is 63% Caucasian and the largest minority group at the school are those who identify as Latino at 18.6%. Thus, School District Policy 4218 requires the school district to translate "vital documents" into Spanish when those documents are published in English or to provide information to parents via a competent interpreter when resources are limited. Policy 4218.

#### **B. Notice to Complainant of Complaint Deficiencies**

The complainant was advised of the difficulty in investigating allegations of violations of school district policy in the absence of the identity of witnesses and/or the timeline of allegations on March 15, 2023:

*It is difficult to ascertain if the incidents referenced in your most recent emails are currently taking place or if you were made aware of the concerns referenced just this past week. If these new emails represent historical issues of which you are now aware, they will be included in the general investigation that is already going to take place in reference to your prior emails. If the additional emails you have sent on March 13, 2023, reference new issues that are happening currently in NKSD, it is imperative that we receive a direct, specific, and detailed report from the person who has the concern or the victim of alleged discriminatory acts... (3/15/23 email from Superintendent Dr. Evans to complainant) (emphasis added).*

Similarly, the investigator repeatedly asked the complainant to identify any witness who could corroborate any of the allegations in her 90 emails during the complainant's first interview and the complainant consistently told the investigator that the identity of the witnesses is included in "the sign-up sheet" from the complainant's November 22, 2022, meeting with North Kitsap High School Principal Megan Sawicki. The "sign-up sheet" only contains names, emails, and cell phone numbers of persons who attended the meeting. The "sign-up sheet" does not identify the knowledge of the persons who signed it. Based in part on the complainant's inability or unwillingness to provide the identity of witnesses to corroborate the allegations in her 90 emails, the investigator emailed a letter to the 23 names identified on the November 22, 2022, "sign-up sheet." The letters were translated into Spanish, and the names with phone numbers and no email addresses received a text message that were translated into Spanish or a phone call from the investigator's office with a Spanish interpreter. Based upon these efforts, four of the 23 people on the "sign-up sheet" agreed to in-person interviews, but everyone who provided contact information was given an opportunity to interviews and to provide information pertinent to the investigation. Three of the four parent witnesses stated that they were happy with the support provided by the school district and three of the four stated that whenever they asked the schools for help, including interpretive services, the schools provided it. Three of the four

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parents denied any knowledge of widespread school district discrimination against Latinos and the fourth parent terminated the interview before the investigator reached that question.

Complainant alleged in her first interview that during the spring 2023, North Kitsap High School was shut down because a student dressed in Nazi gear was on campus threatening to shoot Mexicans, and Mexican families were rushing to the school to remove their students from school because the school district did not provide accurate information. Complainant's memory of the facts conflicts with the information provided in Poulsbo Police Department Incident H23-000328.

The incident report states that Poulsbo Police Officer S. Scarlett was dispatched to North Kitsap High School on April 11, 2023, at 10:10 am for "threats not in progress" indicating that the call was not an emergency and thus the officer did not arrive at the school until 10:37. After arrival, Officer Scarlett reviewed images of a North Kitsap High School male student posing in combat gear, Nazi paraphernalia, and an apparent firearm with postings of racial slurs "Nigger" and "Beaner" and messages about shooting everyone at school and "cutting open every beaner I see at my school." *Id.* The student was arrested and taken into custody without incident. Officer Scarlett cleared the building at 12:26, approximately two hours after she arrived. Contrary to the complainants' description of the incident, North Kitsap High School was not shut down while the Poulsbo Police Department scoured the school looking for an active shooter and students and staff were not sheltered in place during the incident. The Police Report indicates that the investigation and arrest of the student involved occurred without incident and in less than 2.5 hours after law enforcement was called.

Complainant alleges that she attempted to speak to the Superintendent and that no one at the school would give her or Mexicans real-time updates as to what was going on or whether it was safe for their children to return to school. Complainant further alleges that when information was available, that information was not released in Spanish. This statement is not supported by the facts. The English and Spanish language release of information regarding the incident is attached to this report.

#### C. WITNESSES INTERVIEWED

**Danielle Castillejo**

**Luis Castillejo**



**Poulsbo Middle School Principal Joshua Emmons**

**Vinland Elementary Principal Travis Smith**

**North Kitsap High School Principal Megan Sawicki**

#### D. DOCUMENTS REVIEWED

The following materials were reviewed and are attached to this report:

- List of possible complainants
- Meeting attendance sign in sheet (11/22/22)
- OSPI 001-200 Complaint of Danielle Castillejo
- 6/30/23 letter from Mallory Sullivan of OSPI
- 7/25/23 letter to parents (English)
- 7/25/23 letter to parents (Spanish)
- Excel spreadsheet with parent contact information
- Excel spreadsheet with OSPI numbering
- 11/22/22 notes of Susan Griggs attached to 6/27/23 email of complainant

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- 2/2/23 email from Josh Emmons regarding death of student (English and Spanish Version)
- 2/3/23 email from Josh Emmons regarding threats (Spanish version)
- 7/14/23 email from complainant attaching 7/14/23 email from S. Griggs
- 7/14/23 email from complainant re mediation
- 2/22/23 letter from complainant to North Kitsap School Board
- 7/14/23 email from complainant re Civil Rights Act of 1964
- 7/14/23 email from complainant re timeline
- 7/14/23 email from Brenda Calderon re-records request
- 7/13/23 email from complainant re complaints from 11/22/23
- 7/11/23 email from complainant to D. Fobes
- 7/10/23 email from D. Fobes to complainant re 3210p
- 3/15/23 email from Superintendent Dr. Evans to complainant
- 6/27/23 letter from D. Fobes to complainant
- 7/5/23 email from D. Fobes to complainant re 30-day deadline
- 6/27/23 email from complainant to D. Fobes
- 6/26/23 email from complainant re “risk management investigation”
- 6/26/23 index of allegations
- 6/26/23 letter from D. Fobes to complainant re status update
- 6/22/23 email from complainant re English language learners
- 6/15/23 email from Superintendent Evans re PeachJar app
- 6/15/23 North Kitsap Education Association news release
- 5/1/23 email from Superintendent Evans to complainant re home language
- 6/7/23 email from complainant to J. Singleton re 2<sup>nd</sup> interview
- 6/6/23 email from complainant to J. Singleton re 2<sup>nd</sup> interview
- 6/5/23 email from complainant to School Board
- 6/2/23 email from complainant to D. Fobes
- 6/2/23 email from complainant to D. Fobes re “Nazi Student Incident”
- Poulsbo PD Investigation Report H23-000328
- 6/1/23 email from D. Fobes with OSPI attachments
- 5/12/23 email from complainant to D. Fobes re email complaints
- 5/12/23 email response from D. Fobes to complainant’s 5/11/23 email
- 5/11/23 email from complainant re 3210(p)
- 5/9/23 email from Rachel Davenport re 9/22/22 email from complainant
- 5/9/23 email from complainant re 5/5/23 interview
- 5/9/23 email of D. Fobes to complainant re investigative process
- 5/9/23 email from complainant re “scope of investigation”
- Vinland Elementary Spirit Week
- District Policy 3210
- District Procedure 3210P
- District Policy 3207
- District Procedure 3207P
- District Policy 4218
- District Procedure 4218P
- District Discrimination/Harassment Complaint Form
- District Optional Discrimination/Harassment Form

## E. FINDINGS

### Email 1

Email 1 (OSPI\_002-008) alleges that the school district violated North Kitsap School District Policy 4218 that requires the school district to translate “vital documents” published in English into Spanish and/or other designated languages. The allegation is baseless. The newsletter (OSPI\_002-008) was

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translated and published in Spanish and a copy of that translation is attached to this report in the Documents Reviewed Section as OSPI\_001-200 Complaint of Danielle Castillejo.

#### **Email 2**

Email 2 (OSPI\_009-010) alleges that Poulsbo Middle School Principal Emmons' February 2, 2023, email to parents was not translated into Spanish per North Kitsap School District's Policy 4218. The allegation is baseless. Principal Emmons' February 2, 2023, email was translated into Spanish and a copy of the Spanish translation is included in the Documents Review section of this report as 2/2/23 email from Josh Emmons regarding death of student.

#### **Email 3**

Email 3 (OSPI\_011-012) alleges that Poulsbo Middle School Principal Emmons's February 3, 2023, email was not translated into Spanish. The allegation is baseless. Principals Emmons email was translated into Spanish and the Spanish translation is included in the Documents Reviewed section of this report as 2/3/23 email from Josh Emmons regarding threats (Spanish version).

#### **Email 4**

Email 4 (OSPI\_013-14) contains an "ANONYMOUS STATEMENT" that "Ms. Gonzalez said rude names in Spanish, including "pig, slut or disgusting," and that she "targets Mexicans based off stereotypes." The complainant further alleges that these incidents were reported to Kingston High School Principal Jack Simonson and Assistant Principal Emily Thatcher. Principal Simonson and Assistant Principal Thatcher separated from the North Kitsap School District following the 2021-2022 school year; the investigators efforts to locate and interview them were unsuccessful; and the investigator was therefore unable to verify whether a complaint was made to school administration regarding Ms. Gonzales as alleged. Additionally, Ms. Gonzalez is on [REDACTED] leave and as a result, she was unavailable to be interviewed for this investigation. The dates of separation from employment of Principal Simonson places the allegations outside of the year limitation for this investigation pursuant to School District Policy. Additionally, Ms. Gonzalez teaches high school Spanish, which necessarily includes conversational Spanish including slang and potentially offensive words. Thus, even if the investigator assumes without any context that the Spanish words attributed to Ms. Gonzalez were said, without context, the investigator cannot conclude that the words were said to harass or discriminate against Latino students as alleged. Absent the identity and a statement from the anonymous student or some evidence to place the Spanish words in context, the investigator cannot conclude on the record before him that this allegations establishes a violation of School District Policy as alleged.

#### **Email 5**

The complaint and purported statements of Averil Story contained in email 5 (OSPI\_015-017) alleges violations of North Kitsap School District Policy 4218, but Policy 4218's stated purpose is "improving meaningful, two-way communication and promoting access to district programs, services and activities for students and their parents..." The purported email of Ms. Story does not allege that the school district failed to communicate with parents of limited English but alleges deficiencies in the efficacy of the school district's ESL program itself. The determination of whether the school district's ESL program was more robust before COVID than after is beyond the scope of this investigation. There is insufficient evidence to establish that the school district violated North Kitsap School District Policy 4218 as alleged in (OSPI\_015-017).

#### **Email 6**

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There is no evidence before the investigator to sustain a violation of North Kitsap School District Policy 4218 as alleged in email 6 (OSPI 017-018). The anonymous complaint does not contain a date or time of the alleged violations, nor does the complaint provide the identity of the alleged actors or witnesses to the allegedly discriminatory events. Absent evidence of the identity of the person or persons who witnessed and can corroborate the allegedly discriminatory events, the investigator cannot find that a violation of school district policy occurred.

#### **Email 7**

The anonymous statements contained in email 7 (OSPI 020-021) are insufficient for the investigator to determine that a violation of North Kitsap School District Policy 4218 occurred. The anonymous statement does not identify the date or time of the alleged violation, nor does the anonymous complaint identify a witness from whom the investigator could verify the violations of school district policy as alleged. Absent evidence to establish that the allegations contained in the complaint occurred, the investigator has no way to tether the events alleged to other events to establish a pattern for investigation. North Kitsap School District has a clearly defined and published policy promoting language access and a companion procedure for reporting the denial of it. See North Kitsap School District Policy and Procedure 4208 and 4208P. Complainant's citation to Policy 4208 is evidence that she was aware of the Policy and Procedure and that the school district did not in any way cause or contribute to her failure to follow the Procedure for reporting alleged violations of the Policy.

#### **Email 8**

The anonymous opinion contained in email 8 (OSPI 022-023) that the EL plan is not being followed is insufficient for the investigator to determine that a violation of North Kitsap School District Policy 4218 occurred. Absent evidence of the witness's identity, the students' identities, or corroborating evidence that the EL program was not followed for a student or students for a period certain, the investigator cannot find that a violation of School District Policy 4218 occurred.

#### **Email 9**

The anonymous statements contained in email 9 (OSPI 024-025) are insufficient for the investigator to determine that a violation of North Kitsap School District Policy 4218 occurred. The anonymous statement does not identify the date or time of the alleged violation, nor does the anonymous statement identify a witness from whom the investigator could verify the violations of school district policy occurred as alleged.

#### **Email 10**

Email 10 (OSPI 026-027) alleges that Vinland Elementary School failed to secure funding to hire a Spanish speaking Paraeducator in 2011-2022. The allegation, even if true, would not establish a violation of North Kitsap School District Policy 4218 because the stated goal of the policy is "improving meaningful, two-way communication and promoting access to district program, services and activities for students and their parents..." The primary purpose of a paraeducator is to provide instructional assistance to the classroom teacher, not to serve as an interpreter for written or verbal communication with parents. Accordingly, the investigator does not find sufficient evidence to establish that the North Kitsap School District violated Policy 4218 as alleged.

#### **Email 11**

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Email 11 (OSPI\_028-029) anecdotally alleges that Vinland Elementary, Poulsbo Middle School, and North Kitsap High Schools, improperly excluded Latino families from advanced placement classes over an eight-year period. Absent some evidence identifying the Latino students who qualified for advanced placement classes over the eight year period, and evidence that the qualifying Latino students and parents would have selected the AP classes if offered, to contrast with the number of non-protected status students who qualified for advanced placement classes and were not given the opportunity, there is no way to make a meaningful comparison to determine that North Kitsap School District's AP selection process is discriminatory in violation of North Kitsap School District Policy as alleged.

#### **Email 12**

Email 12 (OSPI\_030-031) alleges that unidentified parents who claimed to have not had any meetings with their schools does not establish a violation of North Kitsap School District Policy 4218 as alleged. Absent the identity of the specific families who are alleged to have not had contact with their prospective schools, and absent some evidentiary link between the missed meetings and school district communications that should have been translated into Spanish and were not, the investigator cannot find any evidence to find that a violation of school district policy occurred as alleged.

#### **Email 14**

Email 14 (OSPI\_032-033) alleges that "other community members" receive notice from the school district and Latino families have not, is insufficient to establish that a violation of school district policy occurred. Without the communication, written or verbal, or the identity of the Latino parents to identify the communications that they should have received but did not, the investigator cannot find that the school district failed to translate a vital document or failed to provide an oral translation of a vital document as alleged.

#### **Email 15**

There are four allegations contained in email 15 (OSPI\_034-035). 1) The statement that to Latino parents it "seems like" the school district has forgotten them does not contain a statement of objective fact that can be verified or refuted by an investigation. 2) The allegation that there are not enough Spanish translators is a programming complaint and beyond the scope of this portion of the investigation. 3 and 4) Parents did not receive documents translated into Spanish during the fall of 2022. Absent copies of the English documents that complainant alleges the school district failed to translate into Spanish, the investigator has no way to establish that a violation of District Policy occurred.

#### **Email 16**

Email 16 (OSPI\_036-037), alleges that an anonymous Poulsbo Middle School student reported to an anonymous Poulsbo Middle School parent who was told by an anonymous Poulsbo Middle School employee that he needed to request ELL support, even if true, does not establish a violation of any school district policy of which the investigator is aware. Parents are required to request a great many services from the school district and there is no evidence that informing a parent that he or she must request ELL services does not violate school district policy as alleged.

#### **Email 17**

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The allegations in email 17 (OSPI\_038-039) contain a programming issue whether the school district was properly staffed with “A community liaison.” The investigator assumes that complainant meant “the Language Access Liaison/ Coordinator” as provided for in North Kitsap School District Policy 4218. Complainant alleges that “the system” is not working but does not provide any information to identify the system or why the system is not working that can be verified for this investigation.

#### **Email 18**

Email 18 (OSPI\_040-041) outlines four complaints. 1) The complainant allege that anonymous parents have seen an unidentified survey that improperly identifies “Mexican” and “Chicano” as a race. Even if the allegation is true, it would not violate Kitsap School District Policy 4218 as alleged. 2) The complainant alleges that the school district has made assumptions as to race and language of students based upon last names. The complainant does not identify a witness or witnesses to support this claim. 3) An anonymous child of an anonymous parent alleged that her mother spoke fluent English but received communications from the school in Spanish. Complainant does not identify how communicating with a parent in Spanish when the parent is fluent in Spanish and English violated district policy 4218. None of these allegations are sufficient to support a finding of district policy as alleged.

#### **Email 19**

Email 19 (OSPI\_042-043) alleges that between 2020 and 2023, Latino families were deprived of critical communications in Spanish. Complainant does not provide a copy of the allegedly “critical” communications so that the investigator can determine if the communication was a “vital document” pursuant to District Policy 4218, nor does complainant identify a Latino family to corroborate the allegations. There is insufficient evidence to establish that a violation of district policy occurred as alleged.

#### **Email 20**

The allegations contained in email 20 (OSPI\_044-055), even if true, do not establish a violation of school district policy. It is not unusual nor unexpected for a school district to require students and parents to complete paperwork and forms to access school district services and there is no evidence that the requests that occurred in email 20 (OSPI\_044-055), if true, violated any school district policy.

#### **Email 21**

Email 21 (OSPI\_046-047) alleges that Latino families with limited online access cannot access online information from the school district in English or Spanish, and this allegation may very well be true. However, absent evidence that the school district, by the implementation of some policy or practice, provides Latino families less online access to information than non-protected classes, the investigator cannot find that the school district violated any school district policy as alleged. North Kitsap School District has a clearly defined and published policy promoting language access and a companion procedure for reporting the denial of it. See North Kitsap School District Policy and Procedure 4208 and 4208P.

#### **Email 21.2**

Email 21.2 (OSPI\_048-049) encapsulates an email request for “adequate language services.” The email purportedly contains reports of unidentified Latino parents regarding unidentified students regarding unconfirmed reports of language services allegedly provided by the school district for a three-year period between 2020 and 2023, that was allegedly reported for the first time at a meeting



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that occurred on November 22, 2022. The email omits the name of the student(s); the school(s); or the teacher(s), and gives no basis to investigate, let alone to determine that the school district violated any School District Policy as alleged.

#### **Email 22**

Email 22 (OSPI\_050-051) alleges that the North Kitsap School District does not provide and has not provided interpretive services from 2020 until the present. There is no basis in fact to support the allegation. The North Kitsap School District website dedicates a page to Translation and Interpretive Services, that states in pertinent part: **“To ensure effective communication, we provide free translation and interpreter services for in-person meetings and phone conversations.”** Three of the four parents interviewed for this investigation stated that the school district has provided them with interpretive services when they’ve needed it, including parent teacher conferences and instances where they phoned the school and had someone to interpret documents. Complainant also alleges that the school does not have a “Latino representative” at the district level to speak with Latino parents. The investigator is not aware of any requirement that the school district or any other employer provide equity officers at a district level for each ethnic group supported. There is no evidence that the school district violated its policies as alleged.

#### **Email 23**

Email 23 (OSPI\_051-053) alleges that in 2015 an unidentified Mexican parent reported that their unidentified child was called a terrorist by unidentified students during recess at Vinland Elementary School. It is further alleged that in 2018, an unidentified Latina Poulsbo middle school student was bullied on a bus by undisclosed student and called “Fucking Dora” by unidentified middle school students sometime during 2017. The email does not identify any students, any teachers, or any other witnesses to verify the incidents, and although the email alleges that the incident was reported, the email does not identify to whom the incidents were reported or when. Naked allegations without the identification of witnesses to verify the facts are insufficient to establish that the school district violated any School District Policy as alleged.

#### **Email 24**

Email 24 (OSPI\_054-055) contains three separate allegations. First, complainant alleges that her four children were “withheld from Agate at the middle school” between 2016 and 2018. The AGATE program is a series of honors classes that are only available to students who are nominated by their teachers as “highly capable” after the students score higher than 95% on an advanced placement test. Complainant does not claim that any of her children scored 95% or higher on the qualifying advanced placement tests, nor does complainant allege that any of her children were nominated by their teachers for entry into the AGATE program. Complainant fails to offer any evidence that race instead of test scores played any role in the invitations to the AGATE program between 2016 and 2018, or that race played any role in the absence of AGATE invites for complainant’s children. Second, complainant alleges that during a Zoom remote meeting, that she read the following sentence on a shared screen: “No one copied on the email should respond to Danielle’s email.” Complainant does not identify a school district policy that the sentence on screen is alleged to have violated, and the investigator cannot find a school district policy or procedure violated by the text. Third, complainant alleges that Middle School Principal Emmons never responded to the allegations that he treated her husband Luis differently because of complainant’s perception that Luis has darker skin, but complainant’s email does not offer any evidence that these complaints of disparate treatment were ever brought to Principal Emmons’ attention between 2016 and 2018, when the disparate treatment is alleged to have occurred. School District Procedure 3210P defines a **“Complaint” as a “written charge alleging specific facts, conditions or circumstances, which are in violation of the anti-discrimination laws.”** Email 24 (OSPI\_054-055) states that these allegations were raised for the first time orally at a meeting with

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claimant and other community members on November 22, 2022, six years after the events are alleged to have occurred. The investigator does not find that the allegations are timely, and the investigator does not find that Principal Emmons or the school district failed to timely respond to an oral and informal allegation of disparate treatment that was first raised nearly six years after the events.

#### **Email 25**

Email 25 (OSPI\_056-057) alleges that complainant's son was detained and accused by an unidentified person of stealing gas from cars at Poulsbo Middle School sometime in 2018. Complainant alleges that the detention violated School District Policy 3207, the School District's prohibition against harassment, intimidation, and bullying. Complainant's email does not identify any facts to establish that her son's detention was in any way motivated by an actual or perceived characteristic of the son to constitute prohibited harassment. Absent the identity of the student and the identity of the person who is alleged to have wrongfully accused him, there is insufficient evidence to establish a violation of school district policy as alleged.

#### **Email 26**

Email 26 (OSPI\_058-059) alleges that complainant's son was bullied by an unidentified North Kitsap High School teacher sometime during the 2021 school year. Complainant does not identify the teacher involved, nor does complainant identify the other Mexican student whom she alleges was harassed and who could independently verify the alleged bullying. Even if the complaint were timely, without the identity of the teacher or a corroborating witness, the investigator cannot find that harassment, intimidation, or bullying occurred based solely upon the complainant's report and no other corroborating witness. The North Kitsap School District has a clearly defined and published policy prohibiting harassment, intimidation, and bullying, and a companion procedure with an incident reporting form for reporting it. See North Kitsap School District Policy and Procedure 3207 and 3207P. Plaintiff's citation to Policy 3207 in email 26 (OSPI\_056-057) is irrefutable evidence that she was aware of the Policy and Procedure and that the school district did not in any way cause her delay in reporting this allegation.

#### **Email 27**

Email 27 (OSPI\_060-061) alleges that "there was a teacher" at Vinland Elementary School that started "Dress like a Mexican day" sometime in 2022, and complainant alleges that Dress Like a Mexican day violated school district policy. Vinland Elementary Principal Travis Smith reported that in April of 2021, Vinland's fifth grade Dual Language class won a school wide competition, and the prize was that the fifth grade class were given the task of picking the five themes for the school wide celebration called Spirit Week. The fifth grade Dual Languages are Spanish and English and, according to Principal Smith, the class was comprised of seventy percent Latino students. One of the five themes proposed was to celebrate Mexican heritage and the fifth graders named the theme: "Mexican Style Wear...Wear your favorite Mexican style clothes." (See documents reviewed.) Mr. Athie forwarded the proposal to Vinland's Leadership Team and seven of the nine Leadership Team members immediately rejected the Mexican Style Wear theme because it was race based and therefore improper. Mr. Athie and the fifth-grade class changed the theme to "Dress Like Your Career Interest" day and that was the theme that was approved by the Building Leadership Team. Principal Smith, viewing this as a teaching moment, spoke to the fifth-grade class and explained to them why the original theme was inappropriate and could be viewed as culturally offensive. Unfortunately, after the new theme was selected, an email with the old theme with Mexican Style wear was inadvertently sent. When Principal Smith learned of the mistake, he immediately notified parents of the mistake by personal phone calls, provided parents and the school with the new flyers, and the parents appreciated the correction. Several months later, complainant complained to Principal Smith that Vinland had sponsored a "Dress Like a Mexican day" in violation of school district policy. Principal

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Smith explained the fifth grade students' original proposal; that he and the Building Leadership Team immediately rejected the original proposal and corrected it to "Dress Like Your Career Interest Day" and Principal Smith explained how the original email was inadvertently sent and explained the steps that he took to correct the original mistake. Consequently, the investigator finds that the allegations in email 27 (OSPI\_060-061) are not only baseless, but also that the complainant knew that the allegations contained in email 27 (OSPI-060-061) were false in 2021, two years before she included this allegation in her complaint.

#### **Email 28**

Email 28 (OSPI\_062-063) alleges that between 2014 and 2022 anonymous Mexican students were searched for drugs while "their white peers" whom they collectively accuse of carrying drugs, were not searched. North Kitsap School District Policy 3230 provides in pertinent part that "All students possess the constitutional right to be secure in their persons, papers, and effects against unreasonable search and seizures." Correspondingly, District Procedure 3230P prescribes the school district's procedure for conducting searches of students and their property. Complainant's email does not identify a single Mexican student searched in violation of District Policy 3230 between 2014 and 2022, nor does complainant's email contain the identity of a single "white peer" that should have been searched because they, according to complainant, were carrying drugs, and they were not searched. If complainant had identified witnesses or evidence to establish that Mexican students were being searched because of race, that would certainly support a finding of harassment, intimidation, and bullying that is prohibited by School District Policy 3207. Where, as here, there is no evidence to support the allegations, no such finding can be made.

#### **Email 29**

Email 29 (OSPI\_064\_065) alleges that sometime between 2021 and 2023, an unidentified Latina student was told by an unidentified Kingston High School Spanish teacher to "Go back across the border." The email further alleges that the unidentified student reported the allegation against the unidentified Spanish teacher to the unidentified Principal and that the unidentified Principal told the unidentified Latina student to transfer schools. Absent evidence of the identity of the unidentified Latina student, or the identity of a credible witness to the alleged events, there is no reliable way for the investigator to prove this allegation or that a violation of School District Policy occurred.

#### **Email 30**

Email 30 (OSPI\_066-067) contains allegations from an anonymous parent that his unidentified child was bullied for two years while attending Vinland Elementary School and while attending Poulsbo Middle School, and that an unidentified teacher at one of the schools allowed an unidentified "white" student to go to the bathroom after denying his child's request to use the bathroom. Conspicuously, the email does not identify the ethnic identity of the anonymous parent or student, nor does it provide any information to establish that the actions of the anonymous teacher were based upon the perceived or actual characteristics of the student required to establish harassment, intimidation, or bullying proscribed by School District Policy 3207.

#### **Email 31**

Email 31 (OSPI-068-069) alleges that an unidentified father was told by his unidentified son that an unidentified teacher told his son that he was not smart enough to learn sometime in 2022. Even if we assume that the statement was made, the email does not provide any information from which the investigator could verify that the statement was made or that the statement was made based upon the alleged declarants perceived or actual belief that the unidentified son possessed characteristics that would constitute harassment, intimidation, or bullying under school district policy.

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### **Email 32**

Email 32 (OSPI\_070-071) alleges that sometime in 2022, an unidentified parent was told by his unidentified child that in an unidentified teacher told the unidentified student that he could not participate in a study group because the mother of the student asking to join the group was Mexican. The allegation, if true, would clearly violate multiple school district policies, but absent the identification of the anonymous student, the anonymous parent, the unidentified teacher, the name of the study group, or a witness or witnesses to the events, there is no evidence to sustain a finding that the incident occurred.

### **Email 33**

Email 33 (OSPI\_072-073) alleges that an unidentified parent reported that her unidentified son was told by an unidentified teacher that he, the student, had difficulty studying because he ate too many burritos. The statement, if made, would clearly violate multiple school district policies, but absent the identification of the student, the parent, or the teacher, or witnesses to the events, there is no evidence to sustain a finding that the incident occurred.

### **Email 34**

Email 34 (OSPI\_074-075) alleges that an unidentified parent reported that her unidentified son was bullied by an unidentified student sometime in 2022 and that an unidentified Principal promised to “reach out” to the unidentified student and failed to do so. Absent the identity of the student, parent, or principal, the investigator does not have sufficient information to find that the event occurred or to determine that the causes of the event were the results of a violation of school district policy as alleged.

### **Email 35**

Email 35 (OSPI\_076-077) alleges that an unidentified Latina was told by an unidentified student on an unidentified school bus that was carrying students to Poulsbo Middle School and Poulsbo Elementary school sometime in the fall of 2022, to pick up trash on the bus. Absent evidence of the identity of the Latina student, the student who allegedly told the Latina student to pick up trash on the bus, and the identity of the bus driver, the investigator cannot make a finding that the bus driver witnessed the alleged student misconduct, or that the bus driver failed to act appropriately in response to the misconduct in violation of school district policy as alleged.

### **Email 36 and 37**

Emails 36 and 37 (OSPI\_078-081) allege that an unidentified parent reported anecdotally in 2021-2022, that there is more racism now from the teachers and bus drivers in the North Kitsap School District than there was when he attended school 20 years ago. Calling anyone a “beaner” and telling a student “Go back to Mexico” is a clear violation of school district policy. Absent the identity of witnesses to the statements, and the identity of the person or persons who made the statements, or corroborating evidence from other witnesses who heard the statements, the investigator cannot find that the statements were made in violation of school district policy as alleged.

### **Email 38**

Email 38 (OSPI\_082-083) alleges that an unidentified parent reported that her unidentified children were bullied sometime during 2022 and that the school did not take any action regarding the bullying until the incident was reported. The email does not identify what action the school took in response to the report of bullying, but the school district can hardly be faulted for a failure to respond to an

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incident of which it had no knowledge, and this anonymous complaint alleges that the school district acted upon the information that it received when it received it. The investigator cannot find that the school district violated a school district policy based upon this information.

#### **Email 39**

Email 39 (OSPI\_084-85) alleges that an unidentified parent reported that her unidentified son did not get help when he left high school sometime between 2019 and 2021. The email alleges that one of the unidentified student's unidentified teachers questioned why the unidentified student wanted to become an engineer. Absent the identity of the student and verification of what the anonymous teacher said, there is no evidence that the anonymous teacher violated any school district policy as alleged.

#### **Email 40**

Email 40 (OSPI\_086-087) contains three reports of interpersonal communications between unidentified parents with unidentified teachers and personal interactions purportedly between unidentified students and unidentified teachers. Absent the identity of the parents, teachers, and students, there is no evidence to verify that the interpersonal communications occurred; no evidence to determine the intent; and no evidence to determine that the interpersonal communication violated district policy as alleged.

#### **Email 41**

The first allegation contained in Email 41 (OSPI\_088-089) is unintelligible to the investigator and although it references "tamales" that can be a traditional Latino dish, the email does not identify how or what is alleged violates school district policy. The second part of the email alleges that an anonymous student who graduated in 2021 claimed that North Kitsap High School did not expose her to her culture. The investigator does not find that the second allegation, even if true, violates school district policy.

#### **Email 42**

Email 42 (OSPI\_090-091) alleges that an unidentified parent of an unidentified son alleged that her son was bullied between 2020 and 2022 and that an unidentified Principal refused to assist her after the bullying was allegedly reported. The email then alleges that an unidentified principal at North Kitsap High School helped the unidentified student. Absent the identity of the student, parent, and Principals involved, the investigator cannot prove or disprove that the unidentified student was bullied, that school district employees refused to properly assist, or that any district policy was violated as alleged.

#### **Email 43**

Email 43 (OSPI\_092-093) alleges that an unidentified parent of an unidentified student reported that an unidentified person told the unidentified student that there was no room for him on the basketball and football teams, but there was room for the unidentified student on the soccer team. The email does not identify the student athlete, the individual who reportedly told the unidentified student that there was no room for him, and there is insufficient evidence for the investigator to make a finding that there was a violation of school district policy as alleged.

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#### **Email 44**

Email 44 (OSPI\_094-95) alleges that peer-to-peer bullying has occurred in the school district between 2018 and the present. The email does not identify the students who are alleged to have bullied; the student victims of the bullying; or the school district staff who were aware of the bullying and failed to take actions to mitigate it. Absent evidence of the identity of any person with knowledge of the allegations, the investigator cannot investigate nor find that a violation of school district policy occurred as alleged.

#### **Email 45, 46, 47, 48, 49, and 50**

These allegations contain programing complaints and are beyond the scope of this report.

#### **Email 51**

Email 51 (OSPI\_108-109) does not contain allegations of violation of school district policy and therefore there is nothing factual in this email for the investigator to investigate.

#### **Email 53, 54, 55, and 56**

Emails 53, 54, 55 and 56 (OSPI\_119-126) contain handwritten letters and notes with personal accounts of a school shooting; hearsay encounters with others; and personal accounts of peer bullying at interscholastic sporting events. None of the accounts recorded in OSPI\_119-126 implicate the actions or inaction of a school district employee that established a violation of school district policy as alleged or provides a runway for further investigation.

#### **Email 57**

Email 57 (OSPI\_127-129) alleges a violation of the school district's Language Access Policy based upon an electronic flyer generated by PeachJar, an application used by community organizations to communicate with populations also served by the North Kitsap School District. The North Kitsap School District was not required to translate the flyer to Spanish or any other language because the flyer was not generated by the North Kitsap School District, but by an outside community organization through PeachJar. Complainant was informed of this fact via email dated April 27, 2023. See email from Superintendent to complainant in the documents reviewed section of this report. The school district did not violate its Language Access Policy in this instance as alleged.

#### **Email 58 and 59**

Email 58 and 59 (OSPI\_130-133) contain emails from Teacher Readiness Counselor Heather Moss to students regarding the North Kitsap High Schools web-based platform called "High School and Beyond," a non-credit graduation requirement for public school students. Teacher Readiness Counselor Moss reviewed the emails and stated that the emails were reminders from her to students of the upcoming graduation requirements. Counselor Moss admitted that emails 58 and 59 were not translated into Spanish and that they should have been. Counselor Moss has had no direct contact with the complainant nor the complainant's family members regarding a Spanish translation of emails 58 and 59. Emails 58 and 59 meet the definition of vital document pursuant to School District Policy 4218 and the failure of Counselor Moss to have the communications translated into Spanish is a violation of School District Policy 4218.

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### **Email 60 and 61**

Email 60 and 61 (OSPI\_134-136) alleges that the school district failed to translate the two emails attached from English to Spanish in violation of School District Policy 4218. The only document attached to the email is a one-page photocopy of a communication that does not appear to be from the North Kitsap School District. (OSPI\_136) The one-page attachment does not appear to be a vital document pursuant to School District Policy 4218, and therefore there is no corresponding requirement for the School District to translate the communication into Spanish as alleged.

### **Email 62**

Email 62 (OSPI\_137-138) contains a disturbing hearsay report of harsh treatment of a student only identified as [REDACTED] by an unidentified teacher at Kingston High school. Absent the identity of the student there is no way for the investigator to find that the alleged misconduct occurred or violated the School District Policy as alleged.

### **Email 63**

These allegations contain programing complaints and are beyond the scope of this report.

### **Email 64**

Email 64 (OSPI\_141) alleges that during a cheerleading trip to Yakima Washington, the North Kitsap High School cheerleading squad was listening to a song that included the n-word and that the squad refused to sing the n-word, but the coach did. The complainant alleges that one of the cheerleaders named [REDACTED] reported the incident to an unidentified North Kitsap employee and that following the report, [REDACTED] was suspended for two months, and the coach was not disciplined at all. The complainant alleges that [REDACTED] was only returned to school from suspension after [REDACTED] family threatened to report the incident to the newspaper. Finally, the complainant writes, "As people of color, [REDACTED] said that we need to start speaking up, so that the school will start listening to not only the parents, but also to the youth."

North Kitsap High School Principal Sawicki reported that she investigated the incident near the time that the incident occurred, and that the facts of the North Kitsap High School investigation are in stark contrast to what was reported in email 64 (OSPI\_141). The North Kitsap High School investigation revealed the following. [REDACTED] who identifies as African American, and the cheerleading squad traveled by van to Yakima for a cheerleading competition. The squad asked the cheerleading coach, who was also a North Kitsap High School Teacher, and identified as Caucasian, for permission to listen to music during the trip and the coach agreed if the music "is clean." The cheerleaders agreed to these terms and began playing music until a song from the playlist used the n-word. The coach immediately stopped the music explaining that the song was not clean and some of the cheerleaders, not [REDACTED] protested that the n-word was part of modern culture and therefore not a big deal. The coach, in an apparent effort to justify her decision to kill the music, responded that it was a big deal to say "nigger" in a song and some of the cheerleaders voiced their displeasure with the coach saying the actual word.

Two of the cheerleaders (not [REDACTED]) discussed the incident with a North Kitsap High School staff member upon their return, and the staff member reported the incident to Principal Sawicki who initiated an investigation that resulted in interviews of each cheerleader on the trip and the coach. [REDACTED] never reported the incident; [REDACTED] was never suspended from school or disciplined for any behavior related to the cheerleading trip. The cheerleading coach was placed on administrative leave during the investigation, but resigned from her position as cheerleading coach and resigned from her

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teaching position before a disciplinary decision was reached. Neither the complainant nor her children were involved in the underlying incident or investigation. Based upon the above, there is no evidence that North Kitsap High School or the North Kitsap School District violated any school district policy for its involvement in this incident as alleged.

**Email 65**

Email 65 (OSPI\_143-144) alleges that an unnamed male middle school student sat next to an unnamed female middle school student who informed the unnamed male student that she did not want to sit next to “a beaner,” an ethnic slur. Complainant alleges that the unnamed male student reported the incident to Poulsbo Middle School Principal Joshua Emmons and that Principal Emmons cautioned the unnamed male middle school student to not cause any more problems and that the unnamed female middle school student was not punished at all. Principal Emmons reported that he is familiar with the incident, but that what was reported in email 65 (OSPI\_143-144) was not reported accurately. Principal Emmons credibly reported that he found that the female student who used the ethnic slur “beaner” violated school district policy and that he took corrective action against the female student, including a phone conference with the offending student’s parents. Based upon this evidence, the investigator does not find any merit to the allegations that the school district violated school district policy 3210 as alleged.

**Email 66**

Email 66 (OSPI\_145-146) does not contain an allegation of discrimination or violation of school district policy and therefore there is nothing to investigate.

**Email 67**

Email 67 (OSPI\_147-148) alleges that an undisclosed teacher accused an undisclosed student of being “angry.” Accusing a student of being angry, even if the absence of evidence to establish it, does not violate a school district policy as alleged.

**Email 68**

Email 68 (OSPI\_149-150) alleges that the school district did not expose an unidentified student to her culture, that is also unidentified. The email does not contain an allegation of a violation of any school district policy.

**Email 69**

Email 69 (OSPI\_151-152) alleges that “Students” pretend to be “white” and that students are taught to be ashamed of their culture.” The email does not identify the Latino students who are taught to “be white”; nor does the email identify the curriculum pieces that allegedly teach it. Absent corroborating evidence of the teachers who teach Latino students to “be white”; the identity of students who, curriculum, and the email fails to tether the alleged cultural misappropriation of identity to a violation of school district policy as alleged.

**Email 70**

Email 70 (OSPI\_153-154) alleges that Skyward, the online portal for communication between the school district and families, does not work for families who communicate in Spanish. Parents who register in Skyward are allowed to select their language of choice, one of which is Spanish, and the communications posted to Skyward are automatically translated into Spanish. If a parent cannot navigate Skyward, the parent can call each school for assistance. Absent evidence of the identity of



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a communication that was not properly translated into Spanish from English that was posted to Skyward, the investigator cannot find that the alleged violation occurred.

**Email 71**

Email 71 (OSPI\_155-156) contains the anonymous complaint and opinion statement that the ASB program "is not good" and that ASB does not provide opportunities for persons of color. Absent evidence of the identity of the students who sought and were denied opportunities to run for the elected ASB positions, and evidence that the denied opportunities were based upon the Latino students actual or perceived race, the investigator does not have enough information to determine that a violation of school district policy occurred as alleged.

**Email 72**

Email 72 (OSPI\_157-158) is a repeat of Email 43 contained in (OSPI\_092-093). See response to Email 43.

**Email 73**

Email 73 (OSPI\_159-160) is a repeat of a portion of Email 18 (OSPI\_040). See response to Email 18.

**Email 74**

Email 74 (OSPI\_161\_162) is a repeat of a portion of Email 24 (OSPI\_054-055). See response to Email 24.

**Email 74.2**

Email 74.2 (OSPI\_163-164) is a repeat of a portion of Email 24 (OSPI\_054-055). See response to Email 24.

**Email 76**

Email 76 (OSPI\_156-166) does not contain allegations of violations of school district policy and therefore does not require an investigation.

**Email 77**

Email 77 (OSPI\_167-168) contains allegations of an anonymous mother of an unidentified student who was allegedly bullied by unidentified students with hair pulling accompanied by racially charged taunts of "ugly Mexican." Hair pulling and taunts of "ugly Mexican," if proven, would violate school district policy, but absent evidence of the identity of the students making the physical contact and using the racially charged language, or evidence of the identity of the student or students who witnessed the events, the investigator cannot find that the misconduct occurred.

**Email 78**

Email 78 (OSPI\_169-170) contains an anonymous report from an anonymous EL teacher who claims that anonymous EL students are not receiving the EL support that is required. To the extent that this email does not contain a programming complaint, the absence of evidence of the identity of the teacher, the students, or the classes, precludes the investigator from making a factual determination that the alleged violations occurred or that the alleged violations violated school district policy.

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**Email 79, 80,81,82, and 83**

Emails 79, 80, 81, 82 and 83 (OSPI\_171-180) pertain to programing and are beyond the scope of this report.

**Email 84**

Email 84 (OSPI\_181-182) alleges that an unnamed parent of unnamed students was prevented from accessing a free and reduced lunch because of language. The email does not identify the parent or students, a date when the alleged deprivation occurred, nor does the email identify the name or names of the school district witnesses responsible for the alleged deprivation. Absent evidence of the identity of witnesses to corroborate any of the allegations alleged in the email, the investigator cannot find that a violation of school district policy occurred.

**Email 85**

Email 85 (OSPI\_183-184) alleges that an unidentified North Kitsap High School English teacher told an unidentified Mexican student "So you are going to be a drug dealer." Absent the identification of the unidentified student, witnesses who heard and will repeat the statement; or the identity of the unidentified teacher; the email fails to provide evidence to make a finding that a violation of district policy occurred. If the statement was made, and the context of the statement is consistent with what is alleged, the statement would at a minimum be culturally insensitive if not in violation of prohibited conduct under school district policy, but absent a complaining witness with firsthand knowledge of the incident, the investigator cannot make a finding that the alleged violations of school district policy occurred.

**Email 86**

Email 86 (OSPI\_185-186) contains the opinion statement of an anonymous person who is reportedly a North Kitsap High School teacher that "Counselors" do not support Latino students for an indeterminate amount of time. Absent evidence of the identity of a witness or witnesses to support these statements with evidentiary facts, there is insufficient evidence for the investigator to determine that the allegations are true.

**Email 87**

Email 87(OSPI\_187-188) alleges that an anonymous North Kitsap School District teacher, and an unidentified North Kitsap School, claims that students were kept in the newcomer's class after graduating from the program. Absent the identity of the anonymous teacher, the unidentified school, and the identity of the unidentified students in the newcomer's class, the investigator cannot determine that a violation of school district policy occurred or that the violation was substantially motivated by race as alleged.

**Email 88**

Email 88 (OSPI\_189-190) contains a complaint from an anonymous North Kitsap School District teacher, that an unnamed high school engaged in cultural appropriation when it posted displays celebrating significant cultural and religious holidays for Latinos. Posting displays that celebrate traditional Latino holidays did not violate any school district policy of which the investigator is aware.

**Email 89**

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Email 89 (OSPI\_191-192) contains an anonymous complaint of a purported North Kitsap teacher, who alleges that asking students in Spanish class to adopt Spanish surnames when the students are engaged in conversational Spanish exercises in the classroom, is traumatizing for Latino students. The practice of selecting traditional Spanish surnames in a Spanish class for Spanish conversation exercises does not violate any school district policy of which the investigator is aware. The second allegations in email 89 (OSPI\_191-192) that Latino students with disabilities are labeled as “difficult” or “weird,” would violate school district policy if there were evidence to establish that the statements were made by a North Kitsap School District employee or volunteer. Absent evidence of the identity of the school district employee or volunteer who is alleged to have made the statement, or evidence from a witness who heard the statements being made, there is no evidence to establish that the statements were made in violation of school district policy as alleged.

#### **Email 90**

Email 90 (OSPI\_193-200) contains another anonymous complaint of a purported North Kitsap teacher that unidentified “teachers” describing language learners as “annoying and difficult” and as “angry and violent.” Even if the anonymous complaints are accepted as true, the complainant does not allege that the statements were made to the students, in front of students, or that the teachers who are alleged to have made the statements failed to deliver educational services to the students under their care. The school district’s policies against harassment, intimidation, and bullying, and the school district’s policies against discrimination, prohibit behavior and actions that are harmful to the school district’s educational mission. The school district’s policies do not regulate what employees think or say to one another as long as what is said to one another does not interfere with the school district’s educational mission. Absent evidence that the alleged statements interfered with the school district’s educational mission, or the teacher’s delivery of educational services to their students, there is no evidence that the statements, if made, violated school district policy as alleged.

#### **CONCLUSION**

In all but a few instances, the 90 emails that comprise the complainant’s complaint, the identity of the witnesses with knowledge of events are identified as anonymous or not identified at all. In other instances, the complainant’s emails made allegations without supporting evidence and in some instances the complainant made allegations where there is substantial evidence that the complainant knew that her allegations were false. See findings for Email 27 (OSPI\_060-061) (Principal Smith informed the complainant in 2021 that the Spirit Week Theme was “Dress Like Your Career Interest Day” after being changed from “Mexican Style Wear...Wear your favorite Mexican style clothes Day” and was never “Dress like a Mexican day” as the complainant claimed in Email 27). The absence of the identification of persons with personal knowledge of the events identified in her 90 emails and the instances as mentioned above where the complainant pursued claims that she knew to be false, adversely affected the credibility of the complainant in the eyes of the investigator. This, coupled with the absence of corroboration for the majority of the complainant’s complaints, personal knowledge of the complainant; the absence of corroborating witnesses; and the instances where the complainant’s report of events diverged from what occurred, adversely affected her credibility in the eyes of the investigator.

The investigator did not find discrimination against Latinos based upon race in violation of school district policy. The investigator did not find harassment, intimidation, or bullying in violation of school district policy. The investigator does not claim that discrimination and/or harassment has been eliminated in North Kitsap School District. The investigator merely claims that the 90 emails of the complainant did not provide sufficient evidence to prove the complainant’s allegations of it. The investigator did find violations of the school district’s Language Access Policy. The investigator did not find widespread violations of the Language Access Policy as alleged. The violations found involved a single Counselor who admitted the violations and from all accounts appears to be violations

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based upon expediency rather than disobedience or discriminatory animus against an ethnic group or groups with limited English.

Sincerely,

A handwritten signature in blue ink, appearing to read 'GREGORY E. JACKSON', with a long, sweeping flourish extending to the right.

GREGORY E. JACKSON  
Attorney at Law

Enc.



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

June 15, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of the second interview of complainant Danielle Castillejo and the comments of her husband Luis Castillejo that occurred remotely on June 15, 2023. The interview was attended by my paralegal, Jenny Singleton. The interview was not videotaped or electronically recorded. The interview ended at 1 hour. The interview was not audibly or digitally recorded.

#### Main Topics Covered

- Complainant alleged that earlier in the school year a kid “dressed as a Nazi” threatened to shoot Mexicans at North Kitsap High School. (Poulsbo Police Department Incident H23-000328 indicates that the underlying facts occurred on April 11, 2023.) Complainant alleges that the school district discriminated against her and other Latino families because they, the Latino families, received “no communication” from the school district regarding the threat. Complainant alleges that Latino families did not know whether it was safe to send their children to school and that whenever Latino families do not know what is going on at school, they call complainant and her husband. Complainant alleged that sometimes these calls come during the day when she and her husband are working. Complainant alleges that she checked Skyward for information regarding this incident and that Skyward did not contain any information regarding this incident in English or Spanish.
- Complainant alleges that there was another gun incident involving a potential student suicide at a “middle school” on or about February 2 or 3<sup>rd</sup>, 2023. Complainant subsequently identified the location as Poulsbo Middle School. Complainant alleges that the Poulsbo Police Department was actively searching the school for a shooter and that the officers had their guns drawn, and that families who were aware of the incident were showing up and entering the school looking for their children. Complainant alleges that the school district released information regarding this incident in English, but not Spanish. Complainant alleges that she asked an unidentified person at the school district to translate the information into Spanish and that this never happened. Complainant admitted that she and her husband are fluent in English and Spanish and therefore an English translation was not required for her to access this information. Complainant did not volunteer nor identify any Latino family that requested a Spanish translation of the suicide incident and was denied. Complainant alleged that she spoke to the Poulsbo Police Chief regarding the incident and that he told her that the decision to

June 15, 2023

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release or withhold information while officers were searching the school was up to the school district. Complainant denied knowledge of any additional incidents where information was made available in writing to those who are fluent in English but were denied access to the same information in Spanish.

- Complainant singled out the conduct of North Kitsap High School Principal Sawicki and stated that Principal Sawicki translates information “on her own” for Latino families without any support from the school district. Complainant did not explain how she reached this conclusion or why she was segregating the conduct of Principal Sawicki from the conduct of the North Kitsap School District, but complainant stated affirmatively that “When information comes to her, she (Principal Sawicki) translates it.” When complainant was reminded that, Principal Sawicki was the Principal of North Kitsap High School when the threats of the student and the gun occurred on April 11, 2023, complainant admitted that Principal Sawicki did provide information regarding the incident but complained that this information should have come from “downtown” meaning the Superintendent’s Office, and complainant stated that “the Superintendent left town and was unresponsive.”
- Complainant alleged that sometime during the 2021-2022 school year, her son informed her that he was missing class time at Vinland Elementary School because he was showing new English as second language students around the school and acting as their translator during the tours. Complainant alleged that she discussed this issue with the school principal and that the school principal assured her that this was a part of the ESL program. Complainant further asserted that a few months ago, her daughter and another Spanish speaking student were asked to interpret for a new ESL student in a classroom because the teacher did not speak Spanish. Complainant does not think that her daughter missed any class time or that this was a reoccurring event.

The interview terminated without completion and with the expectation that a final interview would be rescheduled. An email was sent to the complainant for a final follow-up interview on August 21, 2023 and the complaint did not respond or agree to appear for a final interview as requested.

Respectfully,



GREGORY E. JACKSON

Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 2, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness [REDACTED] that occurred via telephone on August 2, 2023. The interview was attended by my paralegal, Jenny Singleton, and Spanish language interpreter Alejandro Echevarria Gil who translated the interview. [REDACTED] spoke in Spanish for the interview and my questions to her and her response to me were interpreted by Mr. Echevarria Gil. The interview was completed in .6 of an hour. The interview was not electronically recorded.

#### Main Topics Covered

- [REDACTED] son [REDACTED] attends North Kitsap High School, and she feels that her son is treated differently because he is Mexican. I asked [REDACTED] how her son is treated differently, and she responded that he does not tell me much. [REDACTED] stated that students and teachers treat her son differently, but when I asked her to explain how, she repeated that her son does not tell me anything. [REDACTED] reported that she has been to "reunions" with other parents and that other parents complained that their children were treated differently because they were Mexican. I asked [REDACTED] if her son told her similar things about the way that he was treated, and she repeated that he did not tell me much.
- I asked [REDACTED] if she ever complained to anyone at the school about the way that her son was treated or asked for help, and she said that she did speak to one person at school who spoke Spanish. [REDACTED] told me that the person that she spoke to was female and that she spoke Spanish. [REDACTED] would not tell me the name of the person and she indicated that she did not wish to answer any other questions because she did not want something bad to happen to her son. [REDACTED] suggested that I call someone else on the list and when I asked her what she feared would happen to her son by her speaking to me, she hung up and terminated the interview.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 2, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness [REDACTED] that occurred in person on August 2, 2023. The interview was attended by my paralegal, Jenny Singleton, and Spanish language interpreter Alejandro Echevarria Gil attended and translated the interview via Zoom. [REDACTED] spoke in Spanish for the interview and my questions to her and her response to me were interpreted by Mr. Echevarria Gil. The interview was completed in .7 of an hour. The interview was not videotaped or electronically recorded.

#### Main Topics Covered

- [REDACTED] main concern at North Kitsap High School is bullying. Approximately three months ago, [REDACTED] received an anonymous text message that was a video clip that displayed a photograph of her son and photographs of other North Kitsap High School students. [REDACTED] said that other parents received the video as well. [REDACTED] considered the email to be threatening, but she did not report it to the school or to law enforcement. [REDACTED] said that she received the video at about the time that the "shootout" occurred at school.
- I asked [REDACTED] if she was aware of any direct acts racism that were directed at her son, and she responded not yet. I asked if [REDACTED] had heard of other Hispanic parents complaining about racist treatment at North Kitsap High School and she reported that she has heard a few things. [REDACTED] remembers one parent complaining that her child who has ambitions to be a doctor was told by a teacher, "How is it that you think that a Mexican will become a doctor?" [REDACTED] does not remember the name of the parent, the name of the student, nor the name of the teacher involved in this incident. [REDACTED] reported that her neighbor said that she heard a similar story. [REDACTED] does not know when the reported comments were to have occurred.
- [REDACTED] believes that the purpose of the meeting where the sign-up sheet was passed around was to address school bullying. **Attachment A.** [REDACTED] believes that she received notice of the meeting from a group text, but she does not know if she still has the text. [REDACTED] believes that the meeting was in the cafeteria and that the meeting was also to address getting more interpreters in the schools. [REDACTED] said that her son has never reported being bullied at school.



August 2, 2023

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- I asked [REDACTED] if she had any complaints about the education that her son was receiving in the North Kitsap School District other than the bullying at school and she said “no.” She said that her kids have received the help that they needed at school.
- I asked [REDACTED] if she had any complaints about the way that the North Kitsap Schools communicated with her as a Spanish speaker and she said that the communications that she received in writing from the High School were usually in Spanish and English, but the communications that she received from the Elementary School were mostly in English and that she would appreciate more communication in Spanish. [REDACTED] said that she did not have any other complaints or concerns about the North Kitsap School District.

Respectfully



GREGORY E. JACKSON

Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 4, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness ██████████ that occurred on August 4, 2023. The interview was attended by my paralegal, Jenny Singleton, Spanish language interpreter Carmen Rosario who translated the interview via Zoom, and by ██████████ a daughter of ██████████ ██████████ will be entering the Ninth Grade at North Kitsap High School this year.<sup>1</sup> The interview was completed in an hour and the interview was not electronically recorded.

#### Main Topics Covered

- ██████████ has three children, but only mentioned her older daughter who attended North Kitsap High School and ██████████ who will attend North Kitsap High School this fall.
- ██████████ attended a single meeting with other parents at the school district and ██████████ thought that the purpose of the meeting was for the community to ask for more safety for students at school. See Attachment A. ██████████ believes that the others who attended the meeting were there for the same purpose. ██████████ felt students were in danger at school because of things that were going on at the school earlier during the school year. ██████████ heard from other mothers that there were threats at school, and she knows that many parents were frightened by the threats and kept their children out of school that day. ██████████ does not remember the specific threat or if there were more than one, but she does remember speaking to ██████████ about the threats and would have allowed ██████████ to stay at home that day, but ██████████ wanted to go to school and therefore she let her. ██████████ believes that many people heard the threats, but she did not hear any of them. ██████████ believes that the threat had something to do with a shooting. ██████████ does not know who the target of the threats was or whether the target was Mexican or Caucasian. ██████████ remembers one occasion where a parent called her and asked if she was going to school to pick up her daughter because of a shooting, but it turned out that there was no shooting.
- ██████████ does not remember who organized the meeting that she attended at the school with the other parents. (Attachment A) She believes that she received notice of the meeting by a group text, but in searching through her phone at the interview she could not locate the text.

<sup>1</sup> ██████████ as a North Kitsap School District student, is a potential investigation witness, and would therefore be excluded from the interview of ██████████ to ensure that independent witnesses provided independent responses. Notwithstanding investigation protocol, the Investigator made the ad hoc decision to allow ██████████ to attend the interview because it appeared to the Investigator that ██████████ brought ██████████ to the interview for emotional support.

August 6, 2023

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The group text was to [REDACTED] and some of her friends and neighbors. [REDACTED] did not speak at the meeting and does not believe that anyone that she knew spoke at the meeting. [REDACTED] knows that there were other meetings, but she did not attend.

- [REDACTED] reported that most of the email communication from school is in English, but she said that when she needed the communications interpreted, she called the school and spoke to someone who could translate the document into Spanish. [REDACTED] reported that most of the texts that she received were in Spanish. [REDACTED] reported that when she went to the school for meetings, there was an interpreter present for her.
- [REDACTED] was asked if any of her daughters were discriminated against at school and she reported that one of her daughter's was overweight, that at times her daughter did not want to go to school, and that [REDACTED] believes this was because her daughter was bullied, and body shamed because of her size. [REDACTED] said that her daughter never told her this directly, but that is what [REDACTED] suspected. [REDACTED] was asked directly if she felt that any of her children were discriminated against at school because they were Mexican, and she said no. [REDACTED] heard other parents' complaints of discrimination at the meeting. (Attachment A). [REDACTED] recalls one parent claiming that a teacher made a remark about a Mexican attending a university, but [REDACTED] has no personal knowledge of that claim.
- [REDACTED] recalls an incident wherein another student made threats to kill [REDACTED] last year when [REDACTED] was in middle school. [REDACTED] reported the incident to the school Principal and the Principal put in an order that prevented the other girl and [REDACTED] from being in the same location. [REDACTED] spoke and reported that the confrontation began after she, [REDACTED] stopped being friends with the other girl. [REDACTED] stated that the other girl who made the threat was also Mexican. [REDACTED] believes that the Principal acted appropriately. [REDACTED] concluded the interview by stating that she remains concerned about safety in the schools, but that when she asked the school for help because her children needed help, the school provided help.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 2, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness [REDACTED] that occurred in person on August 2, 2023. The interview was attended by my paralegal, Jenny Singleton, and Spanish language interpreter Alejandro Echevarria Gil who translated the interview via Zoom. [REDACTED] spoke in Spanish for the interview and my questions to her and her response to me were interpreted by Mr. Echevarria Gil. The interview was completed in 1.0 hour. The interview was not videotaped or electronically recorded.

#### Main Topics Covered

- [REDACTED] has two children, [REDACTED] who attends North Kitsap High School, and [REDACTED] who attend classes for special needs students in Pre-Kindergarten. [REDACTED] is bilingual in Spanish and English.
- [REDACTED] recalls a "meeting" with the High School Principal sometime in February of 2023, when she signed the handwritten note that has her name and telephone number on it. **Attachment A.** [REDACTED] thought that the purpose of the meeting was to get some ideas on ways to improve communication between parents, students, and teachers. Initially [REDACTED] could not remember who scheduled the meeting, other than the scheduler was a female who spoke Spanish, and she believed that this lady worked for the School District in some capacity. The investigator asked if the name of the lady was "Danielle" and [REDACTED] confirmed that Danielle is the name of the lady who scheduled the meetings. [REDACTED] corrected herself stating that Danielle did not say that she worked for the School District, but rather said that her husband worked for the school District.
- [REDACTED] was invited to the meeting with Principal via a group text message. [REDACTED] will look for the group text and forward it if she finds it.
- One situation that happened to her son while he attended North Kitsap High School in 2016-2017. White students approached him and said, "Do you have your bags packed - go back to Mexico." [REDACTED] believed that the statement was racist, but she did not report the incident because they were just students, the incident occurred outside of the classroom, and she said that comments like this were common and that she did not think that anything would happen

August 2, 2023

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to the students anyway. [REDACTED] said that she heard similar reports from the parents of other students at the meeting with the High School Principal.

- One of the offensive comments that [REDACTED] heard from another parent was attributed to a teacher who reportedly made a comment to a Hispanic student who was reportedly going to college, "You are going to college? You are not going to get anywhere in life." [REDACTED] does not remember the name of the student, the parent, or the teacher. [REDACTED] does not remember what year the offensive statement was made, and [REDACTED] volunteered that she did not even know if the comments were made. [REDACTED] remembers that at one time her daughter wanted to be moved from North Kitsap High School to another school, but she does not remember why.
- [REDACTED] said that some of the people on **Attachment A** are amigos; that some of the names on the list are from the same state in Mexico; and that some on the list currently live in the same neighborhood.
- [REDACTED] was asked whether she had any difficulties in communicating with the schools regarding her children's education. [REDACTED] said that she cannot participate in school that much because of the language barrier. [REDACTED] reported that text messages and emails from school arrive in English and Spanish, but "paper" messages are always in English.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms

Attachment A to  
Interviews of [REDACTED], [REDACTED] and [REDACTED]

- ✓ Alfredo Larios - Detail\_painting@hotmail.com (360) 620-0841
- ✓ Jaime Galeno JaimeGalenoLarios@gmail.com - cell (360) <sup>0516-9267</sup> 930-1781
- ✓ Angelica Moran Castro Moran 0379 @.mail.com (360) 286 45 26
- ✓ Isela Galeno galenoisela6@gmail.com (509) 431 1449
- ✓ Maria Castro josemoran83@yahoo.com (360) 204-43 75
- Brenda Y. Ramirez Brendaramirez1987@icloud.com (206) 304-7111
- Rosa Ramirez 422@icloud.com (360) 535-4532
- Norma Hernandez norma1977h@yahoo.com (360) 626-3328
- ✓ Rosio Castro R. ~~rosio.castro.360~~ 360 9940611

- Erica Mendez - eym.mendez@gmail.com
- Cristy Ramirez - Cristyr182@gmail.com - ~~360~~ 509-499-360 2043730 | 0323
- Adelita Colmenares - Adelita08colmenares@gmail.com (661) 547-48 37.
- Brenda Lopez (360) 621-3792 Hoggso211@gmail.com
- ✓ Norma Garcia (360) 649-7047 norma.garcia4@hotmail.com
- Carmen A Perez (360) 865 95 93
- Adriana Pedroza (360) 649-55-76 adriana Pedroza ~~2306~~ @gmail.com
- Romaldo Larios (360) 930 4274 } Veronicalarios76@icloud.com
- Veronica Larios (360) 930 4275 }

- Maria Ramirez (360) 509-5407. ramirezanjela@yahoo.com
- Janette Ramirez (360) 728-1944 Janneter84@hotmail.com
- Rosario Bonilla (360) 4713018 - Cherrebonillas07@gmail.com.
- Santiago Fergus brian fergus.013@gmail.com
- ✓ AZMIN 360 990 0301 (solo texto)





900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 16, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness North Kitsap High School Principal Megan Sawicki that occurred via telephone on August 16, 2023. The interview was completed in .7 of an hour. The interview was not videotaped or electronically recorded.

#### Main Topics Covered

- **School Demographics and North Kitsap School District's Language Access Program**  
According to the demographic statistics from the 2022-2023 school year, North Kitsap High School is 63% Caucasian and the largest minority group at the school are those who identify as Latino at 18.6%. The school district's Language Access Policy prescribed in Policy 4218, reads in pertinent part: "The district will provide a written translation of vital documents for each limited English proficient group that constitutes at least 5 percent of the district's total parent population or 1000 persons, whichever is less." **See Attachment A (Policy 4218)** Principal Sawicki confirmed that the District's Latino population exceed 5% and therefore North Kitsap High School was required to translate its "vital documents" into Spanish. Vital documents pursuant to Policy 4218 include:
  - registration, application, and selection;
  - academic standards and student performance;
  - safety, discipline, and conduct expectations;
  - Special education and related services, Section 504 information, and McKinney-Vento services;
  - policies and procedures related to school attendance;
  - requests for parent permission in activities or programs;
  - opportunities for students or families to access school activities, programs, and services;
  - student/parent handbook;
  - the District's Language Access Program and related services or resources available;
  - school closure information; and
  - any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or District policy.



August 16, 2023

Page 2

If, due to resource limitations, the school district or a school cannot translate a vital document due to resource limitations, the school district or school may provide the information to parents via competent oral interpretation. *Id.*

- Principal Sawicki admitted that the school has not historically been perfect in translating every vital document but stated that when it has been brought to her attention that the North Kitsap High School fell below the expectations of Policy 4218, she took immediate steps to correct it. Principal Sawicki reported that when parents register in Skyward, they are asked to select the preferred language of the family and Spanish is one of the language options. Principal Sawicki noted that Skyward identified the complainant's preferred language as English, indicating that when the complainant registered her children in the North Kitsap School District, she selected English as the family's preferred language. Principal Sawicki reported that for the beginning of the 2023-2024 school year, the school district will have a new tool that will enhance communication with families with limited English and that tool is called "Parent's Square." Parent's Square allows parents to log on to a database of school documents, select their language, and the school district documents in the database will be translated into the language of the parent's selection.
- Principal Sawicki is familiar with the video clip that was provided by [REDACTED]. The video clip contains photographs of North Kitsap High School students, including [REDACTED] son, that were copied from the North Kitsap High School's yearbook records. The photos were displayed on the video in a rapid slideshow format while the Little Wayne song "Love me" played in the background. The existence of the video clip on social media was reported to Principal Sawicki on March 10, 2023, and she and Assistant Principal Bliss quickly learned that the video clip was created and posted to social media by a ninth grade North Kitsap High School Student who was enrolled in the school's yearbook class. The ninth-grade student reported bad blood between her and a group of other students for years, and that she created the video clip and posted it to get back at those students. The school photos used to compose the video clip were randomly misappropriated and the Little Wayne song was chosen not because it had a hidden meaning, but because the ninth-grade student liked the song. Significantly, there is no evidence that the video clip as originally created or originally posted was an act of hatred or bias against Latinos or connected to any other violent or disruptive event on campus. The video post was removed shortly thereafter and the student responsible for the original post was disciplined for her actions.
- Principal Sawicki vividly remembers a meeting with the Complainant from earlier this year. **See Attachment A.** The meeting is notable to Principal Sawicki because the meeting that she attended was not the meeting that she thought that she was going to have before she walked into the library that day for the meeting. Principal Sawicki recalls that the Complainant originally approached her to schedule this meeting under the guise of having an intimate discussion of ways that North Kitsap High School could support Spanish Speaking families. Principal Sawicki believed that the meeting would involve a small group of families sitting around a conference table in the library and having a cordial and collaborative discussion. Principal Sawicki was surprised when she walked into the library and found a couple of hundred people in the room, many of whom she did not know and many of whom, as far as

August 16, 2023  
Page 3

she could tell, had no direct connection with North Kitsap High School. Principal Sawicki noted that there was a newspaper reporter present and noted that North Kitsap School District has a Communications Director that she would have consulted with if she had known that a reporter was going to be present. Additionally, many of the things that people raised at the meeting did not have any connection to what was going on at North Kitsap High School and thus, Principal Sawicki felt blindsided because she had no way to properly address concerns or complaints of things that occurred outside of her building.

- Principal Sawicki is aware of the Complainant's allegations that people at North Kitsap High School treated her husband differently because of a perception that her husband is allegedly a darker skinned Mexican with a heavy Mexican accent. Principal Sawicki has not witnessed anyone at the high school treating Complainant's husband any differently than any other parent. Principal Sawicki reports that Complainant's daughter is currently in the Student Leadership Group that meets with her once a month. Principal Sawicki enjoys working with Complainant's daughter and described Complainant's daughter as a consistent contributor to the group and to making North Kitsap High School a better place.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms

**Attachment A to  
Interview of Principal Megan Sawicki**

**Policy 4218**  
**Community Relations**

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### **LANGUAGE ACCESS PROGRAM**

The Board of Directors is committed to improving meaningful, two-way communication and promoting access to district programs, services and activities for students and their parents and families. The board recognizes that students whose family members have limited English proficiency (LEP) might also speak or be learning multiple languages and are assets to the community. It is crucial that the district seeks to address language barriers and do so free of charge. To that end and as required by law, the district will develop and adopt a plan for implementing and maintaining a language access program that is culturally responsive, provides for systematic family engagement developed through meaningful stakeholder engagement, and is tailored to the district's current population of students and families who have limited English proficiency.

At a minimum, the district's plan for a language access program will adhere to the principles of an effective language access program for culturally responsive, systematic family engagement, which are:

- Accessibility and equity. This means that schools provide access to all; two-way communication is a priority and is woven into the design of all programs and services.
- Accountability and transparency. This means that the language access program and decision-making processes at all levels are: Open, accessible, and usable to families; readily available; continuously improved based on ongoing feedback from families and staff; and regulated by a clear and just complaint process.
- Responsive culture. This means that schools are safe, compassionate places where each family's opinions are heard, needs are met, and contributions are valued. School staff are humble and empathetic towards families.
- Focus on relationships. This means that schools seek to understand families without judgment on an individual level, building trust through respectful relationships that recognize the unique strengths that each family and student possesses.

The district will implement its Language Access Program by the 2023-2024 school year.

#### **Identification of Families Needing Language Access Services**

The district will accurately and in a timely manner identify parents/family members of students with limited English proficiency and provide them information in a language they can understand regarding the language service resources available within the district.

#### **Oral Interpretation**

The district will take reasonable steps to provide parents/family members with limited English proficiency with competent oral interpretation of materials or information about any program, service, and activity provided to parents who do not have limited English proficiency and to facilitate any interaction with district staff significant to the student's education. The district will provide such services upon request and/or when it may be reasonably anticipated by District staff that such services will be necessary.

**Policy 4218**  
**Community Relations**

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**Written Translation**

The district will provide a written translation of vital documents for each limited English proficient group that constitutes at least 5 percent of the district's total parent population or 1000 persons, whichever is less. For purposes of this policy, "vital documents" include, but are not limited to, those related to:

- registration, application, and selection;
- academic standards and student performance;
- safety, discipline, and conduct expectations;
- special education and related services, Section 504 information, and McKinney-Vento services;
- policies and procedures related to school attendance;
- requests for parent permission in activities or programs;
- opportunities for students or families to access school activities, programs, and services;
- student/parent handbook;
- the District's Language Access Program and related services or resources available;
- school closure information; and
- any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or District policy.

If the district is unable to translate a vital document due to resource limitations or if a small number of families require the information in a language other than English such that document translation is unreasonable, the district will still provide the information to parents in a language they can understand through competent oral interpretation.

**Staff**

The Superintendent will designate a staff member to serve as the Language Access Liaison / Coordinator, who will monitor and facilitate compliance with state and federal laws related to language access and family engagement. The Language Access Coordinator's name and contact information will be widely shared so parents, school staff, and community members may contact them to inquire about language access services.

All school administrators, particularly those who have the most interaction with the public such as registrars and enrollment staff, certificated staff, and other appropriate staff as determined by the Language Access Coordinator/Liaison will receive guidance on meaningful communication with parents/family members with limited English proficiency, best practices for working with an interpreter, how to access an interpreter or translation services in a timely manner, language services available within the district and other information deemed necessary by the Language Access Coordinator to effectuate the language access plan and program.

Appropriate district staff, as determined by the Language Access Coordinator will also receive guidance on the interaction between this policy and the district's policy on effective communication with students, families, and community members with disabilities.

**Policy 4218**  
**Community Relations**

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**Review and Update**

The Board will annually review the district's spending on language access services and consider whether budget adjustments are needed to effectively engage with families who would benefit from Language Access services.

The district will provide effective communication for students' families who are deaf, deaf and blind, blind, hard of hearing, or need other communication assistance according to 4217 – Effective Communication.

- Cross references:
- 2110 Transitional Bilingual Instruction
  - 3210 Nondiscrimination
  - 4129 Family Involvement
  - 4217 Effective Communication
  - 6000 Program Planning, Budget Preparation, Adoption, and Implementation
- Legal references:
- Chapter 28A.642 RCW Discrimination prohibition
  - Chapter 28A.155 RCW Special Education
  - Chapter 49.60 RCW Discrimination – Human Rights Commission
  - Chapter 392-400 WAC Discipline
  - WAC 392-400-215 Student rights
  - Title VI of the Civil Rights Act of 1964
- Management resources:
- Policy & Legal News June 2022
  - Policy & Legal News July 2019
  - 2016 – July Issue
  - OSPI website: *Interpretation and Translation Services*

Revised: December 8, 2022

Revised: February 27, 2020

Adoption Date: January 12, 2017

Classification: Priority



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 30, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness Vinland Elementary School Principal Joshua Emmons that occurred on August 30, 2023, via telephone. The interview was completed in .5 of an hour. The interview was not videotaped or electronically recorded.

#### Main Topics Covered

- I read the STATEMENT portion of email 65, OSPI\_143, to Principal Emmons over the telephone and asked him if he knew what the email was referencing, and he said that he believed that he did. Principal Emmons was familiar with complainant by name and reported that her email report of the incident was "inaccurate." Principal Emmons does not recall complainant being involved or connected to the incident and therefore has no idea where complainant obtained the version of the story that she reported in her email. It is apparent, however, that complainant did not obtain these facts directly from either student, because the student reporting the incident would have known that the student calling her a "Beaner" was a girl and not a boy as reported in the email. The incident was reported to Principal Emmons and Principal Emmons contacted the female student who admitted to calling the other female student a "Beaner." Principal Emmons took corrective action against the female student who used the racial slur, including a conversation with the student's parent and impressing upon the student and the parent the gravity of this violation of School District Policy. Principal Emmons did not tell the female student who reported the incident "that this is an old slur, and not to cause any more problems" as alleged. Principal Emmons does not know where complainant would have collected that version of the events. Principal Emmons reported that complainant did not have any children in these students' classes and does not believe that complainant had any children in the school when this incident occurred.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

August 30, 2023

Sheryl J. Willert  
Williams Kastner  
601 Union Street, Suite 4100  
Seattle, WA 98101-2380

Ms. Willert:

Please accept this interview summary of witness Vinland Elementary Principal Travis Smith that occurred on August 30, 2023, via telephone. The interview was completed in .4 of an hour. The interview was not videotaped or electronically recorded.

#### Main Topics Covered

- Vinland Elementary Principal Travis Smith reported that in April of 2021, Vinland's fifth grade Dual Language class won a school wide competition that gave the class the right to pick the themes for Vinland's Spirit Week, a school celebration that selects specific themes for each day of the week. The fifth grade Dual Languages are Spanish and English, and the class was comprised of seventy percent Latino students. One of the themes that the fifth-grade class proposed was to celebrate Mexican heritage and the fifth graders named the theme: "Mexican Style Wear...Wear your favorite Mexican style clothes." (See documents reviewed.) Mr. Athie forwarded the proposal to Vinland's Leadership Team and seven of the nine Leadership Team members immediately rejected the proposal for a Mexican Style Wear theme because it was race based and therefore improper. Principal Smith, who viewed this as a teaching moment, met with Mr. Athie's fifth-grade Dual Learner's class and explained to them why the name was improper. Shortly thereafter, the fifth-grade class changed the theme to "Dress Like Career Interest" day; the Building Leadership Team approved the change; and the official Vinland flyer for Theme Week was "Dress Like Career Interest" day. Significantly, "Dress Like a Mexican Day" was never proposed by Mr. Athie's fifth grade Dual Language class and never adopted by the Building Leadership team.
- Sometime during this period that "Dress Like Career Interest" was selected, an email with the fifth-grade classes original theme "Mexican Style Wear...Wear your favorite Mexican style clothes" was inadvertently circulated. When Principal Smith learned of the mistake, he notified parents of the mistake by personal phone calls and Principal Smith believed that the parents appreciated the phone call and the correction. Several months later, complainant contacted Principal Smith regarding "Dress Like a Mexican day." Principal Smith explained the history of the incident and that "Dress Like a Mexican day" was not a proposed or selected theme for Spirit Week. Principal Smith explained that the theme was changed to "Dress Like Career Interest" day and that he had discussions with the fifth-grade class regarding race-based



August 30, 2023  
Page 2

themes. Principal Smith believed that complainant understood the history of the incident and based upon this, Principal Smith believed that this incident was resolved in 2021.

Respectfully,



GREGORY E. JACKSON  
Partner

GEJ:jms

# HAGGARD & GANSON LLP

**Municipal Law • Investigations • Neutral Services**

19125 North Creek Pkwy, Suite 120, PMB 337, Bothell, Washington 98011  
haggardganson.com • 425.329.2611

September 5, 2023

Sheryl Willert  
Williams Kastner  
601 Union St., Suite 4100  
Seattle, WA 98101

**Re: North Kitsap School District - Investigation of Castillejo Programmatic Complaints**

Dear Ms. Willert:

I was asked to assist North Kitsap School District (the District) with investigation of a portion of a large set of complaints submitted to the District by Danielle Castillejo. This letter reports my investigative steps and findings. It is not intended as a full recitation of the evidence gathered. I base my findings on a preponderance of the evidence standard, under which I accept an allegation or proposition as fact when it is more probably true than not true based on available evidence.

## **Context and Scope of Investigation**

Castillejo submitted approximately 90 discrete complaints between February and March 2023 alleging various forms of discrimination, particularly with respect to members of the Hispanic community within the District. I was asked to identify among these and investigate complaints alleging programmatic concerns. Following a review of Castillejo's complaints, I identified among them broad allegations regarding the adequacy of the District's English Learner (EL) programs and of the District's policies and practices with respect to translation of documents and interpretation of oral communications.

## Translation and Interpretation Services

Among the allegations with respect to the District's language translation and interpretation services and resources were assertions that important written communications with families and the community were not sent or provided in languages other than English. Examples referenced included school or District newsletters; emails to families about important events or issues (including about resources available in response to a student death, and an email about a rumored school threat); and individual notices to parents about their students. The complaints also included allegations that various oral communications are not properly and professionally interpreted, including assertions that interpretation services are severely limited, that interpretation is not

Sheryl Willert  
September 5, 2023  
Page 2

provided for important meetings such as disciplinary or other student conferences, and that families sometimes resort to having students interpret for them.

### EL Programs

Among the allegations with respect to the District's EL programs are that they offer inadequate instructional time; that there is inadequate qualified staffing; that they use inappropriate curriculum and/or that curriculum materials are not available to meet all needs; that adequate facilities are not available; and that students do not adequately progress and exit the program.

### **Records Reviewed**

I was provided or obtained and reviewed a large volume of documents throughout the course of this investigation. These include but are not necessarily limited to:

- Castillejo complaints (a compilation of 200 pages of complaints)
  - OSPI matrix numbering and characterizing discrete complaints
  - 5.31.2023 OSPI (Mallory Sullivan) letter to District directing District to investigate
- State and federal guidance regarding EL programs and language translation and interpretation obligations:
  - “Transitional Bilingual Instruction Program Guidance,” OSPI web site, <https://www.k12.wa.us/student-success/access-opportunity-education/migrant-and-multilingual-education/multilingual-education-program/transitional-bilingual-instruction-program-guidance>
  - “Interpretation and Translation,” OSPI web site, <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/resources-school-districts-civil-rights-washington-schools/interpretation-and-translation>
  - “Guidance to Federal Financial Assistant Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons,” U.S. Department of Justice, 67 Fed. Reg. 41455 (2002), <https://www.federalregister.gov/documents/2002/06/18/02-15207/guidance-to-federal-financial-assistance-recipients-regarding-title-vi-prohibition-against-national>

Sheryl Willert  
 September 5, 2023  
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- “Prohibiting Discrimination in Washington Public Schools,” OSPI (Feb. 2012),  
[https://ospi.k12.wa.us/sites/default/files/public/safetycenter/bullying\\_harassment/pubdocs/prohibitingdiscriminationpublicschools.pdf](https://ospi.k12.wa.us/sites/default/files/public/safetycenter/bullying_harassment/pubdocs/prohibitingdiscriminationpublicschools.pdf)
- “Civil Rights Requirements to Provide Interpretation and Translation Services for Parents and Guardians with Limited English Proficiency,” OSPI Bulletin No. 021-13 (2013),  
<https://ospi.k12.wa.us/sites/default/files/public/equity/pubdocs/B021-13.pdf>
- “Dear Colleague Letter: English Learner Students and Limited English Proficient Parents,” U.S. Department of Education Office for Civil Rights (Jan. 7, 2015),  
<https://www2.ed.gov/about/offices/list/ocr/letters/colleague-el-201501.pdf>
- “Washington State Multilingual English Learners: Policies and Practices Guide,” OSPI (2022),  
<https://www.k12.wa.us/sites/default/files/public/migrantbilingual/pubdocs/%2BWASStateMultilingualLearnerPolicies%26PracticesGuide.pdf>
- Materials regarding the District’s translation and interpretation services:
  - “Translation and Interpreter Services,” District web site,  
<https://www.nkschools.org/translation-and-interpreter-services>
  - “Parents’ Rights – Interpretation and Translation Services,” District posting in building offices,  
[https://ospi.k12.wa.us/sites/default/files/public/equity/interpretationtranslation/services/OSPI\\_English\\_InterpretationTranslationServices.pdf](https://ospi.k12.wa.us/sites/default/files/public/equity/interpretationtranslation/services/OSPI_English_InterpretationTranslationServices.pdf)
  - “Interpretation and Translation Training,” District PowerPoint presentation (2023-2024 school year)
  - “Interpretation and Translation Guidance” (2023)
  - Spreadsheet of students and guardians requiring language interpretation, including home language (2023)
  - District Language Access Plan (2023-24)
  - District Language Access Self-Assessment (June 2023)

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- Materials regarding the District’s EL programs:
  - North Kitsap School District “School and District Improvement Plans” (2022-23)
  - OSPI District “Report Card” Data, <https://washingtonstatereportcard.ospi.k12.wa.us/ReportCard/ViewSchoolOrDistrict/100169>
  - EL Program information for the 2022-23 school year, including:
    - District Multilingual Learner Plan for 2022-23 summarizing EL program components and processes; includes Program Evaluation reviewing EL student success in attaining proficiency and following exiting
    - Family engagement information: Identification of families requiring translation/interpretation; student and family experience survey data from fall and spring; notices to families about District EL programs
    - Processes for identification of EL students: Home language survey; proficiency screening; WIDA framework; family notices
    - Professional development materials including training logs and the District’s Professional Development Plan to address the needs of EL students
    - Matrix of EL students by school, grade and WIDA proficiency level including exited
  - District Multilingual Learner Plan for 2023-24 summarizing EL program components and processes
- Board Policies and their accompanying administrative procedures:
  - 3210 – Nondiscrimination
  - 4218 – Language Access Program

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### **Witness Interviews**

All witness interviews were conducted remotely by videoconference (Zoom) unless otherwise noted. No technology or other issues materially interfered with the conduct of interviews. Interviews were not recorded; this report is based upon detailed notes I took contemporaneously with each interview. The following were interviewed in July and August 2023:

- Valerie Anderson, District Assistant Director of State & Federal Funding
- Josh Emmons, Principal, Poulsbo Middle School
- Gwen Lyon, District Executive Director of Teaching & Learning
- Jenn Markaryan, District Communications and Community Relations Coordinator
- Joaly Ray, District EL Program Coordinator
- Megan Sawicki, Principal, North Kitsap High School
- Travis Smith, Principal, Vinland Elementary School
- Hortensia West, District EL Program Coordinator

### **Summary of Findings**

This section sets forth my findings following review of the evidence and witness interviews. Any allegation, issue or concern not specifically addressed herein is determined not to be founded by a preponderance of the evidence.

### Translation and Interpretation Services

#### *Standards Used to Analyze Program*

I consulted a number of the state and federal guidance documents referenced above in preparing to assess the adequacy of the District's language and interpretation services. Synthesizing this guidance, I determined that to avoid violation of state and federal nondiscrimination mandates, the District should:

- Use a home language survey or similar means of identifying the needs of limited English proficient (LEP) parents at the time of enrollment and on an ongoing basis.

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- Ensure meaningful communication with LEP parents in a language they can understand. In so doing, the District should:
  - Adequately notify LEP parents of information about programs, services, or activities of the District that are called to the attention of non-LEP parents.
  - Translate/interpret essential information when a significant percentage of the population requires that information in a language other than English. Essential information includes, without limitation, information regarding language assistance programs; special education and related services and IEP meetings; nondiscrimination notices; student discipline policies, procedures and documentation; report cards and parent-teacher conferences; gifted, enrichment and extracurricular activities.
  - Employ appropriate, competent staff and/or outside resources. Interpreters and translators should have appropriate training on the role and ethics, including confidentiality.
  - Not rely upon or ask students, siblings, or other children to interpret for parents.
  - Use technology-based translators (*e.g.*, Google Translate) only if the translation accurately conveys the meaning of the communication, and the translation is reviewed and edited by someone qualified to do so.
  - Provide oral translation even where written translation presents an undue burden.

#### *Identification of LEP Parent Needs and Notification About Language Assistance Offerings*

District Policy 4218, Language Access Program, provides that “the District will accurately and in a timely manner identify parents/family members of students with limited English proficiency and provide them information in a language they can understand regarding the language service resources available within the district.” The accompanying Procedure 4218P provides that “upon student enrollment and periodically through a student’s education, schools will utilize a survey to identify parents who need language access services and the languages in which they may need assistance.” The procedure provides that such survey will be translated into the most commonly-known languages spoken in the District and included in the standard enrollment packet provided

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to all parents; that determinations of need must be made within 30 days of enrollment; and that such need will be reflected in District records.

Witness interviews confirmed that the District complies with these practices. Multiple witnesses described the use of a home language survey and the manner in which needs identified are recorded in the District's records for each student. Multiple witnesses also emphasized that LEP parent needs can be identified following enrollment, and that a parent who wishes to receive notices translated to a language other than English may specify that preference in the District's systems, on their own or with the assistance of District staff. The EL Program Coordinators, West and Ray, both described working closely with parents (who are able to contact them directly, even when school is not in session) to ensure that their needs are identified and met.

These efforts are supplemented by information readily available on the District's web site, which recently underwent updates including immediate translation into the most commonly-spoken languages in the District (Spanish, Filipino, Tagalog, Vietnamese and Chinese). Information about "Translation and Interpreter Services" (along with other important links such as to annual notices, nondiscrimination information, access to student records and enrollment information and how to report safety concerns) is linked from the bottom of each page. The page for Translation and Interpreter Services includes contact information for the EL Coordinator for each District school.

Additionally, interviews established that for the 2023-2024 school year, new OSPI-provided notices of parental rights to interpretation and translation services are being posted in each building. The notices are available in English, Spanish, Tagalog and Vietnamese, and inform parents of their rights, including to communication in their language about important information (listing nine categories of such communications).

I was provided evidence that the District maintains records of LEP parent languages, including need for interpretation (totaling 11 different languages other than English).

#### *Translation/Interpretation Services*

Policy 4218 provides that the District will "take reasonable steps to provide parents/family members with limited English proficiency with competent oral interpretation of materials or information about any program, service, and activities provided to parents who do not have limited English proficiency and to facilitate any interaction with district staff significant to the student's education," such services to be



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provided “upon request and/or when it may be reasonably anticipated by District staff that such services will be necessary.”

The policy also provides that the District “will provide a written translation of vital documents for each limited English proficient group that constitutes at least 5 percent of the district’s total parent population or 1000 persons, whichever is less,” followed by a definition of “vital documents” that is appropriately broad, including 11 categories: registration, application, and selection; academic standards and student performance; safety, discipline, and conduct expectations; special education, Section 504 and McKinney-Vento services; attendance; parental permission for activities or programs; opportunities to access school activities, programs, and services; student/parent handbook; the District’s Language Access Program and related services and resources; school closure information; and any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or District policy. The policy notes that if the District is unable to translate a vital document due to resource limitations or because only a small number of families requires such translation, rendering it unreasonable, the District “will still provide the information to parents in a language they can understand through competent oral interpretation.”

The policy also notes that “all school administrators, particularly those who have the most interaction with the public such as registrars and enrollment staff, certificated staff, and other appropriate staff as determined by the Language Access Coordinator/Liaison will receive guidance on meaningful communication with parents/family members with limited English proficiency, best practices for working with an interpreter, how to access an interpreter or translation services in a timely manner, language services available within the district and other information deemed necessary by the Language Access Coordinator to effectuate the language access plan and program.” I was able to review training materials for the 2023-2024 school year implementing this policy, including provision for in-person training of all staff.

Procedure 4218 goes on to provide that “each school and district office will ... provide free oral interpretation services to those parents/family members who require language services to communicate effectively during any interaction with the district that is significant to the student’s education,” that “each school and district office will provide free translation of vital documents,” that the District “will facilitate staff access to appropriate interpretation and translation services in order to communicate with parents and families with limited English proficiency,” and that “all interpretation and translation will be provided by competent professionals,” including ensuring that staff serving this

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function “have been trained in the role of an interpreter or translator, the ethics of interpreting and translating, and the need to maintain confidentiality.”

The procedure recognizes the need for intentionality in planning to meet language access needs, and for various service methodologies to meet needs in the moment:

The district will strive to be aware of and plan for the language access needs within the district. For a planned program, activity, meeting, or event, staff should initiate the request for language aid or services at least three days ahead of time. The district or school will take steps to respond to such a request as soon as possible after it is received. For unplanned and urgent communication, staff should request language assistance and try to arrange for such as soon as it is known that language assistance is needed. If an interpreter cannot be found that day, the school or district should maintain open communication with the requester to schedule an interpreted meeting as soon as possible. If no interpreter can be present, district staff should utilize remote interpreting services to communicate with parents and families.

The procedure provides additional detailed information about staff training, interpretation services, and translation of vital documents and student-specific information.

Witness interviews and documentation of the District’s Language Access Program—including an implementation plan specific to the 2023-2024 school year—establish that the District implements these policies and procedures through a variety of methods. As discussed with respect to EL programs, the District employs a number of bilingual (Spanish- and English-speaking) teachers, including the EL Coordinators, as well as bilingual paraeducators, and the 2023-2024 implementation plan documents that five staff members are currently identified as having responsibility for in-person, phone and email interpretation and translation. The EL Coordinators in particular are trained in translation and interpretation, and are able to fill those roles, though it was emphasized that staff must be intentional in scheduling meetings with LEP parents to ensure interpreter availability. When a live in-person interpreter is not available, District staff may use Language Link, an on-demand contracted telephone interpretation service. For less formal and “in-the-moment” needs, the District has also implemented a system utilizing dedicated iPads in each building front office utilizing Google Translate for immediate interpretation.

With respect to translation of written information, the District has recently implemented and trained staff on the use of ParentSquare, a comprehensive platform for

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communication with students and families, which facilitates automatic translation of all written communications into each family's or participant's preferred language.<sup>1</sup> This system was described to me as using an enhanced version of Google Translate. The EL Coordinators are also available to translate or review and confirm translations of important information, and it was confirmed to me that they do regularly perform this function.

The District's Language Access Plan also provides for monitoring the effectiveness of these services, including surveys of LEP users of these services as well as of the broader community several times throughout the course of the school year.

#### *Failures Alleged in Complaint*

The complaints included unspecific allegations that families have at times relied upon the student or a sibling to interpret meetings with District staff. Administrators I interviewed uniformly denied that this is a common practice and emphasized that District staff are trained to use the resources discussed above, making reliance upon family members for interpretation unnecessary. Programmatically, I do not find this to be a component of the District's language access program or efforts.

The complaints also included several instances of a Spanish-speaking parent (the husband of the English-speaking complainant) receiving both general school communications and student-specific emails and notices in English. Multiple witnesses told me that when the student was enrolled, the parents identified English as the preferred language for communications, and that the complainant or her husband always had the ability to change this preference in Skyward (or, now, in ParentSquare) to ensure translation of communications into Spanish. The parent is also asked by the system to confirm their preference at the outset of each school year, and the EL Coordinators and other staff are also available to assist parents who are not receiving communications in their preferred language. As such, I find no programmatic failure in this regard.

#### *Conclusion*

Based upon available evidence, I find that the District's Language Access Program is appropriate and compliant with the nondiscrimination guidance provided by federal and state authorities. Throughout interviews of administrators, I was impressed by their

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<sup>1</sup> ParentSquare was described to me as a far more robust and effective platform than the combination of Skyward and School Messenger that the District previously relied upon. It is described as supporting over 120 languages and facilitating translated two-way messaging between families and staff.

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recognition of the District's obligations and their enthusiasm for and commitment to implementation of and training all staff on the Language Access Program.

There is of course room for improvement. Ideally, the District's program would include provision for live in-person interpretation and professional translation in a wider range of languages, which would further lessen the District's reliance upon automated products such as Google Translate. But the District has taken a functional and responsive approach, ensuring adequate numbers of bilingual (Spanish- and English-speaking) teachers and paraeducators to meet the greatest need in the District, which is for Spanish translation and interpretation. The District should continue to look for opportunities to provide in-person services in additional languages. The District should also continue to monitor and seek input regarding the quality and effectiveness of its language access services and continue to adjust and improve its program in response to data and the expressed needs and interests of its community.

### EL Programs

#### *Standards Used to Analyze Program*

I consulted a number of the state and federal guidance documents referenced above in preparing to assess the adequacy of the District's EL programs. Synthesizing this guidance, I determined that to avoid violation of state and federal nondiscrimination mandates and to meet best practices, the District's EL programs should include:

- Identification and assessment of the needs of students requiring EL services and supports, including initial and ongoing use of valid and reliable assessments.
- Use EL curriculum that is educationally sound, including:
  - Proven success on a program level;
  - Entail teaching in two languages, with the student's primary language used for the introduction of concepts, reinforced in English;
  - Assessments conducted in English.
- Adequate staffing via certificated and classified staff with specialized training in EL instruction.
- Adequate access to curriculum materials for staff and students.

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- Adequate facilities that are functional and avoid unnecessary segregation of EL students.
- Valid proficiency testing of progress and for exiting students from EL programs, including monitoring of student proficiency and performance following exiting.
- Timely and appropriate identification of disability-related needs, including distinguishing between language and disability impacts on student performance.
- Evaluation of program success and implementation of intentional revisions responsive to success data.
- Meaningful communication with LEP parents regarding EL programs at all stages (*i.e.*, screening, intake, implementation, assessment, exiting and post-exit).

A well-designed and -implemented EL program should result in equal opportunity for EL students to meaningfully participate in all curricular and extracurricular activities.

#### *English Language Proficiency Assessment*

The District's EL program uses WIDA standards and assessment framework. According to OSPI, Washington adopted this framework in 2021.<sup>2</sup> As such, it is deemed a valid and reliable framework for assessing student English language proficiency for purposes of entry into the District's EL program, as well as for assessing student progress towards exiting.

The District uses the WIDA framework for initial screening; determining eligibility for EL programs; assessing student progress while engaged in EL programs; exiting from EL programs upon achieving proficiency; and to monitor continued proficiency for four years following a student's exit from the EL program, in order to support students who may have new or continued difficulty after exiting.

The EL coordinators are also closely involved when an LEP student is suspected of having a disability that may qualify for special education or accommodations—including

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<sup>2</sup> <https://www.k12.wa.us/student-success/access-opportunity-education/migrant-and-multilingual-education/multilingual-education-program/wida-standards-assessments-and-professional-learning>.

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using the WIDA framework to assist with distinguishing between the impacts of English proficiency and a disability.

### *EL Curriculum and Instructional Methodology*

According to multiple witnesses involved in the development and implementation of the District's EL program, the District in the past used a fairly ad hoc and inconsistent collection of curricula across grades and subjects, and prior curricula did not embed EL components alongside, meaning that EL program staff needed to develop and adapt curricula for the EL program. My sense from witness statements is that this did not result in a consistently robust EL program. In addition, some witnesses described a scarcity of physical curriculum materials that affected implementation of the EL program.

For the 2023-2024 school year, the District has adopted a standard curriculum set Districtwide, which includes EL curriculum embedded in the general curriculum, so that the EL program will be consistent and aligned with the general curriculum. Training of staff on the new curriculum started in March 2023, and it was emphasized to me that teaching staff will be expected to follow this curriculum with fidelity. In particular, EL teaching staff will have instructional time scheduled for the specific purpose of using the embedded EL curriculum to pre-teach in relation to the standard curriculum, including introducing relevant vocabulary. Multiple witnesses confirmed that introductory instruction will be conducted in the student's primary language, then "bridging" to English. This will then allow students to meaningfully participate in the general curriculum instruction in English and without embarrassment. Students will then be assessed on the subject matter in English. This approach is consistent with best practices identified in the above-referenced guidance materials. In addition, the newly adopted curriculum will be universally available to staff, eliminating the scarcity issue that previously impacted the program.

### *Staffing*

Witnesses told me that in the past, the EL program was minimally staffed, with a single teacher on special assignment, Martha Little, essentially tasked with running the program. While Little is generally described as having done a creditable job with the available resources, a 2019 OSPI consolidated program review found an inadequate ratio of certificated teachers to EL students and inordinate reliance upon classified staff.

Starting with the 2020-2021 school year the District altered the EL program's design from a mostly ad hoc approach to staffing the program with two bilingual certificated teachers (the EL Coordinators, West and Ray), four additional EL-endorsed

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certificated teachers serving a dual language program, and several bilingual paraeducators. With about 282 EL students, six certificate staff dedicated to EL programs yields a student to staff ratio of 47:1—more than meeting the 50:1 ratio identified by the complainant as an appropriate target for the EL program, and which OSPI identifies as “an adequate ratio.”<sup>3</sup>

### *Facilities*

Witnesses described varying facilities for separate EL instruction across schools. The dual language program is a standalone program with dedicated space. Students receiving “newcomer’s” EL instruction—intended for the students with the lowest English language proficiency—do so in varying locations, which in some cases is designated instructional space or a library, and in others may be less formal, ad hoc locations. Witnesses stressed that EL instruction is frequently provided via a “push-in” model whereby EL staff work alongside other teaching staff in traditional classroom settings—furthering the goal of minimizing segregation of EL students. But it was also noted that staff are sensitive to student needs, so for example if a fifth-grade student is just learning English basics, this will occur in a more private setting in order to avoid embarrassment.

Asked whether students were sometimes served in school hallways as alleged in the complaint, West acknowledged that this has occurred, and Ray recalled an instance when it did but noted that it was intentional in order to maintain close proximity to the students’ classroom during a pull-out session.

Asked about facility availability and appropriateness overall, Ray told me that these are not issues that hinder the success of the EL program or its students. West was more ambivalent, telling me that in some cases the location for pull-out services can be distracting, but emphasized a shift towards more push-in services provided alongside or embedded within general classroom settings.

### *Evaluation of Program Success*

Witnesses involved in development and supervision of the EL program confirmed that they monitor the program’s success and make adjustments accordingly. Lyon described the recent curriculum adoption as a direct response to deficiencies previously identified. Lyon also told me that while EL program participants make average or above progress (in terms of proficiency as measured by the WIDA framework) in relation to

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<sup>3</sup> “Washington State Multilingual English Learners: Policies and Practices Guide,” OSPI (2022) at 84.

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statewide data, with 60% to 70% proficient at grade level, she acknowledged that this means that a substantial percentage of students have not reached proficiency, driving continued monitoring and efforts at improvement.

Anderson, who has been directly involved in reshaping the EL program over the last two years, described not only monitoring the success of the program at a District level, but also assessing the success of the program building by building and teacher by teacher, noting that additional support from one of the EL Coordinators is provided to specific teachers as needed. As part of this effort, Anderson described building walk-throughs in which, among other things, she assesses the fidelity with which staff implement the curriculum and strategies adopted and trained on.

OSPI “Report Card” data is available only through the 2021-22 school year. For that year, “5.2% of students transitioned out of [EL] services, while 21.0% made progress toward proficiency.” These represented downward trends from prior years back to the 2016-17 school year, but the 2021-22 school year was the first in which the WIDA framework was used; in prior years the ELPA framework was used.

The District’s Improvement Plan for 2022-23 includes within Goal 3 (“Success for ALL Students – Equitable Access and Opportunity”) an “increase in percentage of students making progress towards English language proficiency.” The plan includes the following chart of WIDA proficiency scores by grade, noting that WIDA was first implemented for the 2021-22 school year:

WIDA (Formerly ELPA 21)	3 <sup>rd</sup> Grade 2032	4 <sup>th</sup> Grade 2031	5 <sup>th</sup> Grade 2030	6 <sup>th</sup> Grade 2029	7 <sup>th</sup> Grade 2028	8 <sup>th</sup> Grade 2027	9 <sup>th</sup> Grade 2026	10 <sup>th</sup> Grade 2025	11 <sup>th</sup> Grade 2024	12 <sup>th</sup> Grade 2023
<b>2020 – 2021 Results</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>2021 – 2022 Results</b>	6%	11%	4%	7%	9%	10%	8%	0%	0%	Suppressed
<b>2022 – 2023 Results</b>	3.7%	13.2%	5.6%	0%	0%	Suppressed	0%	6.7%	0%	5.6%

\*Percentages indicate students who obtained proficiency. Cohorts are not displayed in this measure.

As can be seen, it is difficult to identify any trends given only two years’ worth of WIDA data. Some grades (4<sup>th</sup>, 5<sup>th</sup>, 10<sup>th</sup>) saw increases year-over-year, while others (3<sup>rd</sup>, 6<sup>th</sup>, 7<sup>th</sup>, 9<sup>th</sup>) saw decreases.<sup>4</sup> A PowerPoint presentation to District Teaching & Learning staff

<sup>4</sup> According to a PowerPoint presentation to District Teaching & Learning staff dated June 22, 2023, in which this data was addressed, “Grade levels with less than 10 students are suppressed.”



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dated June 22, 2023, notes alongside this data that, “It typically takes students 3-5 years to reach proficiency in program.”

Data from the District’s 2022-23 Multilingual Learner Plan is similarly mixed, showing that 4.6% of EL students attained proficiency and exited, and that 28.8% of EL students had not exited after five years of EL services.

Notably, these data do not reflect the impact of the District’s newly-adopted curriculum, first implemented during the 2023-24 school year—which, again, was done in response to District recognition of deficiencies and inconsistent success within its EL programs. The District reasonably expects that this more intentional approach, with EL components aligned with and embedded in the overall general curriculum, will yield better results in terms of EL student progress toward proficiency than did the prior ad hoc approach to EL curriculum.

#### *Failures Alleged in Complaint*

The complaints included assertions that the District altered its EL delivery model, and that EL students received inadequate EL instructional time, resulting in few students achieving proficiency. The delivery model references is very likely a reference to the departure of Martha Little, and witnesses acknowledged that there was a period of transition following that departure, including the OSPI determination that the District’s EL program staffing ratios were inadequate. The evidence demonstrates that the District has responded intentionally and robustly to these identified and acknowledged deficiencies, including through the addition of bilingual EL-credentialed certificated staff, bringing those ratios into compliance.

The complaints also asserted that the District’s EL programs had no identified curriculum and that research-based language acquisition strategies were not used in content classes. The assertion as to curriculum is accurate, but the District took an intentional approach to addressing this acknowledged deficiency in the adoption of new curriculum Districtwide. Witnesses also described an intentional approach to monitoring for fidelity in use of the curriculum and employment of specified language strategies throughout the District’s schools. The evidence strongly suggests that these efforts will yield positive results in terms of EL student success, though of course the District will need to closely monitor results and promptly respond to issues and deficiencies identified.

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### *Conclusion*

Based upon available evidence, I find that the District's EL Program to be generally compliant with the guidance and best practices for such programs. The District:

- Uses robust processes of outreach to notify LEP parents of programs and services;
- Appropriately and timely screens and assesses students for need for EL services;
- Recognized deficiencies in its EL programs and, in response, intentionally adopted curriculum that aligns EL components with and embeds them within the standard curriculum, and increased EL-credentialed certificated staffing to appropriate ratios;
- Uses bilingual instruction, including introducing concepts and vocabulary using students' primary language, and bridging to English;
- Has ensured adequate access by staff and students to curriculum materials;
- Generally provides adequate facilities for EL programs;
- Intentionally avoids unnecessary segregation of EL students, delivering EL instruction alongside non-EL students to the extent appropriate;
- Regularly assesses student progress towards proficiency using appropriate, valid measures, including four years of post-exiting assessment;
- Uses EL program staff and resources to assist in distinguishing between impacts of language from impacts of disabilities; and
- Uses EL staff to provide LEP families with robust support in accessing the full range of District programs and services, including facilitating EL student access to athletics and other extracurricular opportunities.

Nevertheless, the District may wish to consider further measures in two areas: First, while the District's EL-credentialed certificated staff are bilingual, fluent in Spanish and English, and this serves the needs of the vast majority of the District's EL students, the District also has EL students who have as their primary languages over a dozen other non-English languages. It is not clear that the EL program has any staff who

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are bilingual in English and any of these other languages, and while that may not be a legal necessity given the relatively small populations of students speaking these less commonly used languages, the District might wish to review the robustness of services it is able to offer such students.

Second, while the EL Coordinators generally endorsed the adequacy of facilities used for EL services, they also indicated that this varies from building to building. The District should consult EL program staff to identify any instances in which adequate and appropriate space is not available and promptly address any such instances.

Finally, given the adoption and implementation of a new curriculum set for the 2023-24 school year, the District should follow through with its plans to closely monitor the fidelity with which that curriculum and EL strategies are implemented across the District's classrooms; offer District staff support in such efforts; closely monitor student success in relation to the new curriculum; and promptly address any issues identified. This will help promote the success of the intentional and substantial effort the District has made in this regard.

I would be happy to answer any additional questions you may have about the investigation and findings detailed herein at your convenience.

Sincerely,

HAGGARD & GANSON LLP



Jeffrey Ganson



Human Resources  
18360 NE Caldwell Avenue  
Poulsbo, WA 98370  
(360) 396-3007  
nkschools.org

8 September 2023

Ms. Rueb (Castillejo),

You made multiple allegations that the North Kitsap School District (hereinafter "NKSD") failed to comply with multiple state and federal laws and/or NKSD policies and procedures relating to a myriad of subject matters including but not limited to Language Access, English Language Learner Services, Discrimination and Harassment; including disparate treatment and hostile working environment allegations, bullying, school security, equal access, and cultural appropriation. These allegations were lodged by the provision of a series of ninety (90) emails to the School District by you (Ms. Rueb- Castillejo).

As previously communicated, following discussions with OSPI, legal counsel for NKSD made the decision to separate the investigation into (1) allegations of discrimination and (2) programmatic allegations. Mr. Jackson remained as a neutral investigator on the allegations of discrimination and harassment. Jeff Ganson, a second neutral investigator, was retained to investigate programmatic aspects of the complaints (ELL service provision and translation services).

As you are aware, based on the large volume of complaints, a request for extension of time in which to investigate the matter was made and approved by OSPI. The investigators have both concluded their investigations, and a summary of their findings is below for your review. Following the findings is an outline of steps and procedures should you wish to appeal their findings. These findings will also be shared with OSPI in response to the complaints filed directly with them by yourself.

#### **Findings regarding discrimination/harassment**

Given the significant number of allegations regarding discrimination/harassment, a decision was made to try to investigate each of the individual allegations that were contained in the complaint lodged by Ms. Rueb-Castillejos. After significant efforts to investigate, Mr. Jackson concluded that several allegations were without merit, that there was insufficient information to make a determination regarding most of the allegations, and that in one instance, allegations were made wherein there was substantial evidence that the complainant knew their allegations were false (email 27).

The investigator found that the only substantiated allegation was the allegation contained in emails 58 and 59. These emails related to the failure to translate the information related to the "High School and Beyond" program by a school counselor, which the investigator found to constitute a violation of District policy.



Human Resources  
18360 NE Caldwell Avenue  
Poulsbo, WA 98370  
(360) 396-3007  
nkschools.org

The district has already taken appropriate corrective action on this matter. The counselor has been counseled and made aware of the need to comply with policies and procedures regarding the translation of vital information for students and families related to this program (High School and Beyond). Furthermore, the district has now completed the year-long implementation plan for a new communications platform that automatically provides translation for families into over 100 languages. Families were sent an invitation to access their ParentSquare account in August 2023. Certificated staff (including counselors) received training prior to the start of school, with those support staff who communicate with families receiving training prior to the end of 2023.

### **Programmatic Complaints Regarding ELL Services and Translation Services**

In the course of the investigation into the programmatic concerns, Mr. Ganson interviewed a number of individuals with respect to the English Language Programs, including translation interpretation services, English language proficiency, curriculum and instructional methodology, staffing, facilities and program success. To facilitate his assessment and evaluation, Mr. Ganson reviewed a number of source documents including voluminous state and federal guidance regarding EL programs as well as state and federal guidance regarding translation. He also reviewed District materials relating to the same subject matter.

Based on his interviews and document review, Mr. Ganson concluded the following:

- With respect to the translation and Interpretation services, including interpretation and translation needs of parents and notification of available language assistance offerings, the NKSD is appropriate and compliant with the nondiscrimination guidance provided by federal and state authorities.
- With respect to EL curriculum and instructional methodology, staff, facilities and evaluation of program success, Mr Ganson found the District's program to be generally compliant with the guidance and best practices for such programs.

### **Notice of Right of Appeal**

You have the right to appeal the results of the investigation to the board of directors for NKSD. This appeal must be filed with the secretary to the board in writing within 10 calendar days of this email/report, which has been provided both electronically and via certified mail. The board of directors has 20 calendar days following the receipt of written notice to schedule a hearing regarding the appeal.



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You have a right to appeal the findings by the School District (eg, that there has been only one violation of the WAC provisions applicable to your complaints) should you wish to do so. You can appeal pursuant to WAC 392-190-075, which provides the right to appeal to the Superintendent of Public Instruction.

Should you wish to appeal the decision made by the board of directors to OSPI, you must provide the following information regarding the appeal to both NKSD and OSPI:

- (a) A description of the specific acts, conditions, or circumstances alleged to violate this chapter or the guidelines adopted under WAC **392-190-005** and the facts on which the complaint is based;
- (b) The name and contact information, including an address, of the Complainant;
- (c) The name and address of the school district or public charter school subject to the complaint;
- (d) A copy of the school district's or public charter school's complaint and appeal decisions under WAC **392-190-065** and **392-190-070**;
- (e) A proposed resolution of the complaint or relief requested; and
- (f) If the allegations regard a specific student, the complaint must also include:
  - (i) The name and address of the student, or in the case of a homeless child or youth, contact information for the student; and
  - (ii) The name of the school and school district, or public charter school, the student attends and that OSPI has a right to institute its own independent investigation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rachel Davenport".

Rachel Davenport  
Executive Director of Human Resources  
North Kitsap School District

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:48 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #26: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Vinland Elementary, [REDACTED], 2022

There was a teacher who started a "Dress Like a Mexican Day" at Vinland elementary - and instead of addressing the systemic nature of these incidents in the district, Mr. Travis, at Vinland Elementary in Poulsbo, was left to hold all of the responsibility. The School District needed to address the education and train the teachers, yet did not respond.

It is clear that a school hosting the Dual Language Program, that needs Spanish Speakers as a part of the program, needs to have an overall education for the teachers at the school.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

--

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellecastillejo.com](http://www.daniellecastillejo.com)

(360) 649-0222

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#

Mobile



7/31/23 4:00 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

7/31/23 5:46 PM

Hola

Muchas gracias por la información y la verdad no quiero hablar porque mis hijos están en la escuela y no puedo y no quiero moverme de ciudad entonces ellos tienen que seguir asistiendo a esta escuela porque no hay otro y no quiero que valla aver represalias contra mis hijos

7/31/23 5:55 PM

Gracias por su respuesta

Sent



Mobile



7/31/23 4:04 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Sent



#

Mobile



7/31/23 4:03 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Delivered



#

Mobile



7/31/23 4:02 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Sent



Mobile



7/31/23 3:59 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Delivered



Mobile



7/27/23 12:36 PM

Hola [REDACTED], soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear respecto de una investigación del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

7/31/23 3:58 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Delivered





#

Mobile



7/31/23 3:57 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Delivered



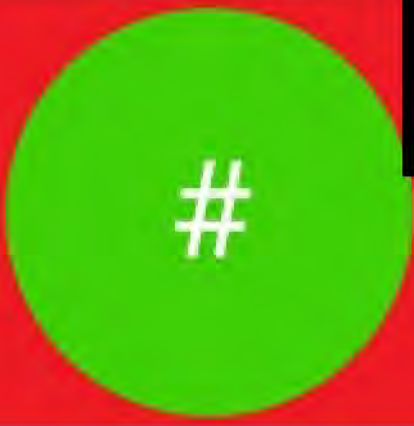
Mobile



7/31/23 3:56 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?

Sent



Mobile

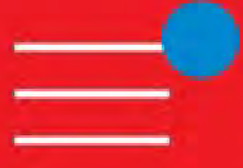


7/31/23 3:54 PM

Hola, soy Jenny, asistente jurídica con la firma Jackson & Nicholson. ¿Me puede llamar o textear si le gustaría entrevistarse respecto del trato que han recibido estudiantes latinos en las escuelas de N Kitsap?



Delivered



# Conversations



[Redacted]

7/31/23

Gracias por su respuesta



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

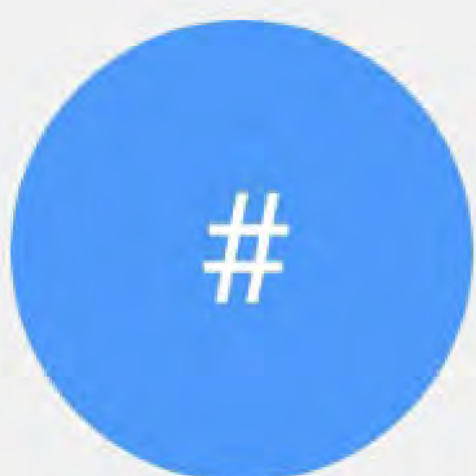
Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



[Redacted]

7/31/23

Hola, soy Jenny, asistente jurídica con ...



Allegation No.	OSPI Page No.	Date Submitted	General Category
1	001	2/13/23	
2	009	2/13/23	Language Access
3	011	2/13/23	Language Access
4	013	2/14/23	Discriminatory Harassment
5	015	2/14/23	English Language Development Services
6	018	2/14/23	Language Access
7	020	2/14/23	Language Access
8	022	2/14/23	English Language Development Services
9	024	2/14/23	Language Access
10	026	2/14/23	Language Access English Language Development Services
11	028	2/14/23	English Language Development Services Access to Advanced Courses
12	030	2/14/23	Language Access English Language Development Services Procedural (Response to Complaints) <i>No Complaint #13</i>
14	032	2/14/23	Language Access Procedural (Response to Complaints)
15	034	2/14/23	Language Access Procedural (Response to Complaints)
16	036	2/14/23	English Language Development Services
17	038	2/14/23	English Language Development Services Language Access Procedural (Response to Complaints)
18	040	2/14/23	Language Access
19	042	2/14/23	Language Access
20	044	2/14/23	Language Access
21A	046	2/14/23	Language Access
21B	048	2/14/23	English Language Development Services Access to Core Content

22	050	2/14/23	Language Access
23	052	2/14/23	Discriminatory Harassment
24	054	2/14/23	Different Treatment
25	056	2/14/23	Procedural (Response to Complaints) Discrimination in Discipline
26	058	2/14/23	Different Treatment Procedural (Response to Complaints)
*27	060	2/14/23	Hostile Environment Procedural (Response to Complaints)
28	062	2/14/23	Different Treatment
29	064	2/14/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaints)
30	066	2/14/23	Bullying
31	068	2/14/23	Different Treatment
32	070	2/14/23	Different Treatment
33	072	2/14/23	Different Treatment
34	074	2/14/23	Discriminatory Harassment Procedural (Response to Complaints)
35	076	2/14/23	Different Treatment Discrimination in Discipline
36	078	2/14/23	Discriminatory Harassment / Hostile Environment
37	080	2/24/23	<i>Duplicate of 36</i>
38	082	2/14/23	Bullying Procedural (Response to Complaints)
39	084	2/14/2023	Different Treatment
40	086	2/14/2023	Discriminatory Harassment / Hostile Environment
41	088	2/14/2023	Different Treatment Bias in Instructional Materials
42	090	2/14/23	Bullying
43	092	2/14/23	Different Treatment / Equal Access
44	094	2/14/23	Bullying Discriminatory Harassment / Hostile Environment
45	096	2/14/23	English Language Development Services
46	098	2/14/23	English Language Development Services
47	100	2/14/23	English Language Development Services

48	102	2/14/23	English Language Development Services
49	104	2/14/23	English Language Development Services
50	106	2/14/23	English Language Development Services
51A	110	2/14/23	Hostile Environment
51B	115	2/14/23	Discriminatory Harassment / Hostile Environment
53	121	2/15/23	School Security
54	122	2/15/23	Discrimination in Discipline Discriminatory Harassment / Hostile Environment
55	124	2/15/23	Bullying
56	125	2/15/23	Different Treatment
57	127	2/15/23	Language Access
58	130	2/15/23	Language Access
59	132	2/15/23	Language Access
60	136 Top	2/15/23	Response to Discrimination Concerns
61	136 Bottom	2/15/23	School Security
62	137	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)
63	139	2/15/23	Language Access English Language Development Services Access to core content
64	141	2/15/23	Discriminatory Harassment / Hostile Environment Retaliation Procedural (Response to Complaint)
65	143	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)
66	145	2/16/23	Discriminatory Harassment / Hostile Environment
67	147	2/16/2023	Discriminatory Harassment / Hostile Environment
68	149	2/16/23	Bias in Instructional Materials
69	151	2/16/23	Bias in Instructional Materials
70	153	2/16/23	Language Access
71	155	2/16/23	Different Treatment / Equal Access
72	157	2/16/23	Different Treatment / Equal Access
73	159	2/16/23	Different Treatment
74	161	2/16/23	<i>Duplicate of #24</i>

75	163	2/16/23	Different Treatment
76	165	2/20/23	Response to Concerns of Discrimination
77	167	2/21/23	Discriminatory Harassment / Hostile Environment
78	169	2/24/23	English Language Development Services
79	171	2/24/23	English Language Development Services
80	173	2/24/23	Language Access
81	175	2/24/23	English Language Development Services
82	177	2/24/23	English Language Development Services
83	179	2/24/23	Language Access English Language Development Services
84	181	2/28/23	Language Access
85	183	3/2/23	Discriminatory Harassment / Hostile Environment
86	185	3/13/23	Different Treatment Language Access
87	187	3/13/23	English Language Development Services
88	189	3/13/23	Cultural Appropriation
89	191	3/13/23	Discriminatory Harassment / Hostile Environment
90	193	3/13/23	Discriminatory Harassment / Hostile Environment
	198	3/15/23	Proposed Solutions
91		4/26/2023	choir Concert Incident
92		4/26/2023	Bus video
93		5/5/2023	Grade 10 teacher

94 5/5/2023 Grade 5 teacher

95 6/1/2023 Racial Threats

96



Sign In Name	Student Related to Name in Skywar	School Attend/ed	Phone	Address	Email
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED] (mom)	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED] (Aunt of these students)	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated KHS 2022	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated KHS 2020	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated NKHS 2022	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Poulsbo El.	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	PMS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Vinland	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated NKHS 2023	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated NKHS 2022	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated 2021 NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated 2022 NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Graduated 2023 NKHS	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Poulsbo Elementary	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	All Students graduated prior to 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	Cannot locate info in Skyward	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	Cannot locate info in Skyward	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	Cannot locate info in Skyward	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

777226.1

## North Kitsap School District Meeting with Hispanic Parents

Date: November 22, 2022 at 6:15 – 8:15 pm  
Where: North Kitsap High School  
Attending: Danielle & Luis Castillejo, Megan Sawicki (Principal), @ 40 - 50 parents, community members & students  
Purpose: the education of the children and the discrimination Latino students have experienced.

Danielle indicated that she had discussed the discrimination that some Latino parents had shared with her with Megan Sawicki, who had said that she would like to have a meeting with the Latinx families. Danielle started the discussion off by saying how difficult it was for her children to study during the pandemic and realized that this was a common experience for the Latinx students. Danielle has volunteered at NKSD on and off for 10 years and has often discussed the difficulties that students have had at the school with the schools. Ms. Sawicki told those gathered that she would like to hear about how things were going with their students, and Luis told the group that they had about an hour to talk about these experiences.

Ms. Sawicki said she would send a piece of paper around so parents could sign their names and contact information. She said that this information would be confidential. We were reminded that this group is not just for parents whose children are in the high school. If a parent wants to have an individual meeting with her, Ms. Sawicki invited them to do so.

Danielle and Luis have worked as volunteers in the school, and Danielle had worked previously for 2 years in Seattle as a mental health therapist and now in Poulsbo for over two years. Two of their children are at the high school.

One community member whose children are not in NKSD, but knows most of the parents, and works in an organization that works on discrimination issues, said she was there just to hear the people's voices. A parent, who has only been here two years and has one child who moved up from Vinland to the middle school, said his son has been bullied. His son needed to go to the bathroom and was not allowed to go even though a white child who asked to go after he did was allowed to go. He said that his high school son is not given help because the teacher told him that he can't learn because he is not smart enough.

Another parent said that her son wanted to participate in a study session, but the teacher said that he couldn't because his mother is Mexican and doesn't know English. He thus was not allowed to participate. When the mother tried to talk to the teacher, the teacher told her it was her fault, and her son was made to feel bad about his heritage. Another parent said that her son's teacher had told him that his difficulty studying was because he ate too many burritos. She said that other teachers treated her son well, and so she didn't want to speak up against this teacher. She said that she was afraid the other teachers might treat her son poorly if she complained.

After an incident happened at school, another parent went to the middle school and told the principal about it. The principal said that he would reach out to her son and help him with his feelings and this discriminatory incident, but the principal never reached out to her son.

Ms. Sawicki wants to make sure that the way that the school treats the children help the children do well in school, and indicated that there are many different aspects and different parts of school that need to be helped – the academic, the social, emotional, the behavior, etc. She asked the parents to talk together and come up with solutions about what could be done. She also wants to know how the community can help. She indicated that the parents could talk both about problems in the school and in the bus.

Parents indicated that many bus drivers punish the students who complain about bus behavior. In the bus, some students throw things and bully the children, and the bus driver doesn't do anything to these misbehaving students.

The Hispanic parents said that they have not had any meetings with the schools since Ms. Little left. No one is calling them. They don't get communication about meetings, while other people who don't have children get calls and notices. The school never reaches out to make sure that the parents know what is going on. After Ms. Little left, the school seems to have forgotten the Hispanic parents. They don't have enough translators or material translated. They are not getting notices in Spanish.

Everyone who spoke discussed their problems with the schools. Ms. Sawicki told them to write down the problems and take them to the principal at the schools, who will then take it to the transportation system. Ms. Sawicki offered also to take it to the transportation system. One community member said that she would help at Poulso Middle School. Ms. Sawicki said that the middle school principal is receptive, and she will gladly talk to him. She said that the bus drivers don't know how to investigate problems on the bus, and so the parents should go to the principal. She volunteered to help if the parents need help because they don't know where to go.

One parent said there had not been so much racism as now from teachers and bus drivers when he went to school here 20 years ago. He indicated that he thinks the problem is because white children have trouble dealing with the fact that there are so many Hispanics. His daughter has been called a "Beaner" and told to "Go back to Mexico." Another parent said that adapting to the situation is like giving in, and that one should speak the truth, and never adapt to racism.

Another parent said that two of her children have been bullied at the high school. Her son did not tell his parents about it until his sister became upset because the school hadn't done anything about it after they had talked to the teacher or the principal. Students believe their parents will be like the school staff who don't do anything about the problems.

Another parent said that her son never got the help he needed. When he left high school 2 years ago, he was confused as to what he should go into – he never had any vocational help.

When he said he wanted to be an Engineer, his teacher asked him why he was there, questioning why he thought he could go into Engineering. This parent wanted to know why that teacher was still working at NKHS. When the mother went to the parent teacher conference, the teacher wouldn't look at her, she only looked at the interpreter. Another teacher said in freshman year, "Why do you think you will go to the university?" Another parent said that the teacher said when she said her daughter was going to go to college, "Oh, your daughter must be smart."

There was an expectation from teachers and students that food one parent brought into the school for her child were tamales. Other stereotypes from teachers or students were shared.

Charo De Sanchez, a Latinx community member whose children had gone previously to NKSD, said that someone should tell the teachers at a teacher meeting that they should treat the Hispanic children fairly, and that none of the children should be discriminated against. The teachers need to be educated, so that they don't use stereotypes when they make comments. They should respect the races. It doesn't matter the color of the skin, they all have the same rights, the teachers get paid the same amount for each student they teach. They need to respect their students and that this disrespect impacts their self-esteem.

Many parents came to this meeting because their children had come home crying. One parent taught her daughter to defend herself, respond with sarcasm, and that she would punish her daughter if she complained again. The teacher then accused her daughter of being an angry student. She said students should not be discriminated against. A community member said that teachers should look inside themselves and should change their attitude. It isn't just that they shouldn't say anything racist, but they should accept each child as someone of value.

Another parent said that a teacher told her class that all Hispanic children were either indigenous or indigent. The parent wasn't sure which word was used.

A graduate of NKSD said that she never was exposed to anything in her school career about her culture. The school said in NK-Cares that everyone is the same. She said that it is important to acknowledge that there are differences and to cherish these, that differences are good. No one is encouraged at NKSD to identify with their culture. She lost a lot of her Spanish-speaking skills and her culture while going to NKSD. At the university where she goes to there is an Ethnic Center. She didn't have to adapt there and act like she was a white person. If she had been able to go to an Ethnic Center like this, she would have found support. She had no support from the teachers. The only reason she continued to attend school in North Kitsap was because her counselor supported her. The Ethnic Center would support all the students who came from a different ethnic group and lift them up.

Students pretend to be white in the schools in order to fit in and not be discriminated against. They are not taught not to be proud of their culture, but instead to be ashamed of it. This causes division in the families. Danielle talked about mental health. She warned the parents to expect the political scene to target the Latinx community, and be prepared. It is important for

the parents and the students to support each other. There are some students in schools who are depressed and anxious. The Latinx community needs to speak up so all will be helped.

A parent came to the meeting with a list of all the students who have bullied her middle school son, after the principal did nothing after she talked to him. She had asked the principal to support her son. The principal, however, said that her son had an A average overall, and so why did her son need support since his grades were really good. After that, his grades went down. She said that the racism doesn't just come from those who are not Hispanic. Ms. Sawicki volunteered to talk to the Middle School Principal if the parent will talk individually to her.

The use of Skyward doesn't work for parents because the instructions are in English. This parent sends emails to the school, does not get responses, and is told to use Skyward. Ms. Sawicki said she would send the parents instructions in Spanish so that they would know how to get the information in Skyward in Spanish.

One parent said that the classrooms are overcrowded. She is concerned about the number of students in her daughter's class and the difficulty for children to get out of their classroom. Ms. Sawicki said she would look at the classes of this student and try to readjust the numbers of students per class so that it will work better for her daughter.

The ASB program is not good (students are elected to be part of this) – one student had been in it for years and was the only student of color there. Whenever she had an idea, the others did not listen to her. When, however, some white student gave the same idea, the teacher said it was good. When this girl asked to do something, she was always told, “no, we have it covered.” The only time she was allowed to do something was during her last year in high school when they needed a landscaper. Then, they asked her to find one because they figured she would know one. There is no representation there for the students of color, and the body of students of color believe this program is only for white students. The students of color were never given the opportunity to apply to this program.

Ms. Little used to give information about applying to college, applying for money to help go to college (FAFSA), and other college help. Once Ms. Little left, this was not done. Ms. Sawicki says that now there is someone hired for that position – a Career and College Counselor. There had been no one hired for the last 2 years.

The Latinx students also are not given opportunities to try out for sport teams in high school. One parent said that when his son went to the high school after being on a basketball team, he was told that there was no room to apply in that sport. When he then said that he wanted to be on the football team, he was also told there was no room for him but that he could be on the soccer team.

One parent said that her son is qualified for ELL support. She was told that her son has to request the services. She asked, “what 12-year-old is going to ask for help?”, and also said he was embarrassed about being taken out of the class for ELL help. She wants more information

about the program. The parents need to be able to get involved so that their children will get the help they need.

Ms. Sawicki said that she can only control what happens in the high school, but will talk to the other principals. She wants to have conversations with other people and look at what she heard tonight. One parent said that the Hispanic parents should have a meeting with all the principals. Parents said that they need to come together, set up another meeting, and share with other Hispanics information about this prospective meeting.

One idea was given as to what could be done: have a liaison like the Native American liaisons, who can support the students who are from ethnic groups and/or from other countries. There is a person who helps the newcomers. Ms. Sawicki said that it may be possible for that person to help others. It was then mentioned that that person is currently being split between 5 schools, and is having trouble following up on issues. The system is not working at the moment, and that person can't do other things besides what she is doing.

Parents indicated that they have seen some NKSD surveys that say that their race is Mexican, or Chicano. That is not a race. The school system is making assumptions as to the race and language of students because of their last names. One student said that her mother speaks English better and that she is of mixed race, but Skyward said that she was Chicano and sent information home only in Spanish.

One parent volunteered to help if there is something that needs to be done. Ms. Sawicki said she would talk to colleagues, and set up a meeting with the parents of the high school students before the end of the year so that the students are well prepared for the new year.

Another parent said that the white students and the Hispanic students have been impacted from their whole NKSD schooling prior to the time that they reached the high school so that racism has been normalized in the schools by all the students and staff.

The parents thanked Ms. Sewicki for her attention, and Ms. Sewicki thanked the parents for coming. The parents were reminded that they need to stand up for their rights – not demand them but explain them that they have rights and say they should be given them. The parents were told to keep knocking at the door, and that eventually the door would open. If the parents don't speak up, they will be ignored. They need to voice what is happening and exercise their rights, and speak up.

Ms. Sawicki volunteered to speak to any parent individually who wants to come up, and the meeting was ended.

Minutes taken by Susan Griggs

Dear Poulsbo Middle School Families,

It is with deep regret that we inform you about a recent loss to our school community. We learned that a student from our school has died. The family has asked for privacy at this time.

This loss is sure to raise many emotions, concerns, and questions for our entire school, especially our students. Our school and the district has a team of Counselors available for any student who may need or want help or any type of assistance surrounding this loss. We encourage you, as parents, to also feel free to use our resources.

Listed below is a link to some information that may be useful to you in helping your child at home. If you need any assistance, please do not hesitate to contact us here at the school at (360) 396-3200. We are saddened by the loss to our school community and will make every effort to help you and your child as you need.

[Counseling Resources for Families](#)

Sincerely,  
Josh Emmons  
Principal, Poulsbo Middle School

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**Talking Points for staff answering phones:**

- We are deeply saddened by the news
- We do not have additional information at this time
- The family has asked for privacy, so we are not able to provide more information at this time
- If assistance is needed, provide the email/phone number of your counselor, or take their name and phone number to have someone reach out later today.
- If any media calls, please refer them to Jenn Markaryan at [communications@nkschools.org](mailto:communications@nkschools.org), or (360) 396-3004.

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**SPANISH TRANSLATION**

Estimadas familias de la escuela secundaria Poulsbo,

Con profundo pesar les informamos sobre una pérdida reciente en nuestra comunidad escolar. Nos enteramos que un estudiante de nuestra escuela ha muerto. La familia ha pedido privacidad en este momento.



Esta pérdida seguramente generará muchas emociones, preocupaciones y preguntas para toda nuestra escuela, especialmente para nuestros estudiantes. Nuestra escuela y el distrito tienen un equipo de consejeros disponibles para cualquier estudiante que pueda necesitar o querer ayuda o cualquier tipo de asistencia en relación con esta pérdida. Los alentamos, como padres, a que también se sientan libres de usar nuestros recursos.

A continuación se incluye un enlace a cierta información que puede serle útil para ayudar a su hijo en casa. Si necesita ayuda, no dude en comunicarse con nosotros aquí en la escuela al (360) 396-3200. Nos entristece la pérdida de nuestra comunidad escolar y haremos todo lo posible para ayudarlo a usted y a su hijo según lo necesiten.

[Recursos de asesoramiento para familias](#)

Atentamente,  
Josh Emmons  
Directora, Escuela Secundaria Poulsbo

**Spanish HTML Email Message**



**From:** Poulsbo Middle School <pms\_news@nkschools.org>  
**Subject:** Important Message Regarding Rumors

Estimadas familias y personal de la Escuela Intermedia Poulsbo,

Muchos de ustedes pueden estar al tanto de una amenaza rumbera a la Escuela Intermedia Poulsbo hoy. Queremos que sepa que hemos estado trabajando muy d  
cerca con las fuerzas del orden público para investigar las publicaciones en las redes sociales, los mensajes y los rumores posteriores. Se ha determinado que la  
amenaza y los rumores no tienen fundamento. Tomamos en serio todas las amenazas potenciales y las investigamos a fondo como parte de nuestros esfuerzos  
continuos para abordar la seguridad en nuestras escuelas.

Es importante tener conversaciones con sus hijos sobre su papel en la seguridad pública. Hágale saber a su hijo que debe informar cualquier cosa sospechosa o  
amenazante a un adulto de confianza para que lo investigue o llame al 911. Gracias a todos los que han compartido información con nosotros. Recuerda, si ves algo,  
di algo.

Gracias,

Josh Emmons  
Directora, Escuela Secundaria Poulsbo

North Kitsap School District le gustaría continuar comunicándose con usted por medio de correo electrónico. Si usted prefiere ser borrado de nuestra lista, por favor contacte North Kitsap School District directamente. Para  
dejar de recibir todos los mensajes de correo electrónico distribuidos por nuestro servicio de SchoolMessenger, haga clic en el siguiente botón: [Anular Suscripción](#)

SchoolMessenger es un servicio de notificación usado por los sistemas escolares más importantes de la nación para comunicarse con padres, estudiantes, y personal por medio de voz, texto, correo electrónico y medios d  
comunicación social.

## **Celebrando el Mes de la Historia de la Raza Negra**

Cada febrero, las personas en los Estados Unidos celebran los logros y la historia de los afroamericanos como parte del Mes de la Historia de la Raza Negra, honrando todos los períodos en los EE. UU. Aquí en NKSD, reconocemos el papel central que los negros y los afroamericanos han jugado en la historia de los EE. UU. honrar las contribuciones, los logros y su legado.

Te invitamos y animamos a celebrar con tu familia. ¡A continuación hay algunos recursos para eventos locales y regionales que ocurren en persona y virtualmente!

Visita el "[Estado de la Unión en Blanco y Negro](#)" exposición en el Museo de Historia de Kitsap. La exposición estará abierta hasta finales de febrero de 2023.

Vista "[El Proyecto Sinclair](#)" en el sitio web del Museo de Historia de Kitsap desde casa.

Visite el Museo Afroamericano del Noroeste en Seattle para obtener una lista de eventos presenciales y virtuales: <https://www.naamnw.org/events>

Todos están invitados a asistir a un evento del Mes de la Historia Afroamericana organizado por Kitsap Black Student Union el 15 de febrero de 2023, a partir de las 6:30 p. m., en Central Kitsap High School.

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## **Semana Nacional de Agradecimiento a los Consejeros Escolares**

¡Es la Semana Nacional del Consejero Escolar! Los consejeros escolares participan activamente en ayudar a los estudiantes a examinar sus habilidades, fortalezas, intereses y talentos; trabajar en colaboración con los padres a medida que enfrentan los desafíos de criar niños en el mundo de hoy; centrarse en formas positivas de mejorar el desarrollo académico, profesional y social/emocional de los estudiantes; y asociarse con maestros y otros educadores para proporcionar un sistema educativo donde los estudiantes puedan realizar su potencial y establecer aspiraciones saludables, realistas y optimistas para ellos mismos.

Los consejeros escolares son educadores certificados y experimentados con una maestría en consejería escolar. La combinación de su formación y experiencia los convierte en una parte integral del programa educativo total.

¡Únase a nosotros para celebrar a nuestros consejeros escolares!

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## **Your Path, Your Way: las solicitudes del programa exclusivo están abiertas**

Reconocemos que cada estudiante es un individuo con un estilo de aprendizaje, personalidad, pasión y talento únicos. Es por eso que estamos comprometidos a proporcionar entornos de aprendizaje e intereses académicos que se adapten a cada estudiante.

Un programa exclusivo es un programa independiente que se centra en un entorno de aprendizaje único o en un interés académico. Estos programas se llevan a cabo en uno de nuestros campus escolares actuales en el Distrito Escolar North Kitsap. Un programa exclusivo puede ser de día parcial o de día completo, según el enfoque del programa. La admisión de estudiantes se realizará a través de un proceso de solicitud y lotería en todo el distrito que está abierto a todos los estudiantes que se inscribirán en los niveles de grado atendidos por el Programa Signature.

Visite [nkschools.org/academics/signatureprograms](https://nkschools.org/academics/signatureprograms) ¡aprender más!

### **Programas exclusivos de North Kitsap**

- [Robótica de la escuela secundaria](#)
- [Lenguaje Dual Grados K-5](#)
- [Opciones Grados K-8](#)

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## **Clase de bienvenida de 2036: la inscripción para jardín de infantes está abierta**

¡El distrito escolar de North Kitsap se complace en dar la bienvenida a nuestros estudiantes más nuevos este otoño! ¡Este es el comienzo de una gran asociación, donde su hijo crecerá para ser una persona segura, competente, creativa y compasiva que está lista para un mundo aún por imaginar!

La inscripción se abre en línea el viernes 3 de febrero.

Obtenga más información en nuestro [Sitio web de la guardería!](#)

### **¡Ya está abierta la inscripción para todos los grados!**

¿Es nuevo en el distrito escolar de North Kitsap o se mudará pronto a nuestra área? ¡La inscripción ya está abierta para todos los estudiantes nuevos para el año escolar 2023-2024! Visite [nkschools.org/enroll](https://nkschools.org/enroll) para iniciar el proceso de inscripción en línea.

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## **La noche conectada de NKSD llegará pronto**

¡Marquen sus calendarios! NKSD se complace en lanzar la Primera Noche Familiar Anual Conectada de NKSD el jueves 23 de febrero de 5 pm a 7 pm. Si bien se lleva a cabo en Kingston High School, este es un evento de todo el distrito que presentará a las familias una variedad de recursos y programas tecnológicos que se utilizan en nuestras aulas. Ya sea caminando con dinosaurios en realidad virtual, aprendiendo a hacer videos dinámicos con una pantalla verde o experimentando nuestro plan de estudios digital de primera mano, hay muchas actividades prácticas para toda la familia.

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### **Recordatorio del servicio de informes de consejos de seguridad**

La seguridad es una de las principales prioridades de nuestro distrito, es por eso que usamos Vector Alert, un sistema de notificación de pistas que permite a los estudiantes, el personal y los padres enviar inquietudes de seguridad a nuestra administración de cinco maneras diferentes.

Informe fácilmente consejos sobre intimidación, acoso, drogas, vandalismo o cualquier problema de seguridad que no sea de emergencia que le preocupe. Las sugerencias también se pueden enviar de forma anónima. ¡Gracias de antemano por ayudar a hacer de nuestra comunidad escolar un lugar más seguro para trabajar y aprender! Como siempre, lo invitamos y lo alentamos a informar cualquier inquietud directamente al director de su escuela, consejero, maestro o cualquier otro adulto de confianza. Visita [nkschools/tipline](https://nkschools.com/tipline) aprender más. Si necesita reportar una emergencia, llame al 911.

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### **Actualizaciones de COVID-19**

Visita nuestro [COVID-19 Salud y Seguridad](#) páginas web para las actualizaciones más recientes en el Distrito Escolar de North Kitsap. **Ver el [Tablero COVID-19](#) cada viernes después de las 5:00 p. m. para obtener informes semanales de COVID-19 de NKSD.**

### **Acceso a las pruebas de COVID-19**

Visita el [Pruebas e informes de COVID-19](#) página de nuestro sitio web para obtener más información sobre cómo informar una prueba COVID-19 positiva y cómo obtener pruebas a través de nuestras escuelas o en la comunidad.

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### **¡Únete a nuestro equipo!**

¡Estamos contratando en varias áreas de nuestro distrito! Únase a nosotros para brindar un excelente servicio a los estudiantes de nuestra comunidad. Visita nuestro [sitio web para ver las posiciones abiertas](#) y aplicar ahora!

- para-educadores
  - Choferes de autobus
  - especialistas en alimentación y nutrición
  - roles de apoyo
  - socorristas/instructores de natación
  - entrenadores atléticos en nuestras escuelas secundarias
  - suplentes en todas las areas
- 

### **Fechas siguientes**

**Febrero es el Mes de la Historia de la Raza Negra**

**Febrero es el Mes de la Educación Profesional y Técnica**

6-10 de febrero: Semana de Agradecimiento al Consejero Escolar

13 y 14 de febrero: Despido de medio día Todas las escuelas - Días de desarrollo profesional

20 de febrero: No hay clases -Presidentedía

# Kitsap Latino Community

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Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY  
Kitsap Latino Community

February 22, 2023

Dear Ms. Davenport and North Kitsap School Board,

First, I want to express our gratitude that you have acknowledged the receipt of our 77 emails, and that you are taking the time to investigate the allegations of discrimination against a protected class. We are so grateful to know that we are not alone. We invite the North Kitsap School Board to urgently consider practical solutions with the Latino Community. The North Kitsap Latino community offers the school district, community based, practical solutions to form a partnership. A partnership we recognize is built with other communities of color, including immigrants of other national origins, African American students, AAPI students, and Indigenous students.

We are in the process that the educational system prescribes (OSPI) to use our voices to communicate our concerns with the North Kitsap School District. Our request would be that you would meet with the Latino Parent Group, implement these solutions as soon as possible, and work with us on a timeline.

We are asking the North Kitsap School District for two things (generally):

1. Equal Access to Education for English Language Learners
2. Pursuit of a Culture of Belonging - educating and providing learning for teachers on nondiscrimination

**Here are the practical ways to achieve these goals in partnership with our Community:**

**1. Equity Concern Form**

Equity Concern form: English Sample

Equity Concern form: Spanish Sample

This form could be public facing for staff, students, parents and community members. It should be submitted to the equity facilitator, and have an administrator monitor submissions. Names are redacted before bringing it to the equity council, council and admin use a set protocol and equity lens tool to work towards investigation/resolution. If this is an HR or union concern, the submission will be forwarded to those departments.

(This form also notifies all im/migrants in North Kitsap School District that this school district is a welcoming district. Therefore, submission of this form is an inclusive and protected process. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.)

*\*(see solution 7 for Education Equity Council)*

**2. Translation and Interpreting: Critical communication (critical needs to be defined) will be translated in the top three languages**

Critical communication (critical needs to be defined collectively with Ethnic Communities) will be translated in the top three languages other than English. Interpreters will be made available for parents to communicate with administrators and/or educators. Google form/other digital devices will not be used to schedule services as this is a barrier for some families. Furthermore, based on data collected annually by the district, the district will translate the top three languages by year.

**3. EL Language Acquisition Student Supports, Curriculum**

- EL students will receive language support on a regular basis, at least 4 days a week for a minimum of 20 minutes a day.
- EL students will be placed in classrooms with teachers that are trained in best practice such as EL endorsed, SIOP and/or GLAD trained.
- Staff will be monitored to ensure strategies are used during instruction, accountability that strategies are used.
- Administrators will monitor and evaluate staff.
- The district will ensure that all students have access to core content, this means that research based practices are being used during instruction to ensure full core content access (access means that kids understand what is being taught).
- EL staff will use language acquisition curriculum that support all four domains; speaking, listening, reading and writing skills.

**4. Professional development for all administrators, teachers, paraprofessionals and any staff that come in contact with students and families.**

Professional development on the following topics should be attended by those listed. It should be mandated and facilitated by administrators and/or someone with the educational background and experience in racial justice/equity work:

**PD on the following but not limited to:**

- difference between equality and equity
- Impact of racial trauma
- Understanding student needs and how to support them
- Staff will be paid to attend.

**5. Ethnic/Race Community Liaisons: NKSD needs a community liaison to provide direct support to families.** We know that the Suquamish and Port Gamble S<sup>ʷ</sup>Klallam Tribes have a liaison, and we need a liaison for the following communities to provide advocacy, communicate community needs, create safety and belonging, and address



depression, anxiety, and mental health: African American, AAPI, Latino/a/x, and the Indigenous liaisons.

6. **The Latino community would like to see the 2, 3 and 5 year plan that is currently in place to meet the needs of both students of color and their parents.** If you do not have a current plan, we would ask that the Community Liaisons speak with families, and in collaboration with the District, prioritize action items to create a 2, 3 and 5 year plan. We also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.
7. **Education Equity Council: Reinstate the Equity Council, including the 4-6 community liaisons from the district.** The equity council will review the “Equity Concern Forms” from solution #1, that are presented to the council. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.

These solutions are important to the leaders in our school district, because belonging, education, access to learning, the need to fight poverty, homelessness, drug addiction and gun violence are essential. Lack of stable housing, mental health care concerns, and poverty are areas that are historically and currently (also) linked to racism, racial trauma and systems of oppression. We are advocating for our school district to be proactive. When the Kitsap County Health Department declared racism a public health crisis, the county recognized this need.

Although not all of the school shootings are connected to race, they are connected to a sense of loneliness, lack of belonging - isolation. I know I speak on behalf of the Latino community and many others when I express an urgent desire to address the roots of school gun violence, depression, and youth mental health, rather than wake up to the phone call that tells me my children are in a school lockdown. Our students are leading the way for us, asking our generation to provide safety, learning opportunities, and model something different. Let us follow their lead and work together.

Sincerely,

Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY - Danielle S. Rueb - Castillejo  
Kitsap Latino Community

Equitable solutions to issues of belonging, racism, and discrimination are not only trust building for Latino communities, but for other communities of Color and for European-American communities.

We look forward to your response to the proposed solutions.

Thank you,  
Danielle

On Wed, Mar 15, 2023 at 11:34 AM Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)> wrote:

Greetings,

We are acknowledging receipt of additional emails from you dated March 13, 2023. We noticed that at the close of these emails (86-90), you added some comments in bold. As mentioned previously, the district has retained counsel and an investigator to look into the concerns presented in the 90 emails that have been sent to us. During the investigation, we are not able to discuss the concerns surfaced, resolution of those concerns, or possible solutions based on those concerns.

We are committed to following up on all concerns via the appropriate path. It is difficult to ascertain if the incidents referenced in your most recent emails are currently taking place or if you were made aware of the concerns referenced just this past week. If these new emails represent historical issues of which you are now aware, they will be included in the general investigation that is already going to take place in reference to your prior emails. If the additional emails you have sent on March 13, 2023 reference new issues that are happening currently in NKSD, it is imperative that we receive a direct, specific, and detailed report from the person who has the concern or the victim of alleged discriminatory acts. A timely, first-hand report best helps us address issues in real-time. We are committed to providing a safe space for people to share such concerns. We have translators available and ready. Please encourage staff, students, or families to contact us directly so that we might respond to any and all new concerns emerging.

Regards,  
Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

On Mon, Mar 13, 2023 at 4:17 PM Danielle [wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)> wrote:

Dear Ms. Davenport.

**Email #90:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Language learners were called "annoying" and "difficult" by teachers who have never taught them-- they were simply called that because teachers had heard their interests or needs differed from the majority. For example, one student who loves boxing, as it's a popular sport in his home country, was called angry and violent by a teacher who had never met him.

**Email #90** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.



# NAACP Bremerton-Kitsap Unit 1134

P.O. Box 1204 - 245 4<sup>th</sup> St., Suite 201  
Bremerton, WA 98337

Telephone: 360-286-1788

Email: [naacpbremerton@yahoo.com](mailto:naacpbremerton@yahoo.com)

## Elected Officers

Robert Harris  
President

Shannon Turner  
1<sup>st</sup> Vice President

Andre Henderson  
2<sup>nd</sup> Vice President

Kellie Jemison  
Secretary

Danielle Turner  
Treasurer

Shawlee Lee  
Assistant Secretary

March 17, 2023

North Kitsap School District  
18360 NE Caldart Avenue  
Poulsbo, WA 98370

Dear North Kitsap School District officials:

I am sending you this letter in my capacity as the President of NAACP Unit 1134 – which serves Kitsap, Mason and Jefferson Counties.

Our Latino/a/x community members have brought to our attention their concerns regarding the school district’s failure to provide adequate educational resources for its English Language Learner (ELL) students, as well as reports of racial discrimination and bias. We have fielded over eighty-five correspondences from community members noting the aforementioned.

These correspondences have reported a lack of resources for the district’s ELL students, as well as reports of school district staff and students utilizing racial slurs and stereotyping. One of the reports even includes a Latino/a/x student pretending to identify as white simply for acceptance by his or her peers. As I am sure school district officials will agree, this situation and the hostile learning environment it creates is unacceptable in a public school.

From the complaints we have received, these problems unfortunately seem to be a systemic issue in the school district. Problems that require immediate remedy to eliminate existing racial discrimination and bias in the district’s schools, and the immediate dedication of adequate resources for our English Language Learner students.



## NAACP Bremerton-Kitsap Unit 1134

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Secretary

Danielle Turner  
Treasurer

Shawlee Lee  
Assistant Secretary

As this issue appears to be systemic, I have referred this matter to our Legal Redress Committee for further investigation and follow up – follow up which, if our current understanding of the situation is confirmed, may include referral for remedial action not just to our local NAACP branch, but also, further up the chain of command to the NAACP State Area Conference and National NAACP headquarters.

We believe that all students should feel safe, welcome, and included in our schools. Based on the correspondences we have received, however, that's not the case for many of the minority and Latino/a/x students in our district's schools.

We accordingly believe that strong, affirmative steps need to be swiftly taken to remedy this situation. One such step would be the district making an ongoing (as opposed to "one-and-done") program of racial sensitivity and empathy training an instrumental part of the district's continuing education of all its students. We believe this should also be provided to the adults involved in our schools – staff as well as parents – because at the end of the day, we all are in this together. As Dr. Martin Luther King, Jr. accurately noted: most of us may have arrived here on different ships, but we're all in the same boat now.

Another such step would be the district actively pursuing all means to provide sufficient educational training, tools, and resources for our school district's English Language Learners. The district should also ensure it is fully complying with State and Federal Laws that protect and provide for the education of all our minority and English Language Learner students.

We also understand that the district is conducting an internal investigation due to the concerns raised by our Latino/a/x community members. Please confirm in response to this letter that the school district will be providing NAACP Unit 1134 full transparency with respect to this investigation – including this investigation's process, its conclusions, the actionable items it



### NAACP Bremerton-Kitsap Unit 1134

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Bremerton, WA 98337

Telephone: 360-286-1788

Email: [naacpbremerton@yahoo.com](mailto:naacpbremerton@yahoo.com)

#### Elected Officers

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President

Shannon Turner  
1<sup>st</sup> Vice President

Andre Henderson  
2<sup>nd</sup> Vice President

Kellie Jemison  
Secretary

Danielle Turner  
Treasurer

Shawlee Lee  
Assistant Secretary

considers, and the actionable items it proposes to address the concerns of our community members referenced in this letter.

Please confirm the school district will be timely addressing the concerns raised in this letter, and reporting post haste the specific, concrete remedies that the school district will be taking.

We look forward to your response.

Respectfully,

*Robert L Harris*

Robert L. Harris, President  
NAACP Bremerton-Kitsap Unit 1134-B  
360-286-1788

[president@naacpbremerton.org](mailto:president@naacpbremerton.org)

**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

Arrest Made/Citation Issued

Dispatched: **10:10**  
 Arrived: **10:37**  
 Cleared: **12:25**

Date/Time Reported: **04/11/2023 10:08**

ORI: **WA0180500**

Case Number: **H23-000328**

**Incident Information**

**THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY**

Date/Time Reported	Date/Time Occurred From	Date/Time Occurred To	Officer
04/11/2023 10:08	04/11/2023 10:08	04/11/2023 10:08	(614) SCARLETT, SHANE
Incident Location			
1780 NE HOSTMARK ST, POULSBO, WA			

**Charges**

<b>1</b>	Charge Type State	Description <b>HARASSMENT</b>	Statute 9A.46.020.2A	UCR 13C	Att <input checked="" type="checkbox"/> Com
Location Type SCHOOL/COLLEGE		Entry	Exit		Forced Entry <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Criminal Activity N		Weapons			

**Victims**

<b>Seq. #</b> <b>1</b>	Type INDIVIDUAL	Name(Last, First, M) <b>SOCIETY, POULSBO</b>	Race <b>U</b>	Sex <b>U</b>	DOB	Age <b>00</b>
Address			Home			
Employer Name/Address			Work			
			Cell			
Victim of Crimes <b>1</b>	Injuries None		Residency Unknown	Ethnicity Unknown		

Officer: <b>(614) SCARLETT, SHANE</b>	SUPERVISOR:	INFO: ONLY:	F/UP: DET:	F/UP: LINE	PROSECUTOR:		
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**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

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**Suspects/Offenders**

Seq. #	Name (Last, First, M)	Race	Sex	DOB	Age	Height	Weight
<b>1</b>	[REDACTED] [JUVENILE]	<b>U</b>	<b>M</b>	[REDACTED]	<b>15</b>		
AKA						Eyes	Hair
Address						Home	
Employer Name/Address						Work	
STUDENT- VINLAND ELEM. POULSBO						Cell	[REDACTED]
Scars, Marks, Tattoos or other distinguishing features							
Physical Characteristics							
Suspect/Offender Details							

**Other Persons Involved**

Name Code	Name (Last, First, M)	Race	Sex	DOB	Age
<b>Parent / Guardian</b>	[REDACTED]	<b>W</b>	<b>M</b>	[REDACTED]	<b>66</b>
Address					
Employer Name/Address					
<b>Other</b>	<b>WALLER, JOHN ANDREW</b>	<b>W</b>	<b>M</b>	[REDACTED]/1968	<b>54</b>
Address					
Employer Name/Address					
18360 NORTHEAST CALDART AVENUE, POULSBO, WA 98370, US					
<b>Other</b>	<b>BLISS, MICHAEL ERIC</b>	<b>W</b>	<b>M</b>	[REDACTED]/1986	<b>36</b>
Address					
Employer Name/Address					
(360) 710-6612					
<b>Other</b>	<b>MARSHALL, ROBERT D</b>	<b>U</b>	<b>M</b>	[REDACTED]/1973	<b>49</b>
Address					
Employer Name/Address					

**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

**p** Arrest Made/Citation Issued

Dispatched: **10:10**  
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 Cleared: **12:25**

Date/Time Reported: **04/11/2023 10:08**

ORI: **WA0180500**

Case Number: **H23-000328**

<b>Name Code</b> <b>Other</b>	Name (Last, First, M) <b>NORTH KITSAP HIGH SCHOOL</b>	Race	Sex	DOB	Age <b>00</b>
Address 1780 NE HOSTMARK ST, POULSBO, WA 98370				Home	
Employer Name/Address				Work	
				Cell	

**Related Name Relationships**

[REDACTED]	is	GRANDPARENT	to	[REDACTED] [JUVENILE]
SOCIETY, POULSBO	is	RELATIONSHIP UNKNOWN	to	[REDACTED] [JUVENILE]

**Notes/Narrative**

On 4/11/2023 at 1010 hours CenCom dispatched a call detailing threats not in progress at the North Kitsap High School.

I arrived at the school and spoke to the assistant director of innovative learning, safety, and security, John Waller and the assistant principal, Michael Bliss. John told me that pictures were recently uploaded via the "Tip Line" located on the school districts website. The upload was anonymous.

The nature of the pictures and messages uploaded made the administrative staff of the school very worried.

The pictures and messages showed of a teenager, screen name of [REDACTED] with a modern sporting rifle and combat gear with a Nazi Swastika on their arm. Most photos were of the teenager wearing some sort of Nazi uniform. The messages were very derogatory saying racial slurs like, "Nigger" and "Beaner." In some photos there were text captions with a rifle slung over the teenager's chest saying, "ready for school today." Other messages talked about shooting everyone at the school and, "cutting open every beaner I see at my school."

Most of the photos and messages had a time stamp on them. The photos and messages time stamps ranged from today's date to 4/8/2023. Other photos showed the inside of the school's classrooms and busses. Not all photos and messages seemed to be threatening.

The pictures and messages seemed to from a social media platform called Discord.

From the photos the school staff were able to identify that some pictures were of the school's classrooms and the teenager as a student named [REDACTED].

I called my supervisor Sgt. Gillen #604 and requested assistance. Officer Kennedy #608 arrived.

Michael called [REDACTED] to his office and [REDACTED] admitted to making those posts. Michael got [REDACTED] cellphone and gave it to officer Kennedy for evidence. See Michael's written statement for more details.



## POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT

p Arrest Made/Citation Issued

Dispatched: 10:10

Arrived: 10:37

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Date/Time Reported: 04/11/2023 10:08

ORI: WA0180500

Case Number: H23-000328

## Notes/Narrative

█████ grandfather, █████, was called. █████ came to the school and was present with █████. █████ explained that the rifle in the photos was an airsoft rifle. Officer Kennedy read █████ his constitutional rights. Officer Kennedy and I waited for Sgt. Gillen and Detective Keller #620.

When Detective Keller arrived, Officer Kennedy and I placed █████ under arrest. I placed █████ in handcuffs. I checked for proper spacing and double lock.

I transported █████ to the Kitsap County Juvenile Detention Center with no incident and booked █████ for RCW 28A.635.110 Intimidating School By Threat of Violence.

iLeads does not have this RCW when selecting an offense so the offense selected is harassment.

All video and photo evidence uploaded to evidence.com.

End of report.

S. Scarlett #614

*I CERTIFY OR DECLARE UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT THE FOREGOING IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.*

Approved By: (603) PEPPER, ERIK

Approved On: 04/11/2023 23:27:07

(Signature, Date) (614) SCARLETT, SHANE  
POULSBO, WA

**CERTIFICATE OF PROBABLE CAUSE**

CLERK CODE: \_\_\_\_\_

**SUSPECT NAME:** [REDACTED] **DOB:** 9/5/2007  
**COURT:** Municipal  
**ARREST CRIMES:** Intimidating School By Threat of Violence (RCW 28A.635.110)  
**ARREST DATE/TIME:** 4/11/2023 @ 1154  
**LOCATION OF CRIME:** 1780 NE Hostmark Ave, Poulsbo, Kitsap County, Washington  
**POULSBO P.D. CASE #:** H23-000328  
**ARRESTING OFFICER:** Shane Scarlett #614 / (360) 994-0575 / sscarlett@cityofpoulsbo.com

**STATEMENT OF PROBABLE CAUSE**

On 4/11/2023 at 1010 hours CenCom dispatched a call detailing threats not in progress at the North Kitsap High School.

I arrived at the school and spoke to the assistant director of innovative learning, safety, and security, John Waller and the assistant principal, Michael Bliss. John told me that pictures were recently uploaded via the "Tip Line" located on the school districts website. The upload was anonymous.

The nature of the pictures and messages uploaded made the administrative staff of the school very worried.

The pictures and messages showed of a teenager, screen name of [REDACTED] with a modern sporting rifle and combat gear with a Nazi Swastika on their arm. Most photos were of the teenager wearing some sort of Nazi uniform. The messages were very derogatory saying racial slurs like, "Nigger" and "Beaner." In some photos there were text captions with a rifle slung over the teenager's chest saying, "ready for school today." Other messages talked about shooting everyone at the school and, "cutting open every beaner I see at my school."

Most of the photos and messages had a time stamp on them. The photos and messages time stamps ranged from today's date to 4/8/2023. Other photos showed the inside of the school's classrooms and busses. Not all photos and messages seemed to be threatening.

The pictures and messages seemed to from a social media platform called Discord.

From the photos the school staff were able to identify that some pictures were of the school's classrooms and the teenager as a student named [REDACTED]

I called my supervisor Sgt. Gillen #604 and requested assistance. Officer Kennedy #608 arrived.

Michael called [REDACTED] to his office and [REDACTED] admitted to making the posts. Michael got [REDACTED] cellphone and gave it to officer Kennedy for evidence. See Michael's written statement for more details.

[REDACTED] grandfather, [REDACTED] was called. [REDACTED] came to the school and was present with [REDACTED] [REDACTED] explained that the rifle in the photos was an airsoft rifle. Officer Kennedy read [REDACTED] his constitutional rights. Officer Kennedy and I waited for Sgt. Gillen and Detective Keller #620.

## CERTIFICATE OF PROBABLE CAUSE

CLERK CODE: \_\_\_\_\_

---

When Detective Keller arrived, Officer Kennedy and I placed [REDACTED] under arrest. I placed [REDACTED] in handcuffs. I checked for proper spacing and double lock.

I transported [REDACTED] to the Kitsap County Juvenile Detention Center with no incident and booked [REDACTED] for RCW 28A.635.110 Intimidating School By Threat of Violence.

End of report.  
S. Scarlett #614

I declare under the penalty of perjury of the laws of the State of Washington the foregoing to be true and correct. Dated April 11, 2023 at Poulsbo, Kitsap County, WA.

Officer Shane Scarlett, Poulsbo Police Department. Signature: \_\_\_\_\_



**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

(603)  
(603)  
(603)

p Arrest Made/Citation Issued

Supplement Date: **04/11/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

**Supplement Information**

**THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY**

Supplement Date 04/11/2023 17:39:11	Supplement Type SUPPLEMENTAL REPORT	Supplement Officer (608) KENNEDY, JASON
Contact Name	Supervising Officer (603) PEFFER, ERIK	

**Supplement Notes**

On 04/11/2023 at approx. 1100 hours I, Officer J. Kennedy #608, was dressed in full police uniform and driving a fully marked Poulsbo police patrol unit. After finishing the current detail, I was engaged in, I responded to North Kitsap High School located at 1780 NE Hostmark St, PB to back up Officer S. Scarlett #614 on threats issued incident involving an NKHS student against the school and staff.

I contacted staff inside the main office of NKHS as well as Officer Scarlett. Officer Scarlett told me that the suspect, [REDACTED], was inside the assistant principal's office speaking with Michael BLISS. Officer Scarlett also informed me that [REDACTED] had sent multiple pictures of himself dressed in Nazi regalia holding what appeared to be an AR-15 rifle along with text messages threatening the school.

[REDACTED] and MICHAEL came out of the office and [REDACTED] was led into a conference room. MICHAEL had [REDACTED] cell phone and I took the phone for evidence purposes. [REDACTED] grandfather, [REDACTED], showed up and he was also escorted into the conference room with [REDACTED], Officer Scarlett, and me.

[REDACTED] continued to talk about the incident and to his grandfather. [REDACTED] admitted to sending the photos and the texts stating, "he had a dark sense of humor." Later [REDACTED] continued to speak saying that it was likely someone got into his account and sent the photos of him. MICHAEL had already told me that [REDACTED] had confessed to sending the photos and threatening texts while speaking with MICHAEL.

Officer Scarlett had been in contact with Sgt. J. Gillen #604 and Detective C. Keller #620 about this incident and both were enroute to the school. I obtained my department-issued Miranda Warning Card and read the Miranda Warning to [REDACTED], including the juvenile section of the Miranda Warning. [REDACTED] continued to talk with no prompting from myself or Officer Scarlett.

Sgt. Gillen and Det. Keller arrived on the scene. I turned over [REDACTED] cell phone and a thumb drive given to me by Officer Scarlett, containing photos given to Officer Scarlett by NKHS staff, to Det. Keller.

Officer Scarlett placed [REDACTED] in handcuffs and proceeded to transport [REDACTED] to the Kitsap County Juvenile Holding Facility. I obtained written statements from MICHAEL, Robert MARSHALL, and John WALLER, all NKHS staff members involved in the incident.

All video evidence was uploaded to Evidence.com.

Officer: (608) KENNEDY, JASON	SUPERVISOR:	INFO: ONLY:	F/UP: DET:	F/UP: LINE	PROSECUTOR:		
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# POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT

(603)  
(603)  
(603)

Arrest Made/Citation Issued

Supplement Date: **04/11/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

## Notes/Narrative

End of narrative.

J. Kennedy #608

*I CERTIFY OR DECLARE UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT THE FOREGOING IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.*

Approved By: (603) PEFFER, ERIK

Approved On: 04/11/2023 23:27:52

*(Signature, Date) (608) KENNEDY, JASON  
POULSBO, WA*

**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

(622)  
(622)  
(622)

Arrest Made/Citation Issued

Supplement Date: **04/13/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

**Supplement Information**

**THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY**

Supplement Date 04/13/2023 17:07:24	Supplement Type SUPPLEMENTAL REPORT	Supplement Officer (612) BLACK, JUSTIN
Contact Name	Supervising Officer (622) WUNSCH, CASEY	

**Supplement Notes**

On April 13, 2023, while wearing my full uniform and driving a marked police car I went to [REDACTED] to contact [REDACTED] and his guardians, [REDACTED] Mother, and [REDACTED] Grandfather for a follow-up. I went to their home with the Poulsbo Police Navigator #680 to request the removal of any guns from the home and offer resources to the family.

I spoke with [REDACTED], and he informed me that there are 4 children total living in the home with [REDACTED] and himself. [REDACTED] little sister needs 24/7 care and is wheelchair-bound and autistic. He also told me that [REDACTED] is [REDACTED] but has not had a proper diagnosis. [REDACTED] and [REDACTED] insist that [REDACTED] has disabilities and is a "very sweet kid".

[REDACTED] and [REDACTED], both told me that they were not informed of the details of why [REDACTED] was arrested. They did not know the specifics of the messages or images that were submitted to the school anonymously. They told me that they saw some pictures of [REDACTED] dressed like John Wick and holding a gun but they didn't understand why that caused him to be arrested.

I asked [REDACTED] and [REDACTED] if we could keep anything that resembled a firearm at the Poulsbo Police Station for safekeeping to which they agreed. They handed me an airsoft AR-15-style rifle, a c-02 Glock-style pistol, and three other clear plastic toy pistols. I explained to them that the items can be picked up at the Police Station any time by making an appointment. I handed them my card with the Poulsbo Police Department phone number listed on it. They told me that they understood. All items have been entered into FIlleOnQ and submitted for safekeeping.

[REDACTED] told me that [REDACTED] spends a lot of time online and for the past month or so he has become infatuated with Hitler. She said he finds it interesting how one man gained control over so many people. It appeared that [REDACTED] and [REDACTED] did not find this infatuation with Hitler concerning because they said [REDACTED] never showed any aggressive behavior and is [REDACTED]. [REDACTED] told me that he has never heard his grandson use any hateful rhetoric or racist slurs. It appeared by [REDACTED] body language and responses that she was possibly aware of her son using the term "Nigger" and "Beaner".

[REDACTED] told me that [REDACTED] appeared to be flourishing this past year. He's been participating in more group activities and really likes school. She said [REDACTED] doesn't want to fall behind in his classes and anticipates returning to school.

Both [REDACTED] and [REDACTED] agreed to call the Navigator to seek resources like counseling and do whatever they could to help [REDACTED] as well as the perception of the situation. They told me that they really want to see him in school.

Officer: (612) BLACK, JUSTIN	SUPERVISOR:	INFO: ONLY:	F/UP: DET:	F/UP: LINE	PROSECUTOR:		
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**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**(622)  
(622)  
(622)

p Arrest Made/Citation Issued

Supplement Date: **04/13/2023**ORI: **WA0180500**Case Number: **H23-000328****Notes/Narrative**

██████ told me that my meeting with ██████ at that moment would be a bad idea because he had just woken up and that he was scared. It was approximately 16:00 Hours when we were at the home. I was unable to enter the home or view ██████.

██████ said she will be reaching out to the Navigator in the next couple of days and utilizing any resource available and wants to cooperate as much as possible.

All video evidence has been uploaded to evidence.com.

End of report

Officer Justin Black #612

*I CERTIFY OR DECLARE UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT THE FOREGOING IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.*

Approved By: (622) WUNSCH, CASEY

Approved On: 04/14/2023 23:09:00

(Signature, Date) (612) BLACK, JUSTIN  
POULSBO, WA

**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

(622)  
(622)  
(622)

Arrest Made/Citation Issued

Supplement Date: **04/20/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

**Supplement Information**

**THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY**

Supplement Date 04/20/2023 15:21:01	Supplement Type SUPPLEMENTAL REPORT	Supplement Officer (615) KUNZ, BRYAN
Contact Name	Supervising Officer (622) WUNSCH, CASEY	

**Supplement Notes**

On Tuesday April 11, 2023 I was not on duty but I did receive a phone call from Detective Keller (D620) reference a student at North Kitsap High School named [REDACTED] ([REDACTED]), that had posted some concerning things online. He was letting me know as I am the school resource officer for the public schools in the city of Poulsbo. When I returned to work on Wednesday I was filled in on the details of the case. Not only from the officers involved in the arrest, but also by the school administrative staff.

Though the juvenile prosecutor declined to prosecute on the case, I have had many ongoing conversations with fellow officers and the school administrative staff and believe there is still reason for concern. The school district is in the process of completing a level 2 threat assessment on the student and the long-term plan is yet to be decided. I am attaching the following documents to the case to further document the history and concerns:

[REDACTED] school discipline record to include two specific incidents in the past where he threatened or implied that he was going to shoot other students.

The school district had a meeting with the student's mother and grandfather April 17, 2023 to discuss the ongoing concerns and work on a plan moving forward that not only helps support the student, but also helps top ensure the safety of the rest of the school and the community.

Wednesday April 19, 2023 at 08:00 I attended another threat assessment meeting with multiple school staff members to complete the threat assessment form and discuss the concerns and the options moving forward.

The following are some things of note that came out of the meeting. Most of which came out of the interview between Star and [REDACTED]. [REDACTED] revealed to her that he had already created another Discord account and very deliberately made the statement that he will not share that information with anyone. The staff had also learned that [REDACTED] is a very good computer coder and is creating his own first- person shooter game. He gets annoyed with people that aren't as smart as him.

A couple of months ago, there was an unfortunate incident in which a student at Poulsbo Middle School who took his own life in his family's home. When that happened, there were rumors that the young man and a friend of his had been talking about and or planning a school shooting. This triggered disruption in the school and the beginning of an investigation for me. By the conclusion of this investigation, the only rumor that I was able to validate is that the young man that completed suicide had made a comment to another student about a school shooting in the weeks or months

Officer: (615) KUNZ, BRYAN	SUPERVISOR:	INFO: ONLY:	F/UP: DET:	F/UP: LINE	PROSECUTOR:		
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**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

Arrest Made/Citation Issued

(622)  
(622)  
(622)

Supplement Date: **04/20/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

**Notes/Narrative**

prior. The strange irony that was revealed to me this week is that the deceased young man and [REDACTED] were neighbors and friends. Though this is not proof of a planned event it is a unique coincidence.

I'll be continuing to work with the school district staff to develop and implement a plan that provides a safe educational environment for [REDACTED] and all of the other students in this area.

This supplemental report is for information only.

EOR Officer Kunz #615

*I CERTIFY OR DECLARE UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT THE FOREGOING IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.*

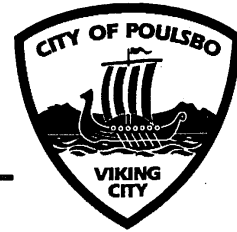
Approved By: (622) WUNSCH, CASEY

Approved On: 04/20/2023 20:43:09

(Signature, Date) (615) KUNZ, BRYAN  
POULSBO, WA

# City of Poulsbo

Poulsbo Police Department



## VOLUNTARY STATEMENT FORM

CASE NUMBER: H23-000328

First Name <b>MICHAEL</b>	Middle Name <b>ERIC</b>	Last Name <b>BLISS</b>	Date of Birth <b>06/25/86</b>
Home Address [REDACTED]		Home Phone [REDACTED]	Cell Phone [REDACTED]

**PLEASE PRINT**

I, MICHAEL BLISS, declare the following statement was made freely and voluntarily without threats or promises of any kind.

Today, John Walker (Director) came to my office to inform me of a threat (potential) to the school based on pictures of a student, [REDACTED] who shared messages with Nazi attire, weapons, and captions, which were directly threatening to the school. Mr. Walker needed assistance identifying the student. I was able to identify the student after looking into schedules, classes, etc. Once I identified the student, which in fact was [REDACTED], I called parent - left a voicemail. I then called grandparent, [REDACTED] who came to the school upon my request. I then pulled [REDACTED] out of his class, and I brought him to my office. Grandpa had not arrived yet, but [REDACTED] asked me why he was in the office. I said to [REDACTED] "what can you tell..."

I, MICHAEL BLISS, declare under the penalty of perjury of the laws of the State of Washington the above statement is true and correct.

Date: 4/11/23 Place: NKHS Signature: MBB

Updated 6/18/13

I would also add that the picture were extremely concerning, and made me fearful

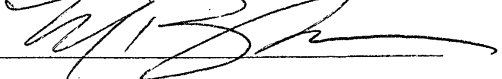
that the student was planning an attack or possibly had weapons on him. Truly, I feared for the safety of the employees at school.

Statement continued

me about some pictures that appear to be  
 you?" He asked me, "You mean the  
 one with me wearing a Nazi arm  
 sleeve?" I said, "Well that's one picture. What  
 about the others?" He said, "There's  
 another one of me holding an airsoft gun."  
 I said, "What about the one with the  
 caption 'on my way to school'?" He said  
 that he was only kidding/joking. He  
 asked me how I knew about the pictures,  
 and I said that someone sent them to  
 the district office. I informed him that  
 he'd be talking to law enforcement, and his  
 grandpa was on the way. He broke down  
 in tears, and I said that my hope  
 would be that he's honest with law  
 enforcement. Mr. Marshall (my colleague/co-asst.  
 principal) then came into my office, and  
~~was~~ I stepped out to talk with  
 law enforcement and Mr. Waller about what  
 I learned. Police asked me if he had a  
 phone, and if so, did I confiscate it? I  
 said I had not. I went back into my  
 office w/ [redacted] and Mr. Marshall. I asked  
 [redacted] for his phone. He gave it to me. Grandpa  
 then showed up. I informed him of what  
 was happening. I then escorted [redacted] and grandpa  
 to the conference room, where they met with  
 Mr. Waller and police.

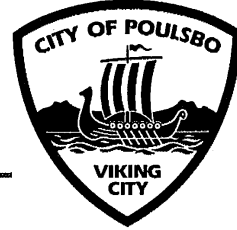
and  
Mr. Waller

I, MICHAEL BLISS, declare under the penalty of perjury of the  
 laws of the State of Washington the above statement is true and correct.

Date: 4/11/23 Place: NKHS Signature: 

# City of Poulsbo

Poulsbo Police Department



## VOLUNTARY STATEMENT FORM

CASE NUMBER: 1-123-000328

First Name <u>ROBERT (BOB)</u>	Middle Name <u>D</u>	Last Name <u>MARSHALL</u>	Date of Birth <u>11/23/73</u>
Home Address [REDACTED]		Home Phone [REDACTED]	Cell Phone [REDACTED]

PLEASE PRINT

I, ROBERT MARSHALL, declare the following statement was made freely and voluntarily without threats or promises of any kind.

I WAS IN A MEETING AT THE DISTRICT OFFICE & WAS ASKED TO REVIEW SOME PHOTOS TO SEE IF I COULD VERIFY THE IDENTITY OF THE STUDENT WHO WAS IN THE PHOTOS. AT THE TIME I DIDN'T KNOW WHO THE STUDENT WAS BUT WAS AWARE OF ANOTHER PERSON HE PHOTOGRAPHED SLEEPING IN ONE OF HIS CLASSES. I USED THAT INFORMATION TO NARROW THE SEARCH FOR MY COLLEAGUE, MICHAEL BULLS. MICHAEL WAS ABLE TO IDENTIFY THE STUDENT AS [REDACTED]

THE PICTURES WERE OF CONCERN BECAUSE HE PHOTOGRAPHED HIMSELF WEARING NAZI ITEMS (ARM BAND, & HAT). IN ONE PICTURE HE STOOD WITH A RIFLE OVER HIS SHOULDER WITH THE CAPTION, "ON MY WAY TO SCHOOL [Emoji]" WHICH WE TOOK AS A PRESSURE THREAT.

MICHAEL DID THE INTERVIEW WITH [REDACTED] & CALLED ME IN TO VISIT WITH HIM TOO. [REDACTED] DISCUSSED HIS CONCERNS ABOUT WHAT WAS GOING TO HAPPEN NEXT & WAS VISIBLY UPSET & CRYING. I TOLD HIM I WAS MORE CONCERNED WITH HIS WELFARE & ASKED HIM QUESTIONS ABOUT HIS MENTAL HEALTH & WELL-BEING. HE ASSURED ME HE WASN'T MAD AT ANYONE AT SCHOOL & SHARED HE HAD NO INTENTIONS OF CAUSING HARM AT THE SCHOOL. I ALSO ASKED

Turn over for Page 2.

VOLUNTARY STATEMENT FORM CONTINUATION

HEM ABOUT HIS FASCINATION WITH NAZISM & TOLD HEM THAT HE & I WOULD NOT HAVE BEEN ACCEPTED INTO THE NAZI WAY OF LIFE.

MICHAEL BUSS ASKED [REDACTED] IF HE HAD HIS PHONE ON HEM. [REDACTED] SAID YES & REMOVED IT FROM HIS RIGHT PANTS POCKET. MICHAEL ASKED [REDACTED] TO HAND OVER THE PHONE & [REDACTED] GAVE IT TO MICHAEL WILLINGLY & WITHOUT INCIDENT.

[REDACTED] GRANDFATHER ARRIVED & I REMOVED MYSELF FROM THE SITUATION AT THAT POINT.

OUR SCHOOL DISTRICT TEAM OF ADMINISTRATORS TOOK THIS SITUATION, SPECIFICALLY THE PICTURES [REDACTED] POSTED ONLINE, VERY SERIOUSLY & VIEWED IT AS A POSSIBLE THREAT TO THE SCHOOL & MAYBE TO SPECIFIC MEMBERS OF OUR SCHOOL COMMUNITY. WE ARE ALSO VERY CONCERNED WITH [REDACTED] MENTAL-HEALTH, ESPECIALLY WHEN HE SHARED WITH ME THAT HE HAS A "DARK SENSE OF HUMOR". I SEE THIS TYPE OF HUMOR AS HAVING THE POTENTIAL OF ACTING ON HIS THREATS OR THOUGHTS OF HATE &/OR VIOLENCE.

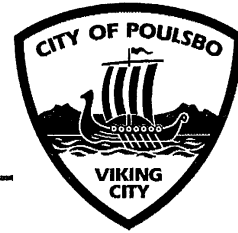
I, ROBERT D. MARCHALL III, declare under the penalty of perjury of the laws of the State of Washington the above statement is true and correct.

Date: 02/11/23 Place: NORTH KULSAP HIGH SCHOOL Signature: [Signature]

Updated 9/2/2022

# City of Poulsbo

Poulsbo Police Department



## VOLUNTARY STATEMENT FORM

CASE NUMBER: 1423-000328

First Name <u>JOHN</u>	Middle Name <u>A</u>	Last Name <u>Waller</u>	Date of Birth <u>04/26/1968</u>
Home Address [REDACTED]		Home Phone [REDACTED]	Cell Phone [REDACTED]

**PLEASE PRINT**

I, John Waller, declare the following statement was made freely and voluntarily without threats or promises of any kind.

JENN MARKKARAYAN CAME TO ME WITH PRELIMINARY PICTURES SHE RECEIVED THROUGH THE COMMUNICATION PAGE. THE PICTURES WERE OF A STUDENT IN NAZI CLOTHING HOLDING A AR TYPE RIFLE. SOME OF THE TAGS WERE THREATENING TO THE SCHOOL ENVIRONMENT SUCH A "SHOOT THE SCHOOL" "CUT ALL BEAVERS"

I WORKED WITH HIGH SCHOOL ADMN & MIDDLE SCHOOL ADMN TO CONFIRM THE IDENTITY OF THE STUDENT. HIGH SCHOOL ADMN CONTACTED P.P DEPT. HE & I MET WITH OFFICER EXPLAINING THE SITUATION. HIGH SCHOOL ADMN WENT TO RETRIEVE THE STUDENT FROM CLASS. OFFICER REPORTED TO ME HOW THEY WERE GOING TO ADDRESS THE SITUATION.







STUDENT WAS INTERVIEWED BY HIGH SCHOOL ADMN & CONFESSED TO THE POSTINGS. POULSBO POLICE OFFICERS, DETECTIVE & CHIEF TOOK STUDENT INTO CUSTODY. PICTURES WERE LOADED ON POU POU SBO POLICE EVIDENCE PAGE AND ON A THUMB DRIVE GIVEN TO THE DETECTIVE.

Turn over for Page 2.

## Poulsbo Police Department Property Report

Case Number: **H23-000328**  
 Reporting Officer: **Black, Justin**  
 Offense: **OTHER**


Suspect1:  
 Suspect2:

BarCode	Item #	Article	Description
 17542	1	<b>PERSONAL - Sporting equipment</b>	<b>PERSONAL - Sporting equipment</b> /Remarks:AIRSOFT RIFLE (AR STYLE)
Recovered by Officer: Black, Justin		Date Collected: 04/13/2023	
Recovery Address: [REDACTED]		Owner: [REDACTED]	
Location of Recovery: [REDACTED]			
 17543	2	<b>PERSONAL - Sporting equipment</b>	<b>PERSONAL - Sporting equipment</b> /Remarks:C02 GLOCK STYLE BB GUN
Recovered by Officer: Black, Justin		Date Collected: 04/13/2023	
Recovery Address: [REDACTED]		Owner: [REDACTED]	
Location of Recovery: [REDACTED]			
 17544	3	<b>PERSONAL - Sporting equipment</b>	<b>PERSONAL - Sporting equipment</b> /Remarks:PLASTIC PELLET PISTOL
Recovered by Officer: Black, Justin		Date Collected: 04/13/2023	
Recovery Address: [REDACTED]		Owner: [REDACTED]	
Location of Recovery: [REDACTED]			
 17545	4	<b>PERSONAL - Sporting equipment</b>	<b>PERSONAL - Sporting equipment</b> /Remarks:PLASTIC PELLET PISTOL
Recovered by Officer: Black, Justin		Date Collected: 04/13/2023	
Recovery Address: [REDACTED]		Owner: [REDACTED]	
Location of Recovery: [REDACTED]			
 17546	5	<b>PERSONAL - Sporting equipment</b>	<b>PERSONAL - Sporting equipment</b> /Remarks:PLASTIC PELLET PISTOL
Recovered by Officer: Black, Justin		Date Collected: 04/13/2023	
Recovery Address: [REDACTED]		Owner: [REDACTED]	
Location of Recovery: [REDACTED]			
 17539	CDK-1	<b>ELECT - Cellular Phone, Telephone</b>	<b>ELECT - Cellular Phone, Telephone</b> Make:Apple Model:Iphone - <i>Previously Submitted</i>
Recovered by Officer: Keller, Craig		Date Collected: 04/11/2023	
Recovery Address: NKHS			
Location of Recovery: NKHS			

# Poulsbo Police Department Property Report

Case Number: **H23-000328**  
Reporting Officer: **Scarlett, Shane**  
Offense: **HARASSMENT**

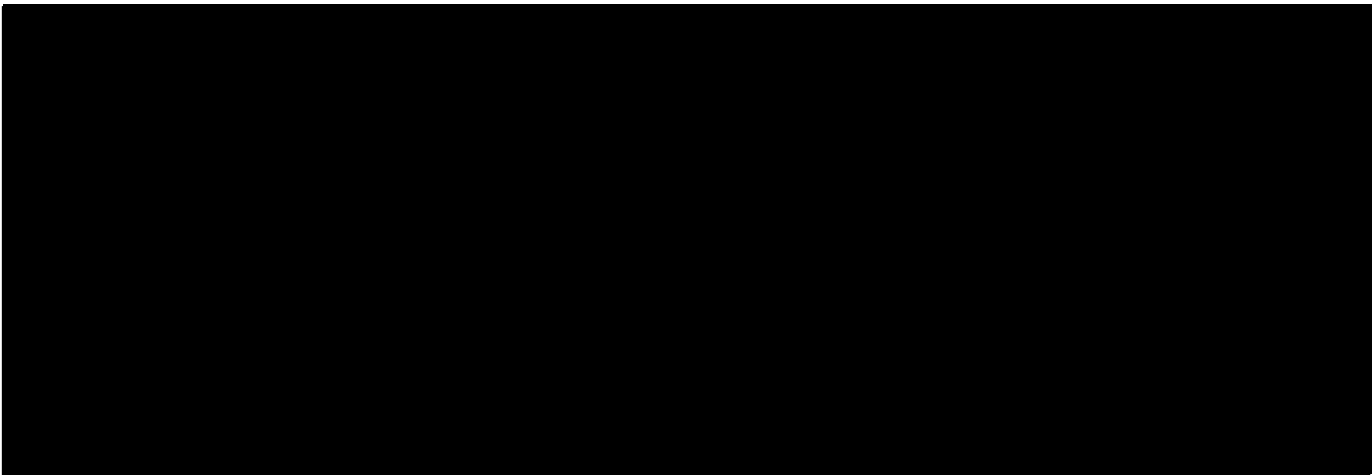
Suspect1: [REDACTED]  
Suspect2:

BarCode	Item #	Article	Description
 17539	CDK-1	ELECT - Cellular Phone, Telephone	Make:Apple Model:Iphone

Recovered by Officer: Keller, Craig  
Recovery Address: NKHS  
Location of Recovery: NKHS

Date Collected: 04/11/2023





423-000328

To: B. KUNZ



H 23 - 000328



1423 - 000328

**Chloe D. Wardle**

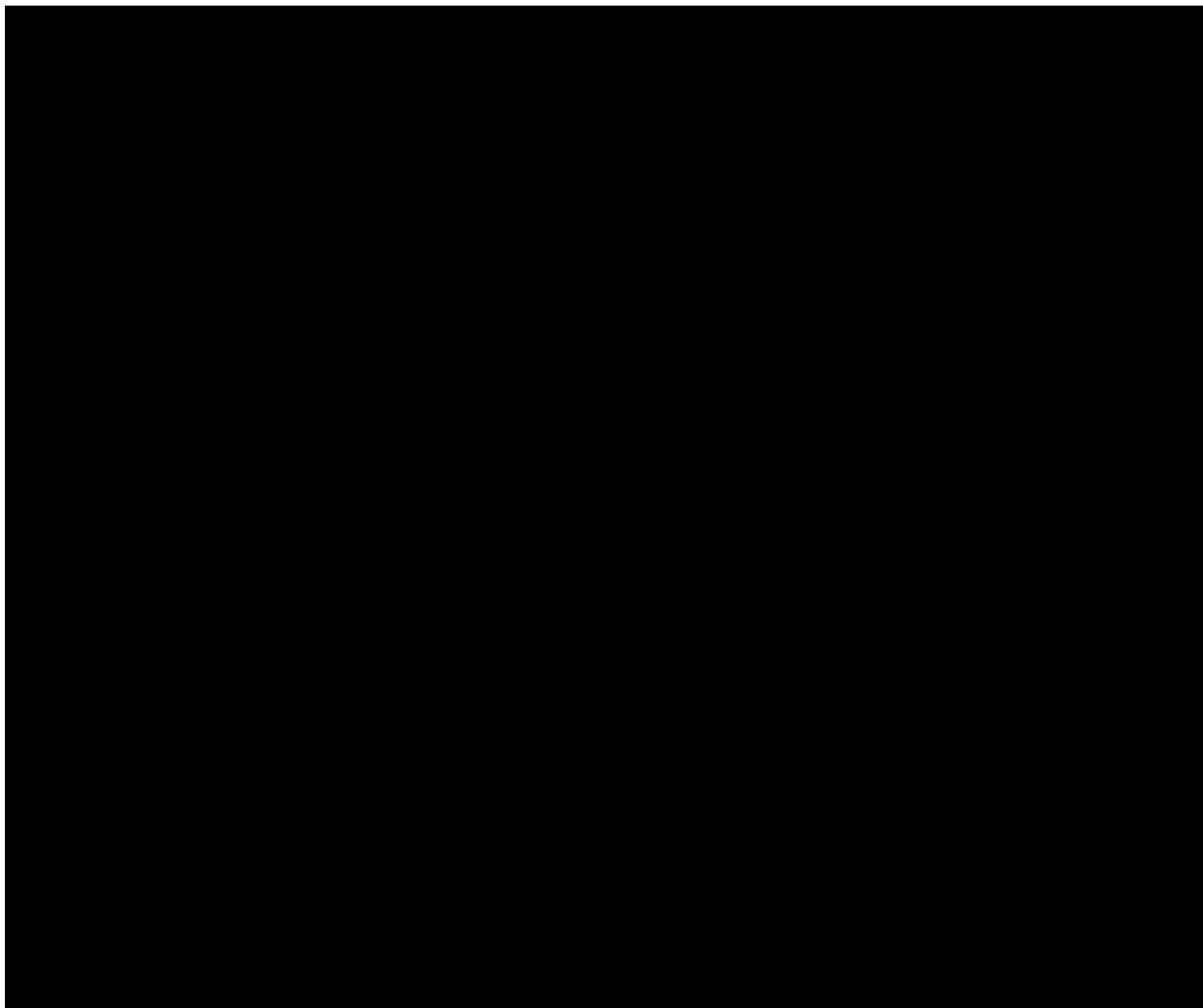
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**From:** Melanie Mayo <mmayo@kitsap.gov>  
**Sent:** Friday, April 14, 2023 1:36 PM  
**To:** Police-Records; Ron Harding  
**Subject:** Confidential Memo - Do Not Disseminate 2023PP000328

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

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**Confidential Memo - Do Not Disseminate**  
**May Contain Non-Disclosable Attorney Work Product (RCW 42.56.290)**



[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

Prosecutor's File Number--23-242636-1

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<sup>[1]</sup> U.S. Const. Am. I; *State v. Arlene's Flowers, Inc.*, 193 Wn.2d 469, 511, 441 P.3d 1203 (2019).

<sup>[2]</sup> *State v. Kilburn*, 151 Wn.2d 36, 43, 84 P.3d 1215 (2004); *State v. J.M.*, 144 Wn.2d 472, 478, 28 P.3d 720 (2001); *State v. Williams*, 144 Wn.2d 197, 208, 26 P.3d 890 (2001); *City of Seattle v. Buford-Johnson*, 20 Wn. App. 2d 616, 621, 501 P.3d 594 (2021); *State v. D.R.C.*, 13 Wn. App. 2d 818, 825, 467 P.3d 994 (2020), citing *State v. Allen*, 176 Wn.2d 611, 630, 294 P.3d 679 (2013); *State v. Kohonen*, 192 Wn. App. 567, 575-76, 370 P.3d 16 (2016), citing *State v. Locke*, 175 Wn. App. 779, 790, 307 P.3d 771 (2013), review denied at 179 Wn.2d 1021, 336 P.3d 1165 (2014).

<sup>[3]</sup> *State v. D.R.C.*, 13 Wn. App. 2d at 826, citing *State v. Locke*, 175 Wn. App. at 793; and, *State v. Kohonen*, 192 Wn. App. at 583.

<sup>[4]</sup> *Id.*

<sup>[5]</sup> *State v. Kohonen*, 192 Wn. App. at 579, citing *State v. Locke*, supra.

<sup>[6]</sup> *State v. C.G.*, 150 Wn.2d 604, 611, 80 P.3d 594 (2003).

<sup>[7]</sup> *Id.*

<sup>[8]</sup> *City of Seattle v. Buford-Johnson*, 20 Wn. App. 2d at 621, quoting *State v. Kilburn*, 151 Wn.2d at 49.

**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

(602)  
(602)  
(602)

p Arrest Made/Citation Issued

Supplement Date: **05/03/2023**

ORI: **WA0180500**

Case Number: **H23-000328**

**Supplement Information**

**THE INFORMATION BELOW IS CONFIDENTIAL - FOR USE BY AUTHORIZED PERSONNEL ONLY**

Supplement Date 05/03/2023 11:47:32	Supplement Type SUPPLEMENTAL REPORT	Supplement Officer (615) KUNZ, BRYAN
Contact Name	Supervising Officer (602) LEEMING, HOWARD	

**Supplement Notes**

On Tuesday May 3, 2023 at 10:30 I participated in an online "Teams" Meeting with members of the school district and the National Threat Assessment Center "NTAC" which is Part of the Secret Service that provide much of the research and literature regarding school threats assessments. This conversation was to discuss this case and what a possible reintegration plan would look like.

Following this meeting I returned to the police department and had conversations with Lt. Leeming (A602) and Chief Harding (A600) and discussed the plan to refile charges on [REDACTED]. We determined that the charge of Hate crime Offense RCW 9A.36.080 was applicable. I have copied the Probable Cause statement below:

SUSPECT NAME: [REDACTED] DOB: [REDACTED]  
 COURT: Municipal  
 ARREST CRIME(S): Hate crime Offense RCW 9A.36.080  
 ARREST DATE/TIME: 05/02/2023 @ 14:30  
 LOCATION OF CRIME: 1780 NE Hostmark Ave. Poulsbo, Kitsap County, Washington  
 POULSBO P.D. CASE #: H23-000328  
 ARRESTING OFFICER: Shane Scarlett #614  
 STATEMENT OF PROBABLE CAUSE

On 04/11-2023 at 10:10 Cencom dispatched officers to North Kitsap High School regarding threats not in progress. Officer Scarlett (P614) determined that there was probable cause and arrested [REDACTED] and booked him into Kitsap County jail on the charge of "Intimidating School By Threat of Violence" (RCW 28A.635.110).

Ultimately the juvenile prosecutor declined on the above charge. However, I believe that based on the evidence previously collected, other charges apply.

There were multiple photos and statements posted by [REDACTED].

1)"I swear to god if I see rain one more time I'm going to cut open every beaner I see at my school." - Photo of the local weather report showing rain in the forecast.

2)"Did I see a Jew?"

Officer: (615) KUNZ, BRYAN	SUPERVISOR:	INFO: ONLY:	F/UP: DET:	F/UP: LINE	PROSECUTOR:		
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**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**

(602)

(602)

(602)

p Arrest Made/Citation Issued

Supplement Date: **05/03/2023**ORI: **WA0180500**Case Number: **H23-000328****Notes/Narrative**

- Photo of [REDACTED] wearing a Nazi uniform to include a swastika arm band, a plate carrier with multiple magazines, and a rifle slung across his chest.

3)"i swear to god this school makes me want to shoot everyone"

- Photo of school busses in the parking lot of the school.

The charge of Hate crime Offense RCW 9A.36.080 states the following:

(1) A person is guilty of a hate crime offense if he or she maliciously and intentionally commits one of the following acts because of his or her perception of the victim's race, color, religion, ancestry, national origin, gender, sexual orientation, gender expression or identity, or mental, physical, or sensory disability:

(a) Causes physical injury to the victim or another person;

(b) Causes physical damage to or destruction of the property of the victim or another person; or

(c) Threatens a specific person or group of persons and places that person, or members of the specific group of persons, in reasonable fear of harm to person or property.

Subsection "(C)" applies to this situation.

There were other extremist representations that were posted by [REDACTED], but the above imply and or directly state harmful intent towards groups of people due to their race and a specific location.

The preceding narrative is not intended to be a complete record of the actions of all officers or a full explanation of the entire incident, but a brief synopsis of the facts leading to the establishment of probable cause at the time of arrest. I declare under the penalty of perjury of the laws of the State of Washington the foregoing to be true and correct. Dated May 2, 2023 at Poulsbo, Kitsap County, WA.

Printed Name: Bryan R. Kunz Signature:



**POULSBO POLICE DEPARTMENT INCIDENT/INVESTIGATION REPORT**(602)  
(602)  
(602)

p Arrest Made/Citation Issued

Supplement Date: **05/03/2023**ORI: **WA0180500**Case Number: **H23-000328****Notes/Narrative**

Also on Tuesday May 2, 2023 at approximately 20:14 I received a phone call from Sergeant Peffer (S603) while I was off duty. I answered the phone and PEFFER told me that they had received a detail asking questions and citing quotes from the details of this case. The RP was Susan Kilbane (773) 209-4908. The details stated that she is a principal and received an email from family that have students that attend North Kitsap High School and questions about a threat that was made and wanted to know if its safe for the kids to go to school.

When I called, SUSAN explained the family that emailed her was of Hispanic decent and were specially concerned because some of the threats they were aware of said "T'm going to cut open every beaner I see at my school." She also said that they were under the impression that the student that made the threats was back in school. I informed her that I am the School Resource Officer in Poulsbo and was aware of the case. I told her that the student is not back in school and that the case was still being investigated. She said that was very helpful and she would let the inquiring family know.

This is a perfect example of how families and students are feeling threatened because of their race and scared to go to school.

EOR Officer Kunz #615

*I CERTIFY OR DECLARE UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF WASHINGTON THAT THE FOREGOING IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.*

Approved By: (602) LEEMING, HOWARD

Approved On: 05/03/2023 12:44:21

*(Signature, Date) (615) KUNZ, BRYAN  
POULSBO, WA*

## Jenny Singleton

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, April 28, 2023 9:36 AM  
**To:** Jenny Singleton; Robert Harris; Thomas Ahearne; robin hunt  
**Cc:** Adison Richards; levans@nkschools.org  
**Subject:** Re: North Kitsap School District Investigation

Good morning, Jenny.

Thank you for reaching out. Prior to meeting with you, would you clarify three things:

1. Have you been charged to do an objective assessment of the school district's compliance with relevant laws? Or, is your primary direction to limit the school exposure to lawsuits?
2. Solutions: what is your professional experience in negotiating equitable solutions? If possible, please provide references.
3. How many cases has your team worked with Latino/a/x families and communities? Do you speak Spanish? If possible, please provide references.

I have cc'd some important advisors on this email.

Thank you!  
Danielle

On Thu, Apr 27, 2023 at 4:17 PM Jenny Singleton <[jenny@inseattle.com](mailto:jenny@inseattle.com)> wrote:

Good afternoon Ms. Castillejo,

My name is Jenny Singleton and I am a paralegal with the law firm of Jackson and Nicholson. I would like to schedule a meeting for you and Greg Jackson. Could you please let me know your availability for Monday, May 1 or Wednesday, May 3? Mr. Jackson is available any time after 9:00 a.m. Please also let me know if you would like meet via zoom or if you would like me to schedule a phone call.

Thank you for your assistance in this matter.

Jenny Singleton

Paralegal



900 SW 16th Street, Suite 215 • Renton, WA 98057

**206.582.6001**

**206.466.6085 (Fax)**

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## Jenny Singleton

---

**From:** Evans, Laurynn <levans@nkschools.org>  
**Sent:** Thursday, June 15, 2023 2:16 PM  
**To:** Duncan K. Fobes; Greg Jackson; Rachel Davenport  
**Subject:** Fwd: Safety Message for NKSD

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

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

**From:** Evans, Laurynn <levans@nkschools.org>  
**Date:** Mon, May 1, 2023 at 7:01 AM  
**Subject:** Re: Safety Message for NKSD  
**To:** Luis Castillejo <luiscastillejo@ymail.com>  
**Cc:** <MDesmond@nkschools.org>, <nmoftatt@nkschools.org>, Rachel Davenport <RDavenport@nkschools.org>, Jennifer Markaryan <JMarkaryan@nkschools.org>, Gwen Lyon <GLyon@nkschools.org>

Mr. Castillejo,

According to our district wide data system, Skyward, the home language for your family is English. As such, all communications that go to you and your spouse are sent in English. Please see screen grabs below from Skyward.

Those families who have indicated Spanish as their home language receive Skyward based system communications in Spanish. I hope this helps.

Because I am sharing student information which is considered confidential, I have removed the numerous third parties that you included in your email. I would greatly appreciate you sharing this information with them so that everyone is aware. Thank you.

Best,

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

Guardian: <b>DANIELLE RUEB</b>	Student: [REDACTED]	Family Title:
Guardian's Relationship to the Student: <b>Mother</b>		
Address: <b>12360 OLD MILITARY RD NE POULSBRO, WA 98370</b>		
Primary Phone: <b>(206) 496-8769</b>	Confidential Phone Number: <b>No</b>	
Cellular: <b>(360) 649-0222</b>	Primary Phone Long Distance: <b>No</b>	
Email: <a href="mailto:luiscastillejo@ymail.com">luiscastillejo@ymail.com</a>		
Receive Report Cards: <b>Yes</b>	Hard Copy Report Cards: <b>Yes</b>	Receive Forms: <b>Yes</b>
Family Transportation Code:	Home Language: <b>English</b>	

Guardian: <b>LUIS CASTILLEJO</b>	Student: [REDACTED]	Family Title:
Guardian's Relationship to the Student: <b>Father</b>		
Address: <b>12360 OLD MILITARY RD NE POULSBORO, WA 98370</b>		
Primary Phone: <b>(206) 496-8769</b>	Confidential Phone Number: <b>No</b>	
Cellular: <b>(206) 496-8769</b>	Primary Phone Long Distance: <b>No</b>	
Email: <a href="mailto:luiscastillejo@ymail.com">luiscastillejo@ymail.com</a>		
Receive Report Cards: <b>Yes</b>	Hard Copy Report Cards: <b>Yes</b>	Receive Forms: <b>Yes</b>
Family Transportation Code:	Home Language: <b>English</b>	

On Mon, May 1, 2023 at 6:53 AM Luis Castillejo <[luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)> wrote:

Hey Everyone !

These essential emergencies communications from the district regarding safety need to be translated.

What is going on for our families and a little kindness and to help stop rumors.

Please.

Luis Castillejo

Sent from my iPhone

Begin forwarded message:

**From:** North Kitsap School District <[nksd\\_news@nkschools.org](mailto:nksd_news@nkschools.org)>  
**Date:** May 1, 2023 at 6:39:34 AM PDT  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)  
**Subject:** Safety Message for NKSD  
**Reply-To:** North Kitsap School District <[nksd\\_news@nkschools.org](mailto:nksd_news@nkschools.org)>

Dear Families and Staff,

You may be aware of a rumored threat via text message that is circulating. The original text was received by an individual in the Kingston area. We understand that many of you have seen online activity regarding this overnight so we want to make sure you are all aware of the following: We want you to know that NKSD has been working with law enforcement this weekend to investigate the text message. It has been determined that the threat is not credible. We take all potential threats seriously and thoroughly investigate them in partnership with law enforcement as part of our ongoing efforts to address safety and security in our schools.

We thank those who shared the information with us and with law enforcement, as we all play an important part in school safety. Safety concerns may also be made through our tipline. Information about the tipline is at the bottom of this email. Concerns made through the tipline are immediately logged into the system, and our administration is notified so that they can investigate and take appropriate action. Tips may also be submitted anonymously if you prefer.

The safety and well-being of our students and staff is our top priority.  
Thank you for being an important partner in this work.

**REPORT A CONCERN**

**Website:** <http://2120.alert1.us>

**Phone:** (855) 904-5171

**Text:** Text your tip to (855) 904-5171

**Email:** [2120@alert1.us](mailto:2120@alert1.us)

**App:** Search for "Vector Alert" in the App Store to download for free

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North Kitsap School District would like to continue connecting with you via email. If you prefer to be removed from our list, please contact North Kitsap School District directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: [Unsubscribe](#)

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.

**CAUTION:** This email is not from a North Kitsap School District email address or it originates from outside of the district.

ALWAYS exercise caution when clicking links and NEVER provide your username, password, personal information, or confidential data if requested from an unknown source.

**Greg Jackson**

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**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, May 9, 2023 3:53 PM  
**To:** Duncan K. Fobes; Thomas Ahearne  
**Cc:** Emily L. Nguyen; Greg Jackson; Brenda Calderon; Ed Stern; Annie Sayo; Mike Desmond; Robert Harris; Evans, Laurynn; Richard Eckert; augiel09@gmail.com; Sarah Albertson; OCR Seattle  
**Subject:** Re: NKSD INVESTIGATION

Dear Mr. Fobes.

Thank you for your email. I will restate my case, re: 3210p. **The policy and procedures HAVE NOT BEEN FOLLOWED.** There is no current investigation. The district has withheld critical information to the investigator/s both contracted and office of equity officers prior to February 2023. **This investigation DID NOT start on February 23, 2023.**

**Therefore, we are moving our complaint/s from the level of Superintendent to the Office of the Superintendent of Public Instruction.**

**Policy 3210p states: Level One: Complaint to District**

The complaint must set forth the specific acts, conditions or circumstances alleged to be in violation. Complaints may be sent to the ADA/504 Coordinator at 18360 NE

Caldart Avenue, Poulsbo WA, 98370. Upon receipt of a complaint, the compliance officer will provide the complainant a copy of this procedure. The compliance officer will investigate the allegations within 30 calendar days. The school district and complainant may agree to

Procedure No. 3210P Students

Page 1 of 4

Procedure No. 3210P Students

"..resolve the complaint in lieu of an investigation. The officer shall provide the superintendent with a full written report of the complaint and the results of the investigation.

The superintendent or designee will respond to the complainant with a written decision as expeditiously as possible, but in no event later than 30 calendar days following receipt of the written complaint, unless otherwise agreed to by the complainant or if exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the district will notify the complainant in writing of the reason for the extension and the anticipated response date at the time the district responds to the complainant, the district must send a copy of the response to the office of the superintendent of public instruction.

The decision of the superintendent or designee will include: 1) a summary of the results of the investigation; 2) whether the district has failed to comply with anti-discrimination laws; 3) if non-compliance is found, corrective measures the district deems necessary to correct it; and 4) notice of the complainant's right to appeal to the school board and the necessary filing information. The superintendent or designee's response will be provided in a language the complainant can understand and may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964.

Any corrective measures deemed necessary shall be instituted as expeditiously as possible, but in no event later than **30 calendar days** following the superintendent's mailing of a written response to the complaining party unless otherwise agreed to by the complainant."

On May 5th, I had one meeting, with handwritten notes.

**Here are some facts:**

The Meeting: May 5, 2023, 10 a.m. - 11:20 a.m.

Greg Jackson introduced himself to me. I also introduced myself to him.

He does not have any of the 90 complaints submitted to the district.

He does not have any contact information for any of the families at the November 22, 2023 meeting.

He takes handwritten notes.

He stated he cannot investigate all 90 complaints, therefore, he asked me to choose perhaps 2-3 people to speak to about specifics going on in the school district.

He does not have an interpreter on staff, but will hire one, should need be.

He has not been working on this case prior to May 5th, 2023.

In the time we had together (nearly 1.5 hours), because of the detail and amount of information, I was able to share a part of one story, and then the recent gun violence threats.

He stated that he does not work towards solutions.

He can make recommendations.

Thank you,

Danielle S. Rueb - Castillejo

(360) 649 - 0222

On Tue, May 9, 2023 at 3:27 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Castillejo,

I am following up on Supt. Evans' email to you of this morning. On February 22, 2023, I was retained to represent the North Kitsap School District and coordinate an investigation into the formal complaints you have filed with the District. I do look forward to working with you. At this point, I represent the school district itself and not any particular individuals.

I would like to explain the investigative process, as it is customarily done. The first step is to retain an investigator. In this case, I retained attorney Greg Jackson of the law firm of Jackson and Nicholson, to investigate your complaints. I retained Mr. Jackson on or about February 28, 2023. The scope of the investigation is generally to look into certain complaints of discrimination or harassment, based on race or ethnicity, specifically those students in the North Kitsap School District who identify with the Latinx community. The investigation is being conducted generally pursuant to District Procedure 3210P.

The next step is to interview the complainant. I understand that your interview began on May 5 and that you will be working directly with Mr. Jackson's office to schedule followup interviews. We started with you, as the complainant, to better understand the scope of the complaint, and because we value your perspective and want to understand your



experiences. From there, the investigator will proceed to review relevant documents and interview identifiable and appropriate witnesses as those are determined.

Because of questions you raised about the school board, I think it is important that I explain the role of the School Board and the Superintendent in these types of investigations. Under the procedure, the Superintendent is a decision maker and the school board is a possible avenue of appeal. Of course, they are aware of the investigation, but they cannot meet with you, as the complainant, or discuss the investigation with you while it is in progress. This is to protect the integrity of the investigative and appeal process. Of course, I am not saying that you cannot speak out as a parent and a citizen. However, questions about the investigation should be directed to me.

I hope that this email has been helpful to you, and once again, I look forward to working with you.

Sincerely, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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**SEATTLE**

1000 Second Ave., 30<sup>th</sup> Floor

Seattle, WA 98104

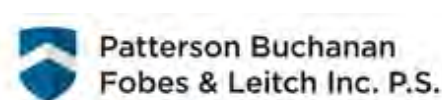
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## Greg Jackson

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**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, May 9, 2023 9:05 AM  
**To:** Jenny Singleton  
**Cc:** Greg Jackson; Brenda Calderon; Annie Sayo; KAIRE; Thomas Ahearne  
**Subject:** Re: North Kitsap School District Investigation Meeting

Hi, Jenny and Mr. Jackson.

What day were you contracted to start your investigation? Since, I am your first interview, which we couldn't finish, I am trying to gather the purpose and scope of the investigation and how best to proceed.

Thank you,  
Danielle

On Thu, May 4, 2023 at 12:40 PM Jenny Singleton <[jenny@inseattle.com](mailto:jenny@inseattle.com)> wrote:

Jackson & Nicholson, is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/83209021308>

Meeting ID: 832 0902 1308

One tap mobile

+12532050468,,83209021308# US

+12532158782,,83209021308# US (Tacoma)

Dial by your location

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 719 359 4580 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 646 558 8656 US (New York)

+1 646 931 3860 US

+1 689 278 1000 US

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 360 209 5623 US

Meeting ID: 832 0902 1308

Find your local number: <https://us02web.zoom.us/u/kbtPt5diiC>

## Greg Jackson

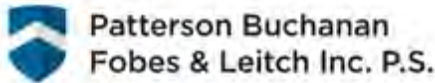
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**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Tuesday, May 9, 2023 5:20 PM  
**To:** Greg Jackson  
**Cc:** Emily L. Nguyen  
**Subject:** CASTILLEJO FW: Comments for Tonight's Meeting: Mexican/Latinx Families - Excluded from Meeting with the District over Racism Complaints

Thank you, Duncan

**Duncan K. Fobes,**  
**Founding Principal**  
**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**  
✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)  
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**From:** Davenport, Rachel <rdavenport@nkschools.org>  
**Sent:** Tuesday, May 9, 2023 9:33 AM  
**To:** Duncan K. Fobes <dkf@pattersonbuchanan.com>; Evans, Laurynn <LEvans@nkschools.org>  
**Subject:** Fwd: Comments for Tonight's Meeting: Mexican/Latinx Families - Excluded from Meeting with the District over Racism Complaints

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

FYI. The email that was referenced.

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

**From:** Evans, Laurynn <levans@nkschools.org>  
**Date:** Thu, Sep 22, 2022 at 8:40 AM  
**Subject:** Fwd: Comments for Tonight's Meeting: Mexican/Latinx Families - Excluded from Meeting with the District over Racism Complaints  
**To:** Rachel Davenport <RDavenport@nkschools.org>, Travis Smith <TSmith@nkschools.org>, Joshua Emmons <JEmmons@nkschools.org>, Korinne Henry <KHenry@nkschools.org>, Moncada, Natalie <nmoncada@nkschools.org>, Gwen Lyon <GLyon@nkschools.org>, Karen Brumley <khanson@nkschools.org>

All,

I will inform the board and share the context behind this email. I will also forward my last communications with Danielle where I both invited her to meet personally about her unique concerns as well as inquired about setting up a group meeting - I received zero response from her.

Please do not respond or forward. If you have questions please contact me directly by phone. Thanks!

Laurynn

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

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

From: Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
Date: Thu, Sep 22, 2022 at 7:03 AM  
Subject: Comments for Tonight's Meeting: Mexican/Latinx Families - Excluded from Meeting with the District over Racism Complaints  
To: <[khenry@nkschools.org](mailto:khenry@nkschools.org)>  
Cc: Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>, Chasity Malatesta <[Malatesta.chasity@gmail.com](mailto:Malatesta.chasity@gmail.com)>, Susie Beil <[susie@summitave.net](mailto:susie@summitave.net)>, Susan Griggs <[Susan.griggs0803@gmail.com](mailto:Susan.griggs0803@gmail.com)>, Susan Griggs <[subes0803@hotmail.com](mailto:subes0803@hotmail.com)>, <[judy.arbogast@gmail.com](mailto:judy.arbogast@gmail.com)>, Travis Smith <[tsmith@nkschools.org](mailto:tsmith@nkschools.org)>, Emmons, Joshua <[jemmons@nkschools.org](mailto:jemmons@nkschools.org)>, <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>

**Dear School Board Members.**

Here are my written comments for tonight's meeting. I am working late tonight and my husband will attend the meeting tonight.

He is also caring for our 4 children while I am at work tonight, and our daughter will be at a JV Soccer match for the North Kitsap School District.

The School District did not confirm an individual time to meet with me and did not confirm a time to meet with the Mexican/Latinx Community.

**Comments:**

Over the past many months - which started in the late Spring of 2022, after an incident at Vinland Elementary, I reported the following racism incidents:

List of Items:

**1. The Year of 2015, Pre-Trump. Vinland Elementary, Recess Incident**

For instance, when Luis engaged the elementary school years ago over comments my then 5th grader (who is now a senior) received - [REDACTED] was called a terrorist at school and told that his Dad is a terrorist by classmates - the administrators did very little to address the student and nothing to address the parents.

**2. 2018 Fall - Post Trump Elected, Poulsbo Middle School Bus Pick Up, Daily, for weeks.**

Witnessed by multiple students and can provide witnesses. [REDACTED]

[REDACTED] was bullied on the bus and called, "Fucking Dora," during Fall 2017 at Middle School.

**3. 2016 - 2022, Poulsbo Middle School, [REDACTED] and [REDACTED]**

All four of my children were withheld from Agate at the Middle School - [REDACTED] now a 10th grader got straight "A's" in her AP High School classes, as well as writing out some of her assignments in AP history in Spanish. (Her scores on intelligence tests are not as high as the boys)

**4. 2018 Poulsbo Middle School, [REDACTED], Vice Principal.**

[REDACTED] (at Middle School) was accused and held without notifying us (his parents) that he had been accused of siphoning gas out of cars. He was threatened with video evidence, although there was none of him. He was in band with Mr. Walder, practicing, but attendance wasn't checked. [REDACTED] didn't understand what he was accused of.

**5. 9th Grade, [REDACTED], North Kitsap High School, 2021**

[REDACTED] teacher justified use of the "N" word in class, and told [REDACTED] it was OKAY to use it if it ended in an "A" and not an "ER".

**6. 11th grade, [REDACTED], North Kitsap High School, 2021**

[REDACTED] teacher (last year- 11th grade) insisted on using subtitles in Spanish for him and another Mexican student, when I pushed back, [REDACTED] was bullied by this teacher and made fun of in front of the class. She accused him of cheating multiple times.

**7. Vinland Elementary, [REDACTED], 2022**

There was a teacher who started a "Dress Like a Mexican Day" at Vinland elementary - and instead of addressing the systemic nature of these incidents in the district, Mr. Travis was left to hold all of the responsibility.

**8. Vinland Elementary, 2021-2022**

Funding was not acquired or sought after to provide a Spanish speaking ParaEducator at Vinland.

**9. Vinland Elementary, Poulsbo Middle School, & North Kitsap High School, 2014- 2022 (Present)**

Multiple other families (Latinx Families) have told me stories of their children being left out of advanced classes and academics and told their children couldn't handle the academic load. These parents would like to have an answer.

There are at least 4 other families who some are comfortable giving their names and some are not.

**10. Poulsbo Middle School & North Kitsap High School, 2014 - 2022 (Present)**

Former Mexican students have told me of being searched for drugs when their white peers were carrying drugs not searched.

**11. [REDACTED], 9th Grade, North Kitsap High School, 2021-2022**

In [REDACTED] 9th grade AP classes, there were 3 Latinxs (including [REDACTED]), 2 Asian Americans, and no Black Americans.

**12. [REDACTED], 11th Grade, North Kitsap High School, 2021 - 2022**

In [REDACTED] 11th grade year, in his AP classes, he was THE ONLY LATINO student. There were NO Black American students in his AP classes.

**Additionally, I asked for the following:**

**Action Steps: Communication follow up for the week of September 12th, 2022**

1. Meet with Latinx Families - find and provide an avenue of communication that is safe for undocumented members of our community
2. Report on the "weeding out" of students of color in Poulsbo Middle School from advanced classes
3. Give us a report on district engagement with students of color, who is representing them in the counseling office, and who is working with them to have the best chance and most options post high school
4. Give a response to the racial slur and use and justification of the "N" word by teachers at the school.

Thank you,  
Danielle

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

(360) 649-0222

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Because you have chosen to communicate Patient Identifiable information by e-mail, you are consenting to associated e-mail risks. Please note e-mail is not secure and I cannot guarantee that information transmitted will remain confidential.

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Rachel Davenport  
Interim Assistant Superintendent  
North Kitsap School District

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**Greg Jackson**

---

**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Tuesday, May 9, 2023 3:28 PM  
**To:** Danielle wayfindingtherapy.com  
**Cc:** Emily L. Nguyen; Greg Jackson  
**Subject:** NKSD INVESTIGATION

Dear Ms. Castillejo,

I am following up on Supt. Evans' email to you of this morning. On February 22, 2023, I was retained to represent the North Kitsap School District and coordinate an investigation into the formal complaints you have filed with the District. I do look forward to working with you. At this point, I represent the school district itself and not any particular individuals.

I would like to explain the investigative process, as it is customarily done. The first step is to retain an investigator. In this case, I retained attorney Greg Jackson of the law firm of Jackson and Nicholson, to investigate your complaints. I retained Mr. Jackson on or about February 28, 2023. The scope of the investigation is generally to look into certain complaints of discrimination or harassment, based on race or ethnicity, specifically those students in the North Kitsap School District who identify with the Latinx community. The investigation is being conducted generally pursuant to District Procedure 3210P.

The next step is to interview the complainant. I understand that your interview began on May 5 and that you will be working directly with Mr. Jackson's office to schedule followup interviews. We started with you, as the complainant, to better understand the scope of the complaint, and because we value your perspective and want to understand your experiences. From there, the investigator will proceed to review relevant documents and interview identifiable and appropriate witnesses as those are determined.

Because of questions you raised about the school board, I think it is important that I explain the role of the School Board and the Superintendent in these types of investigations. Under the procedure, the Superintendent is a decision maker and the school board is a possible avenue of appeal. Of course, they are aware of the investigation, but they cannot meet with you, as the complainant, or discuss the investigation with you while it is in progress. This is to protect the integrity of the investigative and appeal process. Of course, I am not saying that you cannot speak out as a parent and a citizen. However, questions about the investigation should be directed to me.

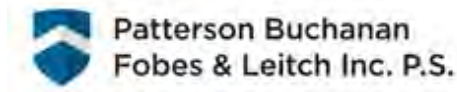
I hope that this email has been helpful to you, and once again, I look forward to working with you.



Sincerely, Duncan

**Duncan K. Fobes,**  
**Founding Principal**  
**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**  
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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Thursday, May 11, 2023 4:09 PM  
**To:** Duncan K. Fobes  
**Cc:** Thomas Ahearne; Emily L. Nguyen; Greg Jackson; Brenda Calderon; Ed Stern; Annie Sayo; Mike Desmond; Robert Harris; Evans, Laurynn; Richard Eckert; augiel09@gmail.com; Sarah Albertson; OCR Seattle; Davenport, Rachel  
**Subject:** Re: NKSD INVESTIGATION

Hi, Mr. Fobes.

Please refer directly to the office of public instruction (OSPI) as they are now handling these complaints because of the violation of the timeline.

Thank you!  
Danielle

On Thu, May 11, 2023 at 3:59 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Rueb-Castillejo,

Thank you for your email of May 9 regarding the NKSD investigation. I very much appreciate your valuable perspective on the investigation. As I stated in my May 9 email, you made civil rights complaints to the District which brought District Procedure 3210P into play. I was retained as counsel for the District on Feb. 23, 2023 and I retained investigator Greg Jackson on Feb. 28. That was the official start of the investigation. The investigation is very much active and the District will continue with it. I also did let you know in my prior email that, in order to protect the integrity of the investigation and the potential appeal process, neither school board directors nor the Superintendent can meet with you about the investigation while it is in progress.

As District counsel, I have reviewed the relevant communications between you and the District. I believe the steps the District has taken are compliant with District policy and the law. I think a review of the timeline would be helpful:

- On Feb. 14, 2023, the District acknowledged receipt of 51 emails you submitted on that day or the day before.
- On Feb. 15, Ms. Davenport of NKSD provided you with a copy of District Procedure 3210P and acknowledged receipt of 65 emails.
- On Feb. 22, Ms. Davenport of NKSD acknowledged receipt of your 77<sup>th</sup> email and advised you that the District does not inquire into, nor does it report, immigration status.
- On March 6, the District acknowledged receipt of 85 emails sent by you and advised you that Mr. Greg Jackson had been retained as investigator.
- On Mar. 21, Superintendent Evans referenced 90 emails and advised you that, due to the complexity of your submittals, it would not be possible to complete an investigation within 30 days. She also discussed the need for the District to have timely and first-hand reports of discrimination in order for it to investigate.

Once again, I appreciate your valuable perspective and I hope this email has been helpful to you. Please do not hesitate to contact me if have any questions.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

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Portland, OR 97204

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**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Tuesday, May 9, 2023 3:53 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>; [augiel09@gmail.com](mailto:augiel09@gmail.com); Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; OCR Seattle <[OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)>  
**Subject:** Re: NKSD INVESTIGATION

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Dear Mr. Fobes.

Thank you for your email. I will restate my case, re: 3210p. **The policy and procedures HAVE NOT BEEN FOLLOWED.** There is no current investigation. The district has withheld critical information to the investigator/s both contracted and office of equity officers prior to February 2023. **This investigation DID NOT start on February 23, 2023.**

**Therefore, we are moving our complaint/s from the level of Superintendent to the Office of the Superintendent of Public Instruction.**

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Procedure No. 3210P Students

Page 1 of 4

Procedure No. 3210P Students

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The superintendent or designee will respond to the complainant with a written decision as expeditiously as possible, but in no event later than 30 calendar days following receipt of the written complaint, unless otherwise agreed to by the complainant or if exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the district will notify the complainant in writing of the reason for the extension and the anticipated response date at the time the district responds to the complainant, the district must send a copy of the

response to the office of the superintendent of public instruction.

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Any corrective measures deemed necessary shall be instituted as expeditiously as possible, but in no event later than **30 calendar days** following the superintendent's mailing of a written response to the complaining party unless otherwise agreed to by the complainant."

On May 5th, I had one meeting, with handwritten notes.

**Here are some facts:**

The Meeting: May 5, 2023, 10 a.m. - 11:20 a.m.

Greg Jackson introduced himself to me. I also introduced myself to him.

He does not have any of the 90 complaints submitted to the district.

He does not have any contact information for any of the families at the November 22, 2023 meeting.

He takes handwritten notes.

He stated he cannot investigate all 90 complaints, therefore, he asked me to choose perhaps 2-3 people to speak to about specifics going on in the school district.

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In the time we had together (nearly 1.5 hours), because of the detail and amount of information, I was able to share a part of one story, and then the recent gun violence threats.

He stated that he does not work towards solutions.

He can make recommendations.

Thank you,

Danielle S. Rueb - Castillejo

(360) 649 - 0222

On Tue, May 9, 2023 at 3:27 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Castillejo,

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I would like to explain the investigative process, as it is customarily done. The first step is to retain an investigator. In this case, I retained attorney Greg Jackson of the law firm of Jackson and Nicholson, to investigate your complaints. I retained Mr. Jackson on or about February 28, 2023. The scope of the investigation is generally to look into certain complaints of discrimination or harassment, based on race or ethnicity, specifically those students in the North Kitsap School District who identify with the Latinx community. The investigation is being conducted generally pursuant to District Procedure 3210P.

The next step is to interview the complainant. I understand that your interview began on May 5 and that you will be working directly with Mr. Jackson's office to schedule followup interviews. We started with you, as the complainant, to better understand the scope of the complaint, and because we value your perspective and want to understand your experiences. From there, the investigator will proceed to review relevant documents and interview identifiable and appropriate witnesses as those are determined.

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I hope that this email has been helpful to you, and once again, I look forward to working with you.

Sincerely, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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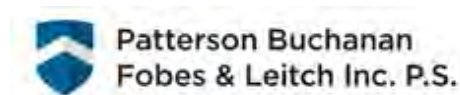
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P: (206) 462-6700 | F: (206) 462-6701

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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, May 12, 2023 8:55 PM  
**To:** Duncan K. Fobes  
**Cc:** Annie Sayo; Brenda Calderon; Davenport, Rachel; Ed Stern; Emily L. Nguyen; Evans, Laurynn; Greg Jackson; Mike Desmond; OCR Seattle; Richard Eckert; Robert Harris; Sarah Albertson; Thomas Ahearne; augiel09@gmail.com  
**Subject:** Re: NKSD INVESTIGATION

Dear Mr. Fobes.

I do want to be helpful. As I am not getting paid to do an investigation, I want to make sure when we meet that our time is well spent and my time is honored by the school district and their representatives being transparent and providing the information we have worked diligently to send in. Over the past many months, I have told our story both in written format and in speaking with a group of Admin about what has happened. Does the district have a zoom recording of our meeting from September 2022? You could also interview the various other attendees of that meeting.

I suggest starting with the 90 emailed complaints, various other emails specific to this case, and communications sent to the district as early as 2021 which went unaddressed. There are also notes from the November 22, 2022 meeting, provided to the district multiple times, along with collected contact information for the parents who attended that meeting. I know that Megan Sawicki sent in the notes, as well as our parent group, with the contact information for parents.

And, there are news articles, of which the links are published on [www.kitsapsun.com](http://www.kitsapsun.com).

You can access the parent contact information through a public records request, as well as the emails, and meeting notes.

Once you have read through the 90 complaints,, emails, documents, notes, and communications provided, it will give us a good foundation to start from, and you will have a wide idea of the stories. I am happy to continue talking with you, but would like to know if you are following up with documentation already provided and are up to date on the state of communications, outside of the incomplete timeline you provided (perhaps that is all the district provided you).

Our parent group has been diligent to send in information, as we have it, for the district to use in their investigation, which never happened.

Let me know once you have those documents - the public records request only took about 5 days to complete when our group used it.

Brenda Calderon officially requested the records for KAIRE.

Thank you!  
Danielle

On Fri, May 12, 2023 at 9:24 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:



Ms. Rueb-Castillejo,

I want to let you know that the District will continue with its investigation unless it is directed by OSPI to stop. If you would prefer not to participate in the investigation at the District level, I will ask Mr. Jackson not to contact you in the future. Otherwise, his office will be in touch to schedule a followup interview with you. Thank you again for your perspective and please let me know if you have any questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

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**Sent:** Thursday, May 11, 2023 4:09 PM  
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**Cc:** Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>; Evans, Lauryynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>;

[augiel09@gmail.com](mailto:augiel09@gmail.com); Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; OCR Seattle <[OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>

**Subject:** Re: NKSD INVESTIGATION

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Hi, Mr. Fobes.

Please refer directly to the office of public instruction (OSPI) as they are now handling these complaints because of the violation of the timeline.

Thank you!

Danielle

On Thu, May 11, 2023 at 3:59 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Rueb-Castillejo,

Thank you for your email of May 9 regarding the NKSD investigation. I very much appreciate your valuable perspective on the investigation. As I stated in my May 9 email, you made civil rights complaints to the District which brought District Procedure 3210P into play. I was retained as counsel for the District on Feb. 23, 2023 and I retained investigator Greg Jackson on Feb. 28. That was the official start of the investigation. The investigation is very much active and the District will continue with it. I also did let you know in my prior email that, in order to protect the integrity of the investigation and the potential appeal process, neither school board directors nor the Superintendent can meet with you about the investigation while it is in progress.

As District counsel, I have reviewed the relevant communications between you and the District. I believe the steps the District has taken are compliant with District policy and the law. I think a review of the timeline would be helpful:

- On Feb. 14, 2023, the District acknowledged receipt of 51 emails you submitted on that day or the day before.
- On Feb. 15, Ms. Davenport of NKSD provided you with a copy of District Procedure 3210P and acknowledged receipt of 65 emails.
- On Feb. 22, Ms. Davenport of NKSD acknowledged receipt of your 77<sup>th</sup> email and advised you that the District does not inquire into, nor does it report, immigration status.
- On March 6, the District acknowledged receipt of 85 emails sent by you and advised you that Mr. Greg Jackson had been retained as investigator.
- On Mar. 21, Superintendent Evans referenced 90 emails and advised you that, due to the complexity of your submittals, it would not be possible to complete an investigation within 30 days. She also discussed the need for the District to have timely and first-hand reports of discrimination in order for it to investigate.

Once again, I appreciate your valuable perspective and I hope this email has been helpful to you. Please do not hesitate to contact me if have any questions.

**Duncan K. Fobes,**

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**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>; [augiel09@gmail.com](mailto:augiel09@gmail.com); Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; OCR Seattle <[OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)>  
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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**Greg Jackson**

---

**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Friday, May 12, 2023 9:25 AM  
**To:** Danielle wayfindingtherapy.com  
**Cc:** Thomas Ahearne; Emily L. Nguyen; Greg Jackson; Brenda Calderon; Ed Stern; Annie Sayo; [REDACTED]; Robert Harris; [REDACTED]; [REDACTED]; augiel09@gmail.com; Sarah Albertson; OCR Seattle; [REDACTED]  
**Subject:** RE: NKSD INVESTIGATION

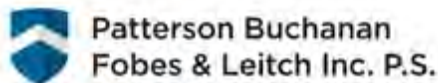
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On Thu, May 11, 2023 at 3:59 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Rueb-Castillejo,

Thank you for your email of May 9 regarding the NKSD investigation. I very much appreciate your valuable perspective on the investigation. As I stated in my May 9 email, you made civil rights complaints to the District which brought District Procedure 3210P into play. I was retained as counsel for the District on Feb. 23, 2023 and I retained investigator Greg Jackson on Feb. 28. That was the official start of the investigation. The investigation is very much active and the District will continue with it. I also did let you know in my prior email that, in order to protect the integrity of the investigation and the potential appeal process, neither school board directors nor the Superintendent can meet with you about the investigation while it is in progress.

As District counsel, I have reviewed the relevant communications between you and the District. I believe the steps the District has taken are compliant with District policy and the law. I think a review of the timeline would be helpful:

- On Feb. 14, 2023, the District acknowledged receipt of 51 emails you submitted on that day or the day before.
- On Feb. 15, Ms. Davenport of NKSD provided you with a copy of District Procedure 3210P and acknowledged receipt of 65 emails.

- On Feb. 22, Ms. Davenport of NKSD acknowledged receipt of your 77<sup>th</sup> email and advised you that the District does not inquire into, nor does it report, immigration status.
- On March 6, the District acknowledged receipt of 85 emails sent by you and advised you that Mr. Greg Jackson had been retained as investigator.
- On Mar. 21, Superintendent Evans referenced 90 emails and advised you that, due to the complexity of your submittals, it would not be possible to complete an investigation within 30 days. She also discussed the need for the District to have timely and first-hand reports of discrimination in order for it to investigate.

Once again, I appreciate your valuable perspective and I hope this email has been helpful to you. Please do not hesitate to contact me if have any questions.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

**SEATTLE**

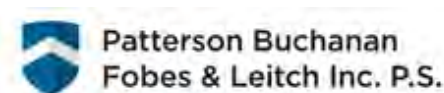
1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

**PORTLAND**

1050 SW Sixth Ave., Ste 1100  
Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Tuesday, May 9, 2023 3:53 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>; [augiel09@gmail.com](mailto:augiel09@gmail.com); Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; OCR Seattle <[OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)>  
**Subject:** Re: NKSD INVESTIGATION

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Fobes.

Thank you for your email. I will restate my case, re: 3210p. **The policy and procedures HAVE NOT BEEN FOLLOWED.** There is no current investigation. The district has withheld critical information to the investigator/s both contracted and office of equity officers prior to February 2023. **This investigation DID NOT start on February 23, 2023.**

**Therefore, we are moving our complaint/s from the level of Superintendent to the Office of the Superintendent of Public Instruction.**

#### **Policy 3210p states: Level One: Complaint to District**

The complaint must set forth the specific acts, conditions or circumstances alleged to be in violation. Complaints may be sent to the ADA/504 Coordinator at 18360 NE Caldart Avenue, Poulsbo WA, 98370. Upon receipt of a complaint, the compliance officer will provide the complainant a copy of this procedure. The compliance officer will investigate the allegations within 30 calendar days. The school district and complainant may agree to

Procedure No. 3210P Students

Page 1 of 4

Procedure No. 3210P Students

"..resolve the complaint in lieu of an investigation. The officer shall provide the superintendent with a full written report of the complaint and the results of the investigation.

The superintendent or designee will respond to the complainant with a written decision as expeditiously as possible, but in no event later than 30 calendar days following receipt of the written complaint, unless otherwise agreed to by the complainant or if exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the district will notify the complainant in writing of the reason for the extension and the anticipated response date at the time the district responds to the complainant, the district must send a copy of the response to the office of the superintendent of public instruction.

The decision of the superintendent or designee will include: 1) a summary of the results of the investigation; 2) whether the district has failed to comply with anti-discrimination laws; 3) if non-compliance is found, corrective measures the district deems necessary to correct it; and 4) notice of the complainant's right to appeal to the school board and the necessary filing information. The superintendent or designee's response will be provided in a language

the complainant can understand and may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964.

Any corrective measures deemed necessary shall be instituted as expeditiously as possible, but in no event later than **30 calendar days** following the superintendent's mailing of a written response to the complaining party unless otherwise agreed to by the complainant."

On May 5th, I had one meeting, with handwritten notes.

**Here are some facts:**

The Meeting: May 5, 2023, 10 a.m. - 11:20 a.m.

Greg Jackson introduced himself to me. I also introduced myself to him.

He does not have any of the 90 complaints submitted to the district.

He does not have any contact information for any of the families at the November 22, 2023 meeting.

He takes handwritten notes.

He stated he cannot investigate all 90 complaints, therefore, he asked me to choose perhaps 2-3 people to speak to about specifics going on in the school district.

He does not have an interpreter on staff, but will hire one, should need be.

He has not been working on this case prior to May 5th, 2023.

In the time we had together (nearly 1.5 hours), because of the detail and amount of information, I was able to share a part of one story, and then the recent gun violence threats.

He stated that he does not work towards solutions.

He can make recommendations.

Thank you,

Danielle S. Rueb - Castillejo

(360) 649 - 0222

On Tue, May 9, 2023 at 3:27 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Castillejo,

I am following up on Supt. Evans' email to you of this morning. On February 22, 2023, I was retained to represent the North Kitsap School District and coordinate an investigation into the formal complaints you have filed with the District. I do look forward to working with you. At this point, I represent the school district itself and not any particular individuals.

I would like to explain the investigative process, as it is customarily done. The first step is to retain an investigator. In this case, I retained attorney Greg Jackson of the law firm of Jackson and Nicholson, to investigate your complaints. I retained Mr. Jackson on or about February 28, 2023. The scope of the investigation is generally to look into certain complaints of discrimination or harassment, based on race or ethnicity, specifically those students in the North Kitsap School District who identify with the Latinx community. The investigation is being conducted generally pursuant to District Procedure 3210P.

The next step is to interview the complainant. I understand that your interview began on May 5 and that you will be working directly with Mr. Jackson's office to schedule followup interviews. We started with you, as the complainant, to better understand the scope of the complaint, and because we value your perspective and want to understand your experiences. From there, the investigator will proceed to review relevant documents and interview identifiable and appropriate witnesses as those are determined.

Because of questions you raised about the school board, I think it is important that I explain the role of the School Board and the Superintendent in these types of investigations. Under the procedure, the Superintendent is a decision maker and the school board is a possible avenue of appeal. Of course, they are aware of the investigation, but they cannot meet with you, as the complainant, or discuss the investigation with you while it is in progress. This is to protect the integrity of the investigative and appeal process. Of course, I am not saying that you cannot speak out as a parent and a citizen. However, questions about the investigation should be directed to me.

I hope that this email has been helpful to you, and once again, I look forward to working with you.

Sincerely, Duncan

**Duncan K. Fobes,**  
**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

**SEATTLE**

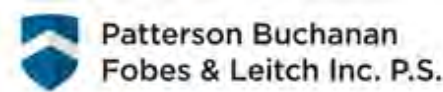
1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

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## Greg Jackson

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**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Thursday, June 1, 2023 11:00 AM  
**To:** Greg Jackson  
**Cc:** Emily L. Nguyen  
**Subject:** FW: OSPI Discrimination Complaint 23-016  
**Attachments:** 20230531\_23-016\_District Directed Investigation Ltr.pdf; 20230531\_23-016\_Enclosure Cover Sheet.pdf; 20230531\_23-016\_Complaint Enclosure.pdf

Greg,

Here is a letter the District received from OSPI. It contains:

1. A cover letter.
2. A matrix that breaks down the 86 unique complaints filed by the complainant.
3. A complete copy of all the complaints with OSPI page numbers.

Documents 2 and 3 seem very helpful and I will be using this as the nomenclature when referring to the various complaints.

We can discuss an updated investigation plan when you are done with your trial.

Thank you, Duncan

**Duncan K. Fobes,**  
**Founding Principal**  
**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**  
✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)  
DIRECT 206.462.6704 | TOLL FREE 800.722.3815

<b>SEATTLE</b> 1000 Second Ave., 30 <sup>th</sup> Floor Seattle, WA 98104 P: (206) 462-6700   F: (206) 462-6701	<b>PORTLAND</b> 1050 SW Sixth Ave., Ste 1100 Portland, OR 97204 P: (503) 200-5400   F: (503) 200-5401
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**From:** Mallory Sullivan <Mallory.Sullivan@k12.wa.us>  
**Sent:** Wednesday, May 31, 2023 2:16 PM  
**To:** Laurynn Evans <levans@nkschools.org>  
**Cc:** Rachel Davenport <rdavenport@nkschools.org>; Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Subject:** OSPI Discrimination Complaint 23-016



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Superintendent Evans:

Please see the attached letter and enclosures regarding a complaint that was filed with our office.

Thank you,



**Mallory Sullivan** *she/her*

Program Attorney, Equity and Civil Rights Office  
Office of Superintendent of Public Instruction (OSPI)

**p:** 360-725-6162



*All students prepared for postsecondary pathways, careers, and civic engagement.*

**Legal disclaimer**

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Old Capitol Building  
PO Box 47200  
Olympia, WA 98504-7200



Washington Office of Superintendent of  
**PUBLIC INSTRUCTION**  
Chris Reykdal, Superintendent

k12.wa.us

May 31, 2023

**Sent by email only to:** [levans@nkschools.org](mailto:levans@nkschools.org)

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District  
18360 NE Caldart Avenue  
Poulsbo, WA 98370

Re: **North Kitsap School District**  
OSPI Discrimination Complaint No. 23-016

Dear Superintendent Evans:

On May 17, 2023, the Office of Superintendent of Public Instruction (OSPI) received a discrimination complaint, OSPI Discrimination Complaint No. 23-016, regarding North Kitsap School District (District). Danielle Castillejo (Complainant) alleges she filed multiple discrimination complaints with the District between February 13 and March 13, 2023, and that the District has violated [WAC 392-190-065](#) by not responding to the complaints in writing within thirty calendar days after the District received the complaints.

In lieu of OSPI opening an investigation into the District's response to complaints referenced above, OSPI is first directing the District to complete its investigation and respond to Complainant in writing within thirty days of the date of this letter. If exceptional circumstances related to the complaint require an extension of the time limit, the District must notify Complainant in writing of the reasons for the extension and the anticipated response date. This notice must be provided in a language the complainant can understand. The District must also copy OSPI on any timeline extensions and on its response to Complainant. If the District responds to Complainant's complaints within thirty days (or after reasonable extensions due to exceptional circumstances) and in accordance with [WAC 392-190-065\(6\)](#), OSPI will not take further action. If Complainant disagrees with the outcome(s) from the District, Complainant may appeal as outlined in [WAC 392-190-070](#) and [WAC 392-190-075](#), accordingly. If the District does not respond to Complainant within 30 days of this letter or within a reasonable amount of time due to exceptional circumstances related to the complaint, OSPI may open investigation that could result in corrective action.

Superintendent Evans  
May 31, 2023  
Page 2

Copies of Complainant's complaints are enclosed. After reviewing the complaints, OSPI calculated 87 unique complaints.<sup>1</sup> Due to the number of complaints, OSPI included a coversheet to assist OSPI and the District in communicating about the complaints with common numbering. The cover sheet also includes a general note about the issue alleged. This note is included only to assist in referencing complaints and not as legal analysis. If the District elects not to implement its nondiscrimination complaint procedures in response to any one complaint, the District should identify the specific complaint and note the reason for its decision.

If the District believes it has already responded to Complainant's discrimination complaint, please submit the response to the OSPI Equity & Civil Rights Office.

If you have any questions, please contact me at 360-725-6162, TTY: 360-664-3631, or you may email [Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us).

Sincerely,

/s/ Mallory Sullivan

Mallory Sullivan, Program Attorney  
Equity and Civil Rights

cc: Danielle Castillejo, Complainant  
Rachel Davenport, Civil Rights Coordinator, North Kitsap School District  
Duncan Fobes, District Counsel

Enclosure

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<sup>1</sup> In reviewing the complaints Complainant numbered 1-90, OSPI noted that a complaint number 13 was not included and complaints 37 and 74 were duplicates.

Superintendent Evans

May 31, 2023

Page 2

**NOTICE**

Public Records

Under the Public Records Act, chapter [42.56 RCW](#), OSPI may be required to release this document and related records upon request. In the event that OSPI receives such a request, we will seek to protect, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an invasion of privacy under [RCW 42.56.050](#).

Protection Against Retaliation

Please note that the District may not intimidate, threaten, coerce, or discriminate against any individual because they filed a discrimination complaint or participated in the complaint process. Complaints about retaliation can be addressed through the complaint process in [WAC 392-190-065](#) through [392-190-075](#) or to another regulatory agency.

<b>Complainant Complaint No.</b>	<b>OSPI Page No.</b>	<b>Date Submitted</b>	<b>General Allegation</b>
1	001	2/13/23	Language Access
2	009	2/13/23	Language Access
3	011	2/13/23	Language Access
4	013	2/14/23	Discriminatory Harassment
5	015	2/14/23	English Language Development Services
6	018	2/14/23	Language Access
7	020	2/14/23	Language Access
8	022	2/14/23	English Language Development Services
9	024	2/14/23	Language Access
10	026	2/14/23	Language Access English Language Development Services
11	028	2/14/23	English Language Development Services Access to Advanced Courses
12	030	2/14/23	Language Access English Language Development Services Procedural (Response to Complaints)
			<i>No Complaint #13</i>
14	032	2/14/23	Language Access Procedural (Response to Complaints)
15	034	2/14/23	Language Access Procedural (Response to Complaints)
16	036	2/14/23	English Language Development Services
17	038	2/14/23	English Language Development Services Language Access Procedural (Response to Complaints)
18	040	2/14/23	Language Access
19	042	2/14/23	Language Access
20	044	2/14/23	Language Access
21	046	2/14/23	Language Access
21	048	2/14/23	English Language Development Services Access to Core Content
22	050	2/14/23	Language Access
23	052	2/14/23	Discriminatory Harassment
24	054	2/14/23	Different Treatment
25	056	2/14/23	Procedural (Response to Complaints) Discrimination in Discipline
26	058	2/14/23	Different Treatment Procedural (Response to Complaints)
*27	060	2/14/23	Hostile Environment Procedural (Response to Complaints)

28	062	2/14/23	Different Treatment
29	064	2/14/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaints)
30	066	2/14/23	Bullying
31	068	2/14/23	Different Treatment
32	070	2/14/23	Different Treatment
33	072	2/14/23	Different Treatment
34	074	2/14/23	Discriminatory Harassment Procedural (Response to Complaints)
35	076	2/14/23	Different Treatment Discrimination in Discipline
36	078	2/14/23	Discriminatory Harassment / Hostile Environment
37	080	2/24/23	<i>Duplicate of 36</i>
38	082	2/14/23	Bullying Procedural (Response to Complaints)
39	084	2/14/2023	Different Treatment
40	086	2/14/2023	Discriminatory Harassment / Hostile Environment
41	088	2/14/2023	Different Treatment Bias in Instructional Materials
42	090	2/14/23	Bullying
43	092	2/14/23	Different Treatment / Equal Access
44	094	2/14/23	Bullying Discriminatory Harassment / Hostile Environment
45	096	2/14/23	English Language Development Services
46	098	2/14/23	English Language Development Services
47	100	2/14/23	English Language Development Services
48	102	2/14/23	English Language Development Services
49	104	2/14/23	English Language Development Services
50	106	2/14/23	English Language Development Services
51	110	2/14/23	Hostile Environment
51	115	2/14/23	Discriminatory Harassment / Hostile Environment
53	121	2/15/23	School Security
54	122	2/15/23	Discrimination in Discipline Discriminatory Harassment / Hostile Environment
55	124	2/15/23	Bullying
56	125	2/15/23	Different Treatment
57	127	2/15/23	Language Access
58	130	2/15/23	Language Access
59	132	2/15/23	Language Access
60	136 Top	2/15/23	Response to Discrimination Concerns
61	136 Bottom	2/15/23	School Security
62	137	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)

63	139	2/15/23	Language Access English Language Development Services Access to core content
64	141	2/15/23	Discriminatory Harassment / Hostile Environment Retaliation Procedural (Response to Complaint)
65	143	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)
66	145	2/16/23	Discriminatory Harassment / Hostile Environment
67	147	2/16/2023	Discriminatory Harassment / Hostile Environment
68	149	2/16/23	Bias in Instructional Materials
69	151	2/16/23	Bias in Instructional Materials
70	153	2/16/23	Language Access
71	155	2/16/23	Different Treatment / Equal Access
72	157	2/16/23	Different Treatment / Equal Access
73	159	2/16/23	Different Treatment
74	161	2/16/23	<i>Duplicate of #24</i>
75	163	2/16/23	Different Treatment
76	165	2/20/23	Response to Concerns of Discrimination
77	167	2/21/23	Discriminatory Harassment / Hostile Environment
78	169	2/24/23	English Language Development Services
79	171	2/24/23	English Language Development Services
80	173	2/24/23	Language Access
81	175	2/24/23	English Language Development Services
82	177	2/24/23	English Language Development Services
83	179	2/24/23	Language Access English Language Development Services
84	181	2/28/23	Language Access
85	183	3/2/23	Discriminatory Harassment / Hostile Environment
86	185	3/13/23	Different Treatment Language Access
87	187	3/13/23	English Language Development Services
88	189	3/13/23	Cultural Appropriation
89	191	3/13/23	Discriminatory Harassment / Hostile Environment
90	193	3/13/23	Discriminatory Harassment / Hostile Environment
	198	3/15/23	Proposed Solutions

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:33 AM  
**To:** Sarah Albertson; Rachel Davenport  
**Cc:** Laurynn Evans; REckert@nkschools.org;  
MDesmond@nkschools.org; BMartinez@nkschools.org;  
nmoffatt@nkschools.org; bwaggoner@nkschools.org; Brenda  
Calderon; Dionne Deschenne; Annie Sayo; Robert Harris  
**Subject:** [External]Fwd: NKSD News and Information 2.10.23

Dear All.

Below is an important district communication that was sent on February 10, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Begin forwarded message:

**From:** Luis Castillejo <[luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)>  
**Date:** February 10, 2023 at 5:39:17 PM PST  
**To:** [danielle@wayfindertherapy.com](mailto:danielle@wayfindertherapy.com)  
**Subject:** Fwd: NKSD News and Information 2.10.23

Sent from my iPhone

Begin forwarded message:

**From:** North Kitsap School District <[nksd-news@nkschools.org](mailto:nksd-news@nkschools.org)>  
**Date:** February 10, 2023 at 5:30:29 PM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)  
**Subject:** NKSD News and Information 2.10.23  
**Reply-To:** [communications@nkschools.org](mailto:communications@nkschools.org)





## **Half Day Dismissal Monday and Tuesday**

Reminder - All schools will dismiss on half day schedules Monday, February 13 and Tuesday, February 14. Our staff will be in training and professional development in the afternoons. Visit [bit.ly/NKSDhalfday](https://bit.ly/NKSDhalfday) for release times.

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## **Celebrating Black History Month**

Every February, people in the United States celebrate the achievements and history of African Americans as part of Black History Month, honoring all from periods throughout the U.S. Here in NKSD, we recognize the central role Black and African Americans have played in U.S. history and we honor the contributions, achievements, and their legacy.

We invite and encourage you to celebrate with your family. Below are a few resources for local and regional events happening in-person and virtually!

Visit the "[State of the Union in Black and White](#)" exhibit at the Kitsap History Museum. The exhibit is open through the end of February 2023.

View "[The Sinclair Project](#)" on the Kitsap History Museum website from home.

Visit the Northwest African American Museum in Seattle for a list of both in-person and virtual events:

<https://www.naamnw.org/events>

All are invited to attend a Black History Month Event organized by the Kitsap Black Student Union on February 15, 2023, starting at 6:30pm, at Central Kitsap High School.

---

### **National School Counselor Appreciation Week**

It's National School Counselor Week! School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; work in partnership with parents as they encounter the challenges of raising children in today's world; focus on positive ways to enhance students' academic, career and social/emotional development; and partner with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves.

School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

Join us in celebrating our school counselors!

---

## **Your Path, Your Way - Signature Program Applications are Open**

We recognize that every student is an individual with a unique learning style, personality, passion and talent. That's why we are committed to providing learning environments and academic interests that fit every student.

A Signature Program is a stand-alone program that

is focused on either a unique learning environment or academic interest.

These programs are hosted at one of our current school campuses in North Kitsap School District. A Signature Program may be partial day or full day, depending on the focus of the program. Student admission will be through a district-wide application process and lottery that is open to all students who will be enrolled in the grade levels served by the Signature Program.

Enrollment will be open to three programs.

Applications are open through Friday, March 3. Visit [nkschools.org/academics/signatureprograms](https://nkschools.org/academics/signatureprograms) to learn more!

### **North Kitsap Signature Programs**

- [Middle School Robotics](#)
- [Dual Language Grades K-5](#)
- [Options Grades K-8](#)

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## **Welcome Class of 2036 - Kindergarten Enrollment is Open**

North Kitsap School District is excited to welcome

our newest students this fall! This is the beginning of a great

partnership, where your child will grow up to be a confident, competent, creative and compassionate person who is ready for a world yet to be imagined!

Enrollment opens online Friday, February 3. Learn more on our [Kindergarten webpage!](#)

### **Enrollment for all Grades is now open!**

New to North Kitsap School District, or moving to our area soon? Enrollment is now open for all new students for the 2023-2024 school year! Visit [nkschools.org/enroll](https://nkschools.org/enroll) to start the enrollment process online.

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### **NKSD Connected Night is Coming Soon**

Mark your calendars! NKSD is excited to launch the First Annual NKSD Connected Family Night on Thursday, February 23 from 5 pm-7 pm. While being hosted at Kingston High School, this is an all-district event that will introduce families to a variety of the technology resources and programs used in our classrooms. Whether it is walking with dinosaurs in virtual reality, learning how to make dynamic videos with a green screen, or experiencing our digital curriculum first-hand, there are plenty of hands-on activities for the whole family.

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### **Safety Tip Reporting Service Reminder**

Safety is one of our district's top priorities, that's why we use Vector Alert, a tip reporting system that allows students, staff, and parents to submit safety concerns to our administration five different ways.

Easily report tips on bullying, harassment, drugs, vandalism or any non-emergency safety issue you're concerned about. Tips may be submitted anonymously too. Thanks in advance for helping to make our school community a safer place to work and learn! As always, you are welcome and encouraged to report any concern directly to your school principal, counselor, teacher or any other trusted adult. Visit [nkschools/tipline](https://nkschools.com/tipline) to learn more. If you need to report an emergency, please call 911.

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## **COVID-19 Updates**

Visit our [COVID-19 Health and Safety](#) webpages for the most recent updates in the North Kitsap School District. Dashboard reporting will resume Friday, January 6.

**View the [COVID-19 Dashboard](#) each Friday after 5:00pm for weekly COVID-19 reporting from NKSD.**

## **Access to COVID-19 Testing**

Visit the [COVID-19 Testing and Reporting](#) page of our website to learn more about how to report a positive COVID-19 test, and how to obtain tests either through our schools or in the community.

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## Join Our Team

We are hiring in several areas of our district!

Join us in providing excellent service to the students in our community. Visit

our [website to view open positions](#) and apply now!

- **para-educators**
- **bus drivers**
- **food and nutrition specialists**
- **support roles**
- **lifeguards/swim instructors**
- **athletic coaches at our secondary schools**
- **substitutes in all areas**

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## Upcoming Dates

**February is Black History Month**  
**February is Career and Technical Education Month**

February 6-10: School Counselor Appreciation Week

February 13-14: Half Day Dismissal All Schools

-

Professional Development Days

February 20: No School - Presidents Day

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visit [www.nkschools.org](http://www.nkschools.org) for the latest news and information

The North Kitsap School District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, creed, religion, color, national origin, immigration status, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Questions or complaints of alleged discrimination can be directed to the district's

Title IX/RCW 28A.640 Compliance Officer and ADA Coordinator and/or the 504  
Coordinator: address - 18360 Caldart Ave NE, Poulsbo WA 98370 and phone - [\(360\)  
396-3001](tel:3603963001).



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:45 AM  
**To:** Sarah Albertson; Laurynn Evans; bwaggoner@nkschools.org;  
Rachel Davenport; REckert@nkschools.org;  
MDesmond@nkschools.org; BMartinez@nkschools.org;  
nmoffatt@nkschools.org  
**Cc:** Dionne Deschenne; Annie Sayo; Brenda Calderon; Robert Harris  
**Subject:** [External]Fwd: Important Message from Principal Emmons

Dear All.

Email: #2 - February 3, 2023 - Addressing Student Death

Below is an important district communication that was sent on February 3, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Mental Health: Suicide/ambiguous death among youth, in school context, often surfaces suicidality in other students. It is critical that non-English Speaking Parents are given access to information to care well for their students.**

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Sent from my iPhone

Begin forwarded message:

**From:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>  
**Date:** February 2, 2023 at 11:00:24 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)



**Subject: Important Message from Principal Emmons**

**Reply-To:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>

Dear Poulsbo Middle School Families,

It is with deep regret that we inform you about a recent loss to our school community. We learned that a student from our school has died. The family has asked for privacy at this time.

This loss is sure to raise many emotions, concerns, and questions for our entire school, especially our students. Our school and the district has a team of Counselors available for any student who may need or want help or any type of assistance surrounding this loss. We encourage you, as parents, to also feel free to use our resources.

Listed below is a link to some information that may be useful to you in helping your child at home. If you need any assistance, please do not hesitate to contact us here at the school at (360) 396-3200. We are saddened by the loss to our school community and will make every effort to help you and your child as you need.

[Counseling Resources for Families](#)

Sincerely,  
Josh Emmons  
Principal, Poulsbo Middle School

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:58 AM  
**To:** Sarah Albertson; Laurynn Evans; Rachel Davenport; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Annie Sayo  
**Subject:** [External]Fwd: Important Message Regarding Rumors

Dear All.

Email: #3 - February 3, 2023 - Addressing Violent Threat/Rumors

Below is an important district communication that was sent on February 3, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Gun Violence/False Threats: If Parents do not have access to critical information about threats or false threats, and students are left to communicate, then there is a higher potential for trauma, violence, and overall chaos. It is critical that non-English Speaking Parents are given access to information to care well for their students.**

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible. We ask that you immediately send out communication to parents from the affected school/s to explain this situation.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Sent from my iPhone

Begin forwarded message:

**From:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>  
**Date:** February 3, 2023 at 9:14:54 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)

**Subject: Important Message Regarding Rumors**

**Reply-To:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>

Dear Poulsbo Middle School Families and Staff,

Many of you may be aware of a rumored threat to Poulsbo Middle School today. We want you to know that we have been working very closely with law enforcement to investigate social media posts, messages, and subsequent rumors. It has been determined that the threat and rumors are unsubstantiated. We take all potential threats seriously and thoroughly investigate them as part of our ongoing efforts to address safety and security in our schools.

It is important to have conversations with your children about their role in public safety. Please let your child know that they should report anything suspicious or threatening to a trusted adult to be investigated or call 911. Thank you to all who have shared information with us. Remember, if you see something, say something.

Thank you,

Josh Emmons  
Principal, Poulsbo Middle School

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:24 AM  
**To:** Sarah Albertson; Rachel Davenport; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Annie Sayo; Laurynn Evans  
**Cc:** Ed Stern  
**Subject:** [External]Discrimination 3207P Policy (PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING) and Policy 3210 (NONDISCRIMINATION)

Dear Ms. Davenport and ALL.

**This is email #4: Complaint - Anonymous - Mrs. Gonzalez - February 7, 2023, Town Hall, Poulsbo, WA 98370 - Violation of Policy 3207**

Policy 3207 States:

"Behaviors/Expressions-Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images. This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules."

I have cc'd community members working with racial justice and addressing racial harm. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 3207 as soon as possible.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

**ANONYMOUS STATEMENT:**

mrs gonzález

has said very rude names to us

puerca : pig

marrana : slut or disgusting

has called other students marranos ; them also not knowing the meaning of that word

talks bad about her students to other students and saying their names  
threw away our decorations we bought with our money  
kicked out a student out of her classroom for no reason  
called / assumed someone was being homophobic  
shares her persona life with students  
targets Mexicans based off of her stereotypes  
targets her students  
we reported this to the principal and vice principal and nothing was done (simonson and emily thatcher)

--

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:34 AM  
**To:** Sarah Albertson; Laurynn Evans; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Report from Teacher/Letter of Experience February 6, 2023 - Policy 4218/4218P

Dear Ms. Davenport and ALL.

Email #5: Violation of Policy 4218/4218P

Below is a statement from a former teacher sent on February 6, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P as soon as possible. We ask that you immediately address EL programs and make necessary changes to comply so that students and parents affected are able to access services needed.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

For more than a dozen years at I taught Wolfe's kindergarten EL students.. Though my ability to speak Spanish was at times rudimentary, my understanding of Spanish was far greater. It resulted in my EL parent's and student's knowledge that they were respected and supported as valuable members of our learning community. (Even when there were times we all would have a good laugh when I badly butchered the sentence structure)

I developed valuable understanding of the lingual and phonetic difficulties non-English speakers experienced. Parents and students recognized that I had a deep respect for their culture as well as their language. For a number of years I was fortunate to have a para-educator proficient in the Spanish language. She was in my classroom at least 2 hours a day (my contractual kindergarten intervention time) and we worked together to meet the language needs of those kiddos. We were able to adapt and develop additional curriculum for specific EL areas of need, and not unexpectedly all students reaped the benefits.

Statistics show the high degree of success and the growth those practices had for those EL students in my classroom. Consistent gains in reading, writing, speaking, and ultimately math, science, and social studies.

Then...2021, following the pandemic, administration changed the EL delivery model without forethought, and without the involvement of teachers or staff successfully experienced in teaching English Language learners. Spanish parents lost the connection that had been established with an extremely successful para-educator when was reassigned to duties outside the EL program.

New, inexperienced staff were hired to travel between schools taking my EL kiddos (Hispanic and Russian) out of the classroom and into the hallway for 30 minutes a few times a week. Administration's uninformed changes resulted in amazing para-educator not performing duties her high level of skills qualify her for. A proven successful EL delivery model and EL curriculum evidenced by statistics were gone,. Intentional, specialized, collaboration that met EL students' needs was summarily discarded.

The effects were devastating, clearly evident by the number of EL students who were graduated (exited) from of the EL program, meeting competency testing in the spring of 2022. Case in Point, during the pandemic, when students were learning remotely and instruction was indisputably less than optimal, ten EL students successfully left the program. Following the pandemic, with students back in the buildings, and a drastic delivery model change NO students were exited! It warrants repeating, NOT A SINGLE STUDENT achieved competence after the new model was implemented.

That abrupt, needless change was not only disregarded my experience teaching EL students, but to the greater EL communities as well.

There has been a palpable lessening of the unique needs of students of color in NKSD the past few years, a diminishing value for the diversity once so highly valued. Attitudes are established at the top of an organization and trickles down. I am a lifelong resident and educator in North Kitsap. It breaks my heart to read articles substantiating a appalling failure.

It's a disgrace to the communities NKSD serves. The North Kitsap School District can and should do better.

Cordially,  
Averil Story  
27 year Wolfle Elementary teacher  
33 year elementary educator

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:49 AM  
**To:** Laurynn Evans; Annie Sayo; Brenda Calderon; Dionne Deschenne;  
nmoffatt@nkschools.org; bwaggoner@nkschools.org;  
BMartinez@nkschools.org; MDesmond@nkschools.org;  
REckert@nkschools.org; Robert Harris; Rachel Davenport; Sarah  
Albertson; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement  
February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #6: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent did not feel safe speaking or giving their name. They have asked for translation help, but not been able to access it.

"I want to share some of my concerns with the community and remain anonymous as a parent. I would like to share some points that I have seen and really I don't believe they are just. To start, the district has been very strict when families ask for an interpreter or giving permission for the communication to be in their native language. I am a witness to the difficulties that happen when parents try to communicate with the teachers and other school staff."

This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators and accessibility to school and class content to students and parents as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**CAUTION:** This email originated from outside OSPI. Do not click links or open attachments unless you recognize the sender and know the content is safe.

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:54 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #7: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent did not feel safe speaking or giving their name. They have witnessed the following:

"In some cases, I have seen parents take out their older children from school to interpret at conferences. It is a pain for the district to have interpreters, but I don't think they want to pay anything extra for interpreters. I heard from the teacher that they can only use a designated person to do the interpretation. There aren't enough of them to go to all of the conferences. For this reason, the teachers use a telephone service and other times there isn't an interpreter available."

This is a violation of accessibility per policy 4218.

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators and accessibility to school and class content to students and parents as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:37 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #8: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent - volunteer did not feel safe speaking or giving their name.

**Written by a parent:**

"The EL plan for EL students isn't being followed. I have seen them take students out of class one or two times a week for only 10-15 minutes. This time isn't sufficient for the student to retain the information. There isn't a plan for study. The materials that they are using are not appropriate for the EL students during this time. Many times, the work is just to do the things being done in class, and the EL teacher is just assisting. Other times, the EL students just stay in class. The EL students aren't receiving the tools they need to pass their classes. This is why the EL students are not exiting the program. The strategies that they need to be successful are not being used. These students do not pass the state test in the Spring. Another injustice is that the students in the Dual Language Program are not getting the extra support they need which is their right. I am so sad that EL students and their families are going through this. I hope this statement will serve the district and the school so that parents and students get the support that is their right."

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

**WA State Multilingual Learner Policies and Practices Guide (page 36):**

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation

includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

**Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.

Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:53 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and All.

**Email #9: Violation of Policy 4218/4218P - Parent Statement November 22, 2023 (Town Hall) (Written Statement)**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

(Complaint by multiple parents)

**North Kitsap School District 2022** - Present: Latino Families in elementary schools, middle schools, and high schools, shared that their students and families with limited English proficiency, do not receive language services or interpreters to provide critical and accurate information/communications from the schools and district.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

--

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #10: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- Vinland Elementary, 2021-2022: Funding has not been acquired or sought after to provide a Spanish speaking ParaEducator at Vinland.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned. We ask the district to immediately look at funding of the Dual Language program and personnel to support and report to current Vinland students and prospective Vinland students.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:09 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

**Email #11: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbf/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbf/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- ● Vinland Elementary, Poulsbo Middle School, & North Kitsap High School, 2014- 2022 (Present): Multiple other families (Latinx Families) report stories of their children being left out of advanced classes and academics and told their children couldn't handle the academic load. These parents would like to have an explanation for this assumption.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how

they will address equity in the advanced programs.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:16 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #12: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- **District Communication in North Kitsap School District 2022:** At least 40 parents reported that they have not had any meetings with the schools (Including Kingston High School, Kingston Middle School, Poulsbo, Middle School, Vinland Elementary, Wolfe Elementary, Poulsbo Elementary, North Kitsap High School) since the ELL Coordinator, Ms. Little, left. No one has called them. They haven't received communication about meetings or any communication at all about education.

**We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.**

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.

Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current communication process, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:21 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #14: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

- **North Kitsap School District Communication Fall 2022 with Latino/x/a Parents:** Other community members who don't have children in the NK Schools get calls and notices, while they (Latino/a/x parents) haven't. The elementary schools, middle schools, and high schools have not reached out to make sure that these parents know what is going on.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to verify their communication methods, emails, and phone numbers.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:29 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #15: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2023**

- North Kitsap School District Communication Fall 2022: Parents report that after Ms. Little left, the school seems to have forgotten the Hispanic parents.
- North Kitsap School District Translation Access Fall 2022: Parents from the Latino community report, at least 40, said that there are not enough translators or material translated.
- North Kitsap School District Translation Issues Fall 2022: Many parents have not been receiving notices in Spanish.
- North Kitsap School District Communication in Spanish Fall 2022: Additionally, some who have Hispanic surnames but speak fluent English are getting communication in Spanish only.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to write an email and record communication immediately to parents to state how they will amend the current communication process, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 – 0222

---  
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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:38 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #16: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023, Poulsbo Middle School 2020-2022**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbF/edit)

**The Complaints from November 22, 2023**

- Poulsbo Middle School 2020-2022: One parent said that her son is qualified for ELL support. She was told that her son has to request the services. She asked, "what 12-year-old is going to ask for help?", and also said he was embarrassed about being taken out of the class for ELL help. She wants more information about the program.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual

needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they will amend the current access to EL programs, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:45 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #17: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- **North Kitsap School District 2022:** A community liaison is currently being split between 5 schools, and is having trouble following up on issues. The system is not working at the moment, and that person can't do other things besides what she is doing.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual

needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they change the budget to make sure there is equal access, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:50 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #18: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2022: Parents indicated that they have seen some NKSD surveys that list their race as Mexican, or Chicano. That is not a race.
- North Kitsap School District 2022: The school system has been making assumptions as to the race and language of students solely based on their last names.
- North Kitsap School District 2022: One student said that her mother speaks English better and that she is of mixed race, but Skyward (the online system) said that she was Chicano and sent information home only in Spanish.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content,

administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo

she/her

(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #19: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020 - 2023: Latino/a/x families report not being given critical communications from the district and school in accessible format or in Spanish.
- Families were requested to sign up on Google forms for interpreter services, which created an accessibility barrier for many on account of lack of computers or lack of Spanish instructions on how to access or use this form.
- Written communications are not always accessible even if in preferred language due to interrupted education
- Families were asked to contact the EL Coordinator directly, but when they left messages, calls were not returned.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation

includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:05 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #20: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020 - Present: District employees report having hours cut, and therefore, being unable to provide translation services and/or telling the families they need to complete the Google form or families need to contact the district offices to request services.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual

needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:09 AM  
**To:** Laurynn Evans; Rachel Davenport; Dionne Deschenne; Brenda Calderon; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Sarah Albertson; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #21: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2023: Families have requested that North Kitsap School District provide their plan for language access which will ensure full access to those with limited technology access and to those with limited or interrupted education. Parents/guardians have been unable to access emails even when translated. The requests for this information have not been answered.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:12 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #21: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020- Present: We want adequate language support for students so they can access their education
  - Latino Parents report less than 20 minutes of services 1 - 2 x per week. (Per District and State regulations, English language learners should receive more than 20 minutes of services once or twice a week.)
  - Latino Parents report that services are not designed or supported for language acquisition. (The services should be designed to support language acquisition and not reading/literacy development, which is what they get now.)
  - Latino Parents and students report not having full access to the content of their classes in elementary, middle schools and high schools.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and

resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:19 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #22: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020- Present: Parents report that North Kitsap School District does not provide Interpretive services. These are needed immediately for back to school night, discipline problems, parent teacher conferences, and essential school services.
- North Kitsap School District 2022- Present: Parents report that written communications are not always accessible even if in preferred language due to interrupted education
- North Kitsap School District 2022- Present: Dr. Evans said that a "strategic plan" exists to address the aforementioned issues, yet there is no written plan accessible to parents.
- North Kitsap School District 2022- Present: Latino Parents report that there is not a Latino/a/x representative at the district level to speak with parents, or families, or students when cultural, and racism, and discrimination happens.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and

resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:28 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #23: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

\*The Year of 2015, Pre-Trump. Vinland Elementary, Recess Incident

A parent reports that their Mexican son was called a terrorist at school and told by classmates that his Dad is a terrorist - the administrators did nothing to address the student and nothing to address the parents.

\*2018 Fall - Post Trump Elected, Poulsbo Middle School Bus Pick Up, Daily, for weeks. A Latina middle schooler was bullied on the bus and called, "Fucking Dora," during Fall 2017 at Poulsbo Middle School. This was witnessed by multiple students and witnesses can attest to this. Poulsbo Middle School did not address the situation and shamed the student for reporting the incident to her parent.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

**1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)**

**2. We ask the District to immediately comply with their policy 3207P:**

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

(360) 649 - 0222

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:33 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #24: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

1. 2016 - 2022, Poulsbo Middle School, [REDACTED]  
All four children were withheld from Agate at the Middle School - [REDACTED] now a 10th grader got straight "A's" in her AP High School classes, as well as writing out some of her assignments in AP history in Spanish. (Her scores on intelligence tests are not as high as the boys).
2. On Thursday, October 6th, at 10 a.m. there was a planned meeting with the Superintendent, Dr. Lauryn Evans, which she did not attend at the last minute. During the meeting, one of the administrators shared her screen via zoom, and on the screen was an email from Dr. Lauryn Evans stating that, "No one copied on the email should respond to Danielle's email." They quickly removed this email. We held the meeting without her. The witnesses to the meeting are: Dr. Eliza Cortez Bast, Chastity Malatesta (of Bainbridge Black), Rev. Dr. Susie Biel (also leader in KITSAP ERACE COALITION), Community Advocate Deanna Gemmer.
3. Mr. Emmons gave no response that addressed the racial inequities. Luis Castillejo who has darker skin was not responded to. I have lighter skin and I did receive a response.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:40 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #25: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

2018 Poulsbo Middle School, [REDACTED] Vice Principal.

[REDACTED] (at Middle School) was accused and held without notifying us (his parents) that he had been accused of siphoning gas out of cars. He was threatened with video evidence, although there was none of him. He was in band class with Mr. Walder, practicing, and no one checked his attendance. [REDACTED] didn't understand what he was accused of.

**This issue was brought up several times, to the principal and to the vice principal, and then at the meeting in October 2022 with the District employees. Luis and I did not hear back about an investigation or about how the district would respond.**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:45 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #26: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

11th grade, [REDACTED], North Kitsap High School, 2021

[REDACTED] teacher (last year- 11th grade) insisted on using subtitles in Spanish for him and another Mexican student. When I pushed back, [REDACTED] was bullied by this teacher and made fun of in front of the class. She accused him of cheating multiple times.

In the October 2022 meeting, we asked the district to engage in more training, and equity training.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:48 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #26: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Vinland Elementary, [REDACTED] 2022

There was a teacher who started a "Dress Like a Mexican Day" at Vinland elementary - and instead of addressing the systemic nature of these incidents in the district, Mr. Travis, at Vinland Elementary in Poulsbo, was left to hold all of the responsibility. The School District needed to address the education and train the teachers, yet did not respond.

It is clear that a school hosting the Dual Language Program, that needs Spanish Speakers as a part of the program, needs to have an overall education for the teachers at the school.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:51 AM  
**To:** Laurynn Evans; Rachel Davenport; Dionne Deschenne; Brenda Calderon; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Sarah Albertson; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #28: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**(Email #27 was Dress Like a Mexican at Vinland Elementary 2022)**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School & North Kitsap High School, 2014 - 2022 (Present)

Mexican students report being searched for drugs even though their white peers who were carrying drugs were not searched.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:54 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #29

Dear Ms. Davenport and All.

**Email #29: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Kingston High School 2021 - 2022 - 2023: A Latina student reports that her Spanish teacher told Mexican students to, "Go Back Across the Border". When the student went to the principal, the student was told to just transfer out of the school.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

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**I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
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(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:56 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #30

Dear Ms. Davenport and All.

**Email #30: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall 2022: A parent, who has only been here two years and has one child who moved up from Vinland to the middle school, said his son has been bullied. His son needed to go to the bathroom and was not allowed to go even though a white child who asked to go after he did was allowed to go.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #31

Dear Ms. Davenport and All.

**Email #31: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Kingston High School Fall of 2022: A Father stated that his high school son was not given help because the teacher told him that he couldn't learn because he is not smart enough.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors,

unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:59 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #32

Dear Ms. Davenport and All.

**Email #32: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall of 2022: Another parent said that her son wanted to participate in a study session, but the teacher said that he couldn't because his mother is Mexican and doesn't know English. He was not allowed to participate. When the mother tried to talk to the teacher, the teacher told her it was her fault for not speaking English, and her son was made to feel bad about his heritage.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:01 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #33

Dear Ms. Davenport and All.

**Email #33: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School Fall of 2022: A parent reported that her son's teacher had told him that his difficulty studying was because he ate too many burritos. She said that other teachers treated her son well, and so she didn't want to speak up against this teacher because she was afraid the other teachers might treat her son poorly if she complained about this teacher.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:06 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #34

Dear Ms. Davenport and All.

**Email #34: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall of 2022: After a bullying incident happened at school, this parent went to the middle school and told the principal about it. The principal said that he would reach out to her son and help him with his feelings and this discriminatory incident, but the principal never reached out to her son nor her to follow-up.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:08 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #35

Dear Ms. Davenport and All.

**Email #35: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

North Kitsap School Bus Transportation: (Poulsbo Middle School, Poulsbo Elementary) Fall 2022: In the bus, some students throw things and bully the children, and the bus driver doesn't do anything to these misbehaving students. One student, who was the only Hispanic on the bus, was told to pick up what other kids had thrown.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:11 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #36

Dear Ms. Davenport and All.

**Email #36: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School and North Kitsap High School 2021 - 2022: One parent reported that there had not been so much racism as now (currently) from teachers and bus drivers when he e went to school here in North Kitsap School District 20 years ago. He reported that his daughter has been called a "Beaner" and told to "Go back to Mexico."

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:13 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #37

Dear Ms. Davenport and All.

**Email #37: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School and North Kitsap High School 2021 - 2022: One parent reported that there had not been so much racism as now (currently) from teachers and bus drivers when he e went to school here in North Kitsap School District 20 years ago. He reported that his daughter has been called a "Beaner" and told to "Go back to Mexico."

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:16 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #38

Dear Ms. Davenport and All.

**Email #38: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Kingston High School Fall 2022: Another parent reported that two of her children have been bullied at the high school. Her son did not tell his parents about it until his sister became upset because the school hadn't done anything about it after they had talked to the teacher or the principal.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:18 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #39

Dear Ms. Davenport and All.

**Email #39: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2019 - 2021: Another parent said that her son never got the help he needed. When he left high school 2 years ago, he was confused as to what he should go into – he never had any vocational help. When he said he wanted to be an Engineer, his teacher asked him why he was there, questioning why he thought HE could go into Engineering. This parent wanted to know why that teacher was still working at NKHS.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:20 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #40

Dear Ms. Davenport and All.

**Email #40: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2021: A Latina mother went to the parent teacher conference, where the teacher wouldn't look at her, but only looked at the interpreter.

North Kitsap High School 2021: Another teacher told a student in their freshman year, "Why do you think you will go to the university?" in disbelief.

North Kitsap High School 2021: Another parent said that her daughter's teacher sounded surprised when she shared that her daughter was going to go to college, "Oh, your daughter must be smart." Her daughter had maintained very high grades, yet the teacher still seemed surprised that she was going to college.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:22 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #41

Dear Ms. Davenport and All.

**Email #41: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School/North Kitsap High School 2019-2023: There was an expectation from teachers and students that food one parent brought into the school for her child must be tamales.

North Kitsap High School: A graduate of NKSD from the class of 2021 said that she never was exposed to anything in her school career about her culture.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:24 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #42

Dear Ms. Davenport and All.

**Email #42: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School 2020-2022: A parent has a list of all the students who bullied her middle school son, after the principal did nothing after she had talked to him. She had asked the principal to support her son. The principal, however, said that her son had an A average overall, and so questioned why her son needed support since his grades were really good. After that, the bullying continued, and his grades went down. The principal of North Kitsap High School has offered to help.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

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a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:27 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #43

Dear Ms. Davenport and All.

**Email #43: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2020-2022: The Latinx students also are not given opportunities to try out for sport teams in high school. The parent said that when his son went to the high school after being on a basketball team, he was told that there was no room for him to apply in that sport. When he then said that he wanted to be on the football team, he was also told there was no room for someone like him but that he could be on the soccer team.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:29 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #44

Dear Ms. Davenport and All.

**Email #44: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap School District 2018 - Present: Consistent interference with student's education and equitable access to education through bullying on public school transportation, classroom discrimination, and unchecked peer - to -peer identity bullying.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:51 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]WA State Multilingual Learner Policies and Practices Guide (page 36): - Non Compliance, Email #45

Dear Ms. Davenport and All.

**Email #45: Violation of Policy 3207/WA STATE MULTILINGUAL Learner Policies and Practices - follow up to Town Hall February 7, 2023,**

NK has two EL endorsed teachers that oversee the program, teacher to student ratio should be 1:50, NK's ratio is 1 to over 150. (not in compliance)

We ask the NK School District to immediately address this ratio of non compliance.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance with this ration.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:58 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]WA State Multilingual Learner Policies and Practices Guide (page 36): - Non Compliance, Email #46

Dear Ms. Davenport and All.

**Email #46: Violation of Policy 3207/WA STATE MULTILINGUAL Learner Policies and Practices - follow up to Town Hall February 7, 2023,**

Teachers trained in Sheltered Instruction Observation Protocol (SIOP) and Guided Language Acquisition Design (GLAD), these are research based language acquisition teaching strategies programs. NK teachers do not use these research based practices to support students in content classes. Administrators are not trained in language acquisition and cannot properly support and/or evaluate staff. Students do not have access to “robust, effective English language development instruction as well as meaningful access to content.”

We ask the NK School District to immediately address this issue of non compliance.

**WA State Multilingual Learner Policies and Practices Guide (page 36):**

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance with this researched based language acquisition teaching strategy programming.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:05 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #47

Dear Ms. Davenport and All.

**Email #47: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

The district adopted K-3 curriculum as mandated by the above law. The district did not purchase enough curriculum for all students/schools. In 2021 the district stopped using the curriculum purchased and transitioned to only using literacy intervention curriculum. EL supports should include the use of curriculum that is based on sound education theory and research based for language acquisition not literacy intervention. NK is not using curriculum/Instructional materials to support students in core content and/or to teach English.

We ask the NK School District to immediately address this issue of non compliance.

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.  
Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance when curriculum purchases.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:08 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #48

Dear Ms. Davenport and All.

**Email #48: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

The program is not sufficiently staffed and funded as students are only served once or twice a week for 15 minutes. They have inadequate staffing and staff rotate between buildings. Some students are not receiving services because of insufficient staffing.

**We ask the NK School District to immediately address this issue of non compliance with sufficient staffing as soon as possible.**

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance when staffing.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:12 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #49

Dear Ms. Davenport and All.

**Email #49: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

Parents should be surveyed yearly and invited to participate in an annual program evaluated to determine effectiveness, parents have not been asked to participate in the evaluation. Parents state the program is not meeting their needs.

**We ask the NK School District to immediately address this issue of non compliance with immediate evaluation and listening to parents.**

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect an evaluative process.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:21 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Lau v. Nichols - Violation of Law/Precedent at North Kitsap School District - Email #50

Dear Ms. Davenport and All.

**Email #50: Violation of Policy Lau v. Nichols - follow up to Town Hall February 7, 2023,**

EL

students are not provided appropriate support in their core classes, they do not have meaningful access to rigorous content. Newcomers or newly arrived students do not have access to core content as they are placed in core content classes and expected to complete the same assignments without proper interventions/educational scaffolding. They do not speak, read or understand English so they can't access the content, many fail several classes. Recommend analyzing data, see how many ELL students fail history, math, ELA, science and health.

**We ask the NK School District to immediately address this issue.**

**Definitions of Laws:** Lau v. Nichols Eligible multilingual/English learners must be provided appropriate supports for meaningful access to rigorous content (Lau v. Nichols, 1974, U.S. Supreme Court). Updated July 2022 3 Plyler v. Doe The U.S. Supreme Court ruled in

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 2:51 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Former District Employee/Parent at North Kitsap School District - Email #51  
**Attachments:** IMG\_1252.jpg; IMG\_1253.jpg

Dear Ms. Davenport and ALL;

**Email #51: Former District Employee/Parent at North Kitsap School District**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), Copied on this email are Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris.

I ask the district to write an email immediately to provide a written plan on their diversity and equity goals, implementations, and future trainings to make North Kitsap a place of belonging.

**NOTE:**

Hello

Thank you for this meeting tonight. I am here as a citizen and as a parent and grandparent.

My work in anti-racism is now going on thirty plus years- right here in North Kitsap.

I encourage you to look at the prior work of former Superintendent Gene Medina who hired Raymond Reyes of

Gonzaga University + audit North Kitsaps District cultural climate, Based on the findings of the audit workshops were conducted educate and encourage cultural competency of North Kitsap School District staff. Work was also done to improve relations between suquamish+s'Kiallam Tribe .

I am a former employee of North Kitsap School District - there is much to say and so much to do.

My hope is to support you of and encourage you to look into the work that has been done ask "why has the work stopped and hopefully yoke the knowledge of people like Gene Medina who has done this work before.

My phone number is (310) 697-4668.

Cynthia Drover

--

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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Hello-

Thank you for this meeting tonight. I am here as a citizen and as a parent and grand parent. My work in anti-racism is now going on thirty plus years - right here in North Kitsap.

I encourage you to look at the prior work of former Superintendent Gene Medina who hired Raymond Reyes of ~~San~~<sup>School</sup> Gonzaga University to audit North Kitsap's District cultural climate. Based on the findings of the Audit - workshops were conducted to educate and encourage cultural competency of North Kitsap School District staff. Work was also done to improve relations between Suquamish + S'Klallam Tribe.

I am a former employee of North Kitsap School District - there is much to say and so much to do. My hope is to support you and encourage you to look into the work that has been done - ask "why has the work stopped" and to hopefully yoke the knowledge of people like Gene Medina who has done this work before -

→

My phone number is (360) 697-4668.

~~Receipt~~

Cynthia Drover

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:08 AM  
**To:** Rachel Davenport; Sarah Albertson; Breane Martinez; Mike  
Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner;  
Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo;  
Laurynn Evans; Ed Stern  
**Subject:** [External]Cover Letter and Folder - NonDiscrimination  
3210/3210P

Dear Ms. Davenport;

Attached is a folder with multiple emails (total 52 as of February 15, 2023).

Each email is a separate complaint from a parent, student, or community member.

We are communicating with the North Kitsap School District's designated civil rights compliance coordinator (Ms. Rachel Davenport), because each of the 52 complaints filed, so far, indicate a potential violation of the district's nondiscrimination policy. According to the "Nondiscrimination Law & Policy" , Mexican, Latino/a/x, and other students from a different national origin are protected classes:

"Discrimination is the unfair or unequal treatment of a person or a group because they are part of a defined group, known as a protected class. Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.

Protected class refers to a group of people who share common characteristics, and who are protected from discrimination and harassment under federal and state laws. In Washington, discrimination based on these protected classes is prohibited.

Sex

**Race and color**

**Religion and creed**

**National origin**

Sexual orientation

Gender identity and gender expression

Disability and the use of a trained dog guide or service animal

Honorably discharged veteran or military status

<https://www.k12.wa.us/policy-funding/equity-and-civil-rights/nondiscrimination-law-policy>

Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), **the North**

**Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.**

In addition, according to policy 3207P, which states the following, "Communicate with the school district's designated civil rights compliance coordinator. If a written report of harassment, intimidation, or bullying indicates a potential violation of the district's nondiscrimination policy [Policy 3210], or if during the course of an investigation, the district becomes aware of a potential violation of the district's nondiscrimination policy, the compliance officer must promptly notify the district's civil rights compliance coordinator. At that time, the compliance officers must promptly notify the complainant that their complaint will proceed under both this policy / procedure and the nondiscrimination policy / procedure. The investigation and response timeline for the nondiscrimination procedure begin when the school district knows or should have known that a written report or investigation or Harassment, Intimidation, or Bullying involves a potential violation of the district's nondiscrimination policy." **The North Kitsap School District is not in compliance with prohibiting discrimination in its public schools.**

Thank you for taking the time to read, advocate, and listen. There will be an additional folder with additional complaints in the coming days as families continue to come forward with their experiences. The February 7th, 2023 Town Hall participants and the participants of the November 22, 2022 meeting are compiling solutions for the District that work toward resolving the aforementioned issues.

Thank you!  
Danielle

FOLDER ATTACHED: [https://drive.google.com/drive/u/0/folders/1ObMbd\\_Oey-GjtUhjYsxGq5NcCLn9oZgu](https://drive.google.com/drive/u/0/folders/1ObMbd_Oey-GjtUhjYsxGq5NcCLn9oZgu)

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- This happened during a football game. So I was joking around with my boyfriend and his friend was next to him. I don't know what happened but he got irritated and he said "Putā" while looking straight at me (so it was directed towards me) mind you he's white, he's a ginger. It hurt me & I cried. He's never apologized. (don't worry my boyfriend defended me he got mad at him too)

students/people at school (North Kitsap)

- There were many other (~~football players~~) that called me that too. Not my first occurrence

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:08 AM  
**To:** Rachel Davenport; Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Cover Letter and Folder - NonDiscrimination 3210/3210P

Dear Ms. Davenport;

Attached is a folder with multiple emails (total 52 as of February 15, 2023).

Each email is a separate complaint from a parent, student, or community member.

We are communicating with the North Kitsap School District's designated civil rights compliance coordinator (Ms. Rachel Davenport), because each of the 52 complaints filed, so far, indicate a potential violation of the district's nondiscrimination policy. According to the "Nondiscrimination Law & Policy" , Mexican, Latino/a/x, and other students from a different national origin are protected classes:

"Discrimination is the unfair or unequal treatment of a person or a group because they are part of a defined group, known as a protected class. Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class. Protected class refers to a group of people who share common characteristics, and who are protected from discrimination and harassment under federal and state laws. In Washington, discrimination based on these protected classes is prohibited.

Sex

**Race and color**

**Religion and creed**

**National origin**

Sexual orientation

Gender identity and gender expression

Disability and the use of a trained dog guide or service animal

Honorably discharged veteran or military status

<https://www.k12.wa.us/policy-funding/equity-and-civil-rights/nondiscrimination-law-policy>

Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), **the North**

**Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.**

In addition, according to policy 3207P, which states the following, "Communicate with the school district's designated civil rights compliance coordinator. If a written report of harassment, intimidation, or bullying indicates a potential violation of the district's nondiscrimination policy [Policy 3210], or if during the course of an investigation, the district becomes aware of a potential violation of the district's nondiscrimination policy, the compliance officer must promptly notify the district's civil rights compliance coordinator. At that time, the compliance officers must promptly notify the complainant that their complaint will proceed under both this policy / procedure and the nondiscrimination policy / procedure. The investigation and response timeline for the nondiscrimination procedure begin when the school district knows or should have known that a written report or investigation or Harassment, Intimidation, or Bullying involves a potential violation of the district's nondiscrimination policy." **The North Kitsap School District is not in compliance with prohibiting discrimination in its public schools.**

Thank you for taking the time to read, advocate, and listen. There will be an additional folder with additional complaints in the coming days as families continue to come forward with their experiences. The February 7th, 2023 Town Hall participants and the participants of the November 22, 2022 meeting are compiling solutions for the District that work toward resolving the aforementioned issues.

Thank you!  
Danielle

FOLDER ATTACHED: [https://drive.google.com/drive/u/0/folders/1ObMbd\\_Oey-GjtUhjYsxGq5NcCLn9oZgu](https://drive.google.com/drive/u/0/folders/1ObMbd_Oey-GjtUhjYsxGq5NcCLn9oZgu)

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**CAUTION:** This email originated from outside OSPI. Do not click links or open attachments unless you recognize the sender and know the content is safe.

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:22 AM  
**To:** Rachel Davenport  
**Cc:** Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Email #53 - #56 Complaints RE: Non Discrimination/Language Access  
**Attachments:** scan\_l\_2023-02-14-14-10-54.pdf

Dear Ms. Davenport;

Thank you for bearing with us - here are four additional complaints to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) These are in one scanned document, with **four separate complaints - #53, #54, #55, and #56**. At the end of the day, I will create a new folder for these additional complaints and send you the link to that folder. Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Poulsbo Middle School by teachers, administrators and other students.

**(The Document is Attached)**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment at Poulsbo Middle School, and provide access to resources for parents and translation, training for teachers to treat Latino parents equally when communicating with them at school conferences and outside of class. Additionally, I ask Poulsbo Middle School to immediately communicate with Latino parents about the gun violence threat from February 3, 2023, and give access to Latino youth to counseling services.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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I go to Paultsbo middle school. on Friday February 3rd, we had a shooting threat. That was very scary. I wish there was metal detectors to detect all weapons. I wish the school would do something about it. this is not first threat the students safety is first. Thank you for your support



A lot of the times they always believe whites over the hispanics. some thing with African Americans. Once I was called up to the office because I was accused of calling one African American girl The N-word slur. and I almost got in trouble for it.

I made me think on how come when something similar happened to me some did anything I its not right.

I feel as ~~whites~~ whites get away with a lot of things. A friend told me how she had her phone ~~use~~ on her desk not using it and the teacher yelled at her. But then when a white kid was full on using their phone and the teacher saw she told them it was okay ~~into~~ the dining shop. There is so much more that happens or we should put a stop to it because we can't stay quiet forever

one day I sat next to a white girl and she said "I don't want to sit next to this 'beaver' unprovoked. Everyone in the class heard and called her out ~~for~~ for it. We had a sub that day so she wasn't able to do much. A bunch of other students and I went to the office to report it. Later on the principal Joshua Emmons at Poulso Middle School ~~called~~ called me into the office to talk one on one. Once I explained to him what had happened he proceeded to say "That slur is a very old slur" and as well told me not to make it a "big deal" and told me not to cause any more problems practically dismissing ~~me~~ me. I wasn't listened to at all. And from what I know they didn't say anything to the girl at all. This happened last year around November

Peers, including hispanic peers, would call me names, especially because of my height they would call me giraffe. I didn't want to school because I was bullied so much. I was afraid of going to school. Sometimes my Mexican friends treated me the worst.

*Handwritten initials*



A quien corresponda.

les agradezco por toda su ayuda y su apoyo algunas veces pedida ayuda con el maestro de mi hijo. El a veces contesta los mensajes y solo dice que el niño va bien en la escuela que no tiene tareas retrasadas que todo esta bien.

Pero cuando faltan semanas para las conferencias nos manda un mensaje y diciendo que el niño no esta entregando trabajos y cuando llega el niño a casa trae muchas pero muchas hojas de trabajos que no estan terminados. Y cuando las fechas de los trabajos y de cuando se le manda preguntar que como iba. es que desde antes del mensaje no se entregaban los trabajos.

En la conferencia le pregunta que si el niño no esta entregando las tareas asignadas sera por que ocupa ayuda que que podríamos hacer.

El solo dijo si sabe no ocupa ayuda nada mas se ase guaja. esa palabra mala me mensiono varias veces refiriendose a mi hijo como guaja (cabeza guesa) la verdad no supimos que hacer por nuestra cuenta lo pagamos a una persona para que lo ayudara y le ayudo mucho. Pero me gustaria que el maestro nos hubiera ayudado. Vidulandsc@col

Muchas gracias por su ayuda.

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:28 AM  
**To:** Rachel Davenport  
**Cc:** Annie Sayo; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Sarah Albertson; Laurynn Evans; Ed Stern  
**Subject:** [External]Fwd: 1 School Announcement or Opportunity for Your Child

Dear Ms. Davenport.

**Again, this is email complaint #57.**

School communication is not provided in Spanish or other languages in the district representing students of other national origins. There is a phone service in use in other local school districts, and email service, that communicates with families in their language (Russian, Spanish, Mandarin, etc.). I wonder why North Kitsap School District has ended these accessible formats for families across our district - would you speak to these recent changes?

**Below is a recent district email without accessibility.**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Sports, music and extracurricular activities help facilitate belonging. Belonging is often the antidote to school violence, suicidality, and depression.**

Thank you,  
Danielle

Begin forwarded message:

**From:** North Kitsap High School <[school@peachjar.com](mailto:school@peachjar.com)>  
**Date:** February 4, 2023 at 2:16:26 PM PST  
**To:** [luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)  
**Subject:** 1 School Announcement or Opportunity for Your Child



**North Kitsap School District**

## NKHS SPRING SPORTS

### **2023 NORTH KITSAP HIGH SCHOOL SPRING SPORTS**

#### **REGISTRATION OPEN**

**HOW TO REGISTER:**  
**NKHS.NKSCHOOLS.ORG/ATHLETICS**  
*\*\*All students must be a registered NKSD student\*\**

#### **FEATURING**

**Girls Tennis · Boys Soccer · Boys  
and Girls Golf · Baseball · Fastpitch ·  
Boys and Girls Track**

#### **COACH CONTACTS**

**Jeff Weible - Baseball**  
jweible@nkschools.org  
**William "Clay" Blackwood – Fastpitch**  
wblackwood@nkschools.org  
**Jay DeVries - Girls Tennis**  
jdevries@nkschools.org  
**Greg St. Peter – Boys Soccer**  
gstpeter@nkschools.org  
**David Snyder – Boys and Girls Track**  
djsnyder@nkschools.org  
**Dan Weedin- Boys Golf**  
dweedin@nkschools.org  
**Anh Tran– Girls Golf**  
atran@nkschools.org

#### **START DATE**

**FEBRUARY 27<sup>TH</sup>**

#### **PHYSICAL ON FILE**

Valid for two years.

#### **CONCUSSION TESTING**

**Feb 7th & 9th 3:00-4:30**

\*Room 803

**Feb 15th 2:00-3:00**

\*Room 502

**Bring Charged Laptop**

**Test Takes 30-45 min**

**NO Sign Up Required**

#### **ATHLETIC OFFICE**

**Matt Stanford**  
**Athletic Director**  
**360-396-3125**  
mstanford@nkschools.org

**Susanna Leche**  
**Athletic Secretary**  
sleche@nkschools.org



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Peachjar provides all of your child enrichment opportunities in one convenient place.



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Sent with ❤️ from Peachjar  
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Flyers are sent to the email address you provided to your child's school:  
luiscastillejo@gmail.com

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:33 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Fwd: Graduation Requirement - High School and Beyond Plan

Dear Ms. Davenport.

**This is email complaint #58: Graduation Requirements/Announcements**

School communication is not provided in Spanish or other languages in the district representing students of other national origins.

**Below is a recent district email without accessibility.**

(Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), the North Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.)

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Graduating from High School is a necessary and important step towards pursuing higher education. Parents and students need to have access to this information, so they can address what or if something will keep their student from graduating.**

Please keep me informed as to when this email about graduation requirements, and communication with limited English Speaking families has been completed.

Thank you,  
Danielle

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

From: **Luis Castillejo** <[luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)>

Date: Wed, Feb 15, 2023 at 7:17 AM

Subject: Fwd: Graduation Requirement - High School and Beyond Plan

To: <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

Sent from my iPhone

Begin forwarded message:

**From:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

**Date:** January 30, 2023 at 11:45:41 AM PST

**To:** [luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)

**Subject:** Graduation Requirement - High School and Beyond Plan

**Reply-To:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

This email is regarding: LUCA CASTILLEJO.  
-----

Seniors ~

I hope this email finds you well. In the upcoming weeks, I will be returning to your English class to work on the required tasks for your High School and Beyond. Please remember that completion of your High School and Beyond Plan is a graduation requirement.

If you do not have a scheduled English class at North Kitsap High School, please use this link to make an appointment with me, in order to complete your High School and Beyond Plan. If you cannot find a time that works for your schedule, please email me at [HMaass@nkschools.org](mailto:HMaass@nkschools.org).

â€‹You can schedule an appointment on-line:  
<https://heathermaass.youcanbook.me>

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**District:** NORTH KITSAP S. D. #400

**District Web Site:** <http://www.nkschools.org>

**State:** WA

**District Code:** 18400

North Kitsap School District

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:36 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Fwd: OC "What's Next" Transition Tour

Dear Ms. Davenport;

**Email Complaint #59: Access to post High School Education**

School communication is not provided in Spanish or other languages in the district representing students of other national origins.

**Below is a recent district email without accessibility.**

(Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), the North Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.)

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Higher education opportunities and spaces should be given to Latino families, not just English speaking families. Parents and students need to have access to this information, so they can help their student pursue higher education if they would like to..**

Please keep me informed as to when this email about Olympic College in Bremerton, and communication with limited English Speaking families has been completed.

Thank you,  
Danielle

Sent from my iPhone

Begin forwarded message:

**From:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)  
**Date:** January 25, 2023 at 8:45:54 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)  
**Subject:** OC "What's Next" Transition Tour  
**Reply-To:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

This email is regarding: LUCA CASTILLEJO.  
-----

Students will visit Olympic College in Bremerton for a campus tour, an employer forum and two presentations by Olympic College Professional-Technical faculty. Some presentations have not yet been confirmed, but we'll do our best to accommodate your top choices. On the Google Form posted in your Class of 2023 Google Classroom, **please prioritize your top FIVE program choices after completing the information below and clicking NEXT.**

**DETAILS:**

- Students will meet in the Future Readiness Center at 7:50AM on 3/7/23.
- Students will depart from North Kitsap High School at 8:00 AM.
- Students will return to North Kitsap High School by 2:30 PM.
- Students should bring their own lunch or bring money to buy lunch at Olympic College.

**SPACE IS LIMITED and seniors will be given priority. A completed permission slip is required to reserve your space. Spaces will be filled in the order completed permission slips are received.**

Permission slips will be available in the Future Readiness Center on February 7th.

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**District:** NORTH KITSAP S. D. #400  
**District Web Site:** <http://www.nkschools.org>  
**State:** WA  
**District Code:** 18400

North Kitsap School District

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:52 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #60 & #61 Complaints RE: Non Discrimination - Language Access  
**Attachments:** scan\_2storiessolutionsl\_2023-02-14-14-11-20.pdf

Dear Ms. Davenport;

Here are **2 (two) additional email complaints (#60 and #61)** to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) This is a scanned document, Please follow 3210/3210P for investigation procedures.

**(The Document is Attached)**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to this parent, explaining the strategic plan in accessible format for addressing racism, discrimination, and provide access to resources for parents and translation, as well as communicate with Poulsbo Middle School Latino families about the recent gun violence threat.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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You might ask the district for a 2, 3 or 5 year plan to meet the needs of the students and parents. If you do this you will want to speak to working with the district to prioritize action items. You might also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.

mi nombre es 

mi Sugerencia es que quisiera  
mas Seguridad en las escuelas  
por favor dedector de metal  
en las puertas para que nvestros  
hijos esten Seguros

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:30 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #62 - Town Hall February 7, 2023, Public Statement - Discrimination, Racial Profiling by Teacher

Dear Ms. Davenport;

**Email Complaint #62: Discrimination, Racial Profiling (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #62 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

██████████ spoke. She went to Wolfle Elementary and Kingston high school, and now goes to North Kitsap High. When she started school, she didn't know English, and school has always been hard for her because she didn't always know the English word and was embarrassed. When she went to Kingston HS, there was a lot of racism, and a teacher called her "puerca" (pig) and "Marrana" (a pig that wallows in its waste). It was very hard for her and she started a protest because she didn't feel heard. When she reported this incident, her teacher said that she was lying. She asked, "What could she do as a 17-year-old?" She was told to stay far away from that teacher. A teacher kicked her out of her classroom, saying that she needed help with a classroom project, for which this teacher wasn't even her teacher. She thus changed schools."

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment at Kingston High School, and provide access to resources for parents and translation, training for teachers to treat Latino parents equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222



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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**CAUTION:** This email originated from outside OSPI. Do not click links or open attachments unless you recognize the sender and know the content is safe.

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:35 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #63 - Town Hall February 7, 2023, Public Statement - Discrimination, ELL Access

Dear Ms. Davenport;

**Email Complaint #63: Discrimination, ELL Access (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #63 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

Person who wanted to remain anonymous, shared in writing some things witnessed. “The district has withheld providing interpreters for families, has not provided information in their native language. Parents take their older children out of school to interpret at parent teacher conferences. While the district has interpreters in the district, they don’t make them available, because they don’t want to pay them. Interpreters are not provided for parent teacher conferences. The teachers need to use the phone to have interpretation.”

“Instruction in English is only provided in the schools for 10 or 15 minutes 1 or 2 times a week, which is not sufficient for the students to learn English. There is no plan for intervention. The material being used is not best practice for the students learning English. Many times the students are working on the same material as the teachers are teaching in the classroom, without allowance for help for understanding the language. The strategies that the students need to have to exit the program are not being taught, and for this reason they are not able to do well on the exam. The students are not getting the support that they are supposed to get. I wrote this letter so others will know what is happening in the district. “

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment in the District, and provide access to resources for parents and translation, training for teachers to**

**treat Latino parents equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:41 AM  
**To:** Rachel Davenport; Laurynn Evans  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #64 - Town Hall February 7, 2023, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #64: Discrimination, (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #64 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

██████████ went to Vinland, Poulsbo Middle School, and now is at North Kitsap High School. She has experienced racism in each school. Last year, when she was in Yakima as a cheerleader for the State Basketball, when the cheerleaders were listening to a song that said the N word, but did not say the N word, her cheer coach decided to say the N word anyway. ██████████ went to the school staff, who didn't listen to her, but instead suspended her for two months. The school did not respond to the complaint until her mother threatened to report it to the newspaper. While they eventually responded, they should not have had to threaten to take it to the newspaper. As people of color, ██████████ said we need to start speaking up, so that the school will start listening to not only the parents, but also to the youth.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment in the District, and treat students of color equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 1:50 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #65 - Town Hall February 7, 2023, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #65: Discrimination, (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #65 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Poulsbo Middle School by teachers, administrators and other students.

**STATEMENT:**

Middle school student reported that he had sat next to a girl, who said that she didn't want to sit next to a "Beaner," He reported it to the office staff. Joshua Emmons, the principal called him into his office and said that is an old slur, and not to cause any more problems. The girl who said this slur never was talked to. This happened last year in November.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to immediately address the environment in Poulsbo Middle School, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 7:55 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #66 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #66: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #66 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

██████████ a Latinx community member whose children had gone previously to NKSD, said that someone should tell the teachers at a teacher meeting that they should treat the Hispanic children fairly, and that none of the children should be discriminated against. The teachers need to be educated, so that they don't use stereotypes when they make comments. They should respect all races. It doesn't matter the color of the skin, they all have the same rights, the teachers get paid the same amount for each student they teach. They need to respect their students and that disrespect impacts students' self-esteem.

- When ██████████ had reached out to Kingston High School, there was no response. Her daughter changed to Bainbridge Island School District. She did not want her children to grow up in the bully atmosphere.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to immediately address the environment in Kingston High School, and train**



teachers, administrators and staff on the importance of NOT using racial and ethnicity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

[REDACTED] a Latinx community member whose children had gone previously to NKSD, said that someone should tell the teachers at a teacher meeting that they should treat the Hispanic children fairly, and that none of the children should be discriminated against. The teachers need to be educated, so that they don't use stereotypes when they make comments. They should respect all races. It doesn't matter the color of the skin, they all have the same rights, the teachers get paid the same amount for each student they teach. They need to respect their students and that disrespect impacts students' self-esteem.

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 7:57 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #67 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #67: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #67 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

One parent taught her daughter to defend herself, teaching her to respond with sarcasm at racist comments, and that she would bully her own daughter if she complained again without having stood up for herself. The teachers then accused her daughter of being an angry student instead of seeing someone who learned to stand up for herself. She said students should not be discriminated against. A community member said that teachers should look inside themselves and should change their attitude. It isn't just that they shouldn't say anything racist, but they should accept each child as someone of value.

--

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 8:00 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #68 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #68: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #68 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at North Kitsap High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

A graduate of NKSD said that she never was exposed to anything in her school career about her culture. The school said in NK-Cares that everyone is the same. She said that it is important to acknowledge that there are differences and to cherish these, that differences are good. No one is encouraged at NKSD to identify with their culture. She lost a lot of her Spanish-speaking skills and her culture while going to NKSD. At the university where she goes to there is an Ethnic Center. She didn't have to adapt there and act like she was a white person. If she had been able to go to an Ethnic Center like this, she would have found support. She had no support from the teachers. The only reason she continued to attend school in North Kitsap was because her counselor supported her. The Ethnic Center would support all the students who came from a different ethnic group and lift them up.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I

am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 8:02 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #69 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #69: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #69 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at North Kitsap High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

Students pretend to be white in the schools in order to fit in and not be discriminated against. They are not taught not to be proud of their culture, but instead to be ashamed of it. This causes division in the families.

-Student graduates shared, two graduates - there has been no response.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:02 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #70 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #70: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #70 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of access to critical information at North Kitsap Schools.

**STATEMENT: November 22, 2022 and February 7, 2023**

The use of Skyward doesn't work for parents because the instructions are in English. This parent sends emails to the school, does not get responses, and is told to use Skyward.

- This parent reports there have been no responses to their requests since November 2022.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).



I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:05 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #71 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #71: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #71 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of diversity training at North Kitsap Schools. Additionally, there is an environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

The ASB program is not good - inclusive-(students are elected to be part of this but some are not told about it) – one student had been in it for years and was the only student of color there. Whenever she had an idea, the others did not listen to her. When, however, some white student gave the same idea, the teacher and other students said it was a good idea. When this girl asked to do something, she was always told, “no, we have it covered.” The only time she was allowed to do something was during her last year in high school when they needed a landscaper. Then, they asked her to find one because they figured she would know all the landscapers. There is no representation there for the students of color, and the body of students of color believe this program is only for white students. Many students of color were never given the opportunity to apply to this program.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:09 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #72 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #72: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that Latino students are given equal opportunity in sports programs - and all students regardless of race or national origin.**

Complaint #72 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of equal access to try out for extra curricular sports and other programs at North Kitsap Schools. Additionally, there is an environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

The Latinx students also are not given opportunities to try out for sport teams in high school. One parent said that when his son went to the high school after being on a basketball team, he was told that there was no room to apply in that sport. When he then said that he wanted to be on the football team, he was also told there was no room for someone like him but that he could be on the soccer team.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff and give access to sports activities regardless of race or gender or national origin.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:14 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #73 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #73: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that Latino students are given the opportunity to identify their own ethnicity, national origin and language immediately.**

Complaint #73 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

Parents indicated that they have seen some NKSD surveys that say that their race is Mexican, or Chicano. That is not a race. The school system is making assumptions as to the race and language of students because of their last names.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:18 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #74 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #74: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that the Superintendent (Dr. Evans) allow appropriate staff to respond to complaints, as mandated by law, and not restrict information that will help the Latino community move forward in education and resolving issues.**

Complaint #74 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On Thursday, October 6th, at 10 a.m. there was a planned meeting with the Superintendent, Dr. Lauryn Evans, which she did not attend at the last minute. During the meeting, one of the administrators shared her screen via zoom, and on the screen was an email from Dr. Lauryn Evans stating that, “No one copied on the email should respond to Danielle’s email.” They quickly removed this email. We held the meeting without her. The witnesses to the meeting are: [Dr. Eliza Cortez Bast](#), [Chastity Malatesta](#) (of Bainbridge Black), [Rev. Dr. Susie Biel](#) (also leader in KITSAP ERACE COALITION), Community Advocate [Deanna Gemmer](#).

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).



I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff and hold the Superintendent accountable for restricting the response of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:26 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #75 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #74: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that the North Kitsap Schools answer communications with Latino community members and respond within the law and policy guidelines set by the community. We also ask that the North Kitsap Schools not discriminate based on national origin, ethnicity or race. We ask that the North Kitsap School District adhere to the following federal laws:**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #75 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On October 6, 2022 - Luis Castillejo shared that on many prior instances, detailed in the meeting with the school district, that he was not able to access information on behalf of his children. Luis shared that he is a very brown, Mexican man, with an accent, but speaks fluent English. He reported that at Poulsbo Middle School, he was not able to advocate on behalf of his children, but was given multiple different answers, multiple different times. Luis Castillejo also reported that it wasn't until his light skinned wife, Danielle, sent emails and asked, that a response was given.

There was no follow up to Luis Castillejo's report of discrimination and racism at Poulsbo Middle School following this meeting.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff in their responses of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 20, 2023 7:00 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #76 - Statement from Community Member  
w/Contact Information

Dear Ms. Davenport;

**Here is email #76:**

Just a short note that I hope will be useful to you and your organization. The 23rd Legislative District Democrats of Washington State are working toward a future where we live up to our platform - a portion I have quoted below,

We believe that human rights apply to all persons, regardless of ethnicity, gender, LGBTQ+ status, gender identity, religion, political beliefs, and citizenship status. We believe that diversity is our strength, and equity and inclusion are a must, with equal access to opportunity in all areas of our community.

I understand that there was an important community gathering on February 7 at ChocMo regarding the concerns of the Latino/a/x community and the NKSD. Specifically, incidents of bullying and inadequate communication with the Hispanic/Latinx students and their families are longstanding and of great concern.

The 23rd Legislative District Democrats Diversity Equity and Inclusion (DEI) Committee's mission is to "come alongside people and organizations of diversity, taking actions to support real equity and inclusion." Currently, I am an Executive Board member with the 23rd Legislative District Democrats representing the area encompassed by the North Kitsap School District, and co-chair of the Diversity Equity and Inclusion Committee. We are very interested in learning more about your concerns.

Personally, as a former educator in the NKSD and parent of a former Wolfle Elementary, Kingston Junior High, and Kingston High School graduate, I want the NKSD to be a great school district. I am disappointed that this level of distress in the Latino/a/x/Hispanic community has not been adequately addressed. Please include me in your future communications regarding these matters.

You are welcome to contact me directly with any questions regarding.

Sincerely,  
Ginny Bell

Executive Board Member  
23rd Legislative District Democrats  
Diversity Equity and Inclusion (DEI) Committee Co-chair  
[WeedThenMulch@Gmail.com](mailto:WeedThenMulch@Gmail.com)  
360-265-6498

Ginny Bell  
Mobile Phone 360-265-6498

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 21, 2023 2:56 PM  
**To:** Rachel Davenport  
**Cc:** Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Email #77: Parent Complaint of Racial Bullying at Vinland Elementary

Dear Ms. Davenport;

**Email Complaint #77: Racial Bullying at Recess at Vinland Elementary School 2021-2023**

Complaint #76 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On February 21, 2023 - Anonymous Mother (undocumented) submits the following statement on behalf of her daughter at Vinland Elementary School from 2021-2023 (currently). At recess, her daughter is the target of two white elementary girls, who follow her and call her "Ugly Mexican" and sometimes pull her hair. This mother is willing to come forward with her name if there is a statement about protection for undocumented immigrants and the protection of her identity. She lives in Poulsbo, Washington.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff in their responses of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 7:57 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #78: Teacher Statement on EL Program - Lack of  
Access for Students

Dear Ms. Davenport.

**Email Complaint #78: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Teacher Statement on English Language Learner Access for students (current in class):**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint #78 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Teacher with over 20 years experience**

I have 2 EL kids in my classroom. They are being pulled out for EL services for sometimes 30 minutes, once per week -- Often they are pushed in and they sit with her doing the same thing we are doing in class. They are not receiving the EL support they need. There is no program or curriculum, and I am not trained to deliver EL services. I don't see any evidence of a program at this point.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:01 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #79: Teacher (#2) Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #79: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Teacher Statement (#2) on English Language Learner Access for students (current in class):**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #79 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Teacher (#2) with over 20 years experience**

I have 4 kids that are on the (EL) list that I asked for. Only 1 of my students is being served and on a good week she gets pulled out 2 times a week. The others are not being served. She is pulled out for about 20 minutes and they work on a 4th dose of SIPPS and phonics. She is not working on something she doesn't understand. I don't feel she is being served well because it's not consistent and the EL teacher is not in the building for availability.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, and engage the solutions presented.

Thank you!  
 Danielle S. Castillejo  
 she/her  
 (360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:06 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #80: Parent Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #80: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent Statement on English Language Learner Access for child:**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #80 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement**

I have "muy poquito." knowledge of the EL program, very little. La verdad no se who provides support. No tengo idea. Pues para empezar me gustaría saber más del programa y ver que es lo que les están enseñando para ver si yo puedo ayudar a mis hijos en casa. También me gustaría tener comunicación con alguien que hable mi idioma y me pueda entender. Después de este cuestionario me doy cuenta que tengo mucho que aprender sobre la educación de mis hijos.

Well, to begin with, I would like to know more about the program and see what they are teaching them to see if I can help my children at home. I would also like to have communication with someone who speaks my language and can understand me. After this questionnaire I realize that I have a lot to learn about my children's education.

"Información en español estaría muy bien. A veces me pierdo de fechas importantes y eventos especiales porque no me mandan las notas en español igual con las llamadas. También un intérprete en persona para las conferencias no alguien por teléfono que no hable bien el español."

"Information in Spanish would be very good. Sometimes I miss important dates and special events because they don't send me the notes in Spanish same with the calls. Also, an interpreter in person for conferences not someone on the phone that doesn't speak good Spanish."

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:10 AM  
**To:** Rachel Davenport  
**Cc:** Lauryynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #81: Parent Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #81: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent (#2) Statement on English Language Learner Access for child:**  
[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint #81 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement (#2)**

I know EL. I know it's an extra support for children leaning English as their second language. My son has mentioned to me, and it sounds like it's about 2 days a week for about 30 minutes.

I'm don't think they follow a curriculum because its random things my son tells me they worked on. For example, he tells me that they read a book of his choice out in the hall by the bathroom. He doesn't like it because he gets easily distracted by kids that are walking by to use the bathroom. It sounds like there is no assigned classroom or adequate area for them to work at. Sometimes she supports him in the classroom and assist with what everyone else is working on.

There is something I would like to add about the EL TOSA that serves my child. My son told me that a male teacher was serving him with EL support. I thought maybe they had hired a new EL person and didn't think much of it. Later I ran into the EL TOSA, and she commented that her nephew was visiting, and he was volunteering at the school. Her exact words were "I have instructed my nephew on what to work on with EL kids so they can get served by him." She then explained how she would be busy testing and he would help out. That really threw me off because if he is a volunteer he should not be used to serve and do the job for someone that has the title of an EL TOSA. For a couple of weeks maybe more he was being served by this gentleman that was a volunteer and maybe not even qualified to work with EL kids.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:13 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #82: Parent Statement on EL Program - Vinland Elementary - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #82: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent (#3) Statement on English Language Learner Access for child:**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #82 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement (#3)**

I was told that because my kids were in the dual language program they did not qualify for EL services. I was told teachers in the program were trained to provide that service and because they spoke both languages there was nothing to worry about. Last week my kids came home mentioning that the 5th grade teacher had been gone. Later while speaking to other parents, I found out that he would not be back for the rest of the school year. The teacher that is taking his position is not bilingual. I also see and hear of how busy the EL teachers are with loads of kids to serve. My question is, "do EL kids on that classroom now qualify for services and how are they going to be served?"

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.



Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:19 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #83: Parent - Volunteer - Statement on EL Program - Suggestions - Lack of Access for Students

Dear Ms. Davenport.

**Email #83:** English Language Learners/Access, Follow up on Town Hall, February 7, 2023  
(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement

**Parent - Volunteer (#4) Statement on English Language Learner Access for child:**

Title VI of the Civil Rights Act of 1964(link is external) (34 C.F.R. Part 100)

Title IV of the Civil Rights Act of 1964(link is external) (42 U.S.C. §2000c, et seq.)

Executive Order 13166

**Email #83** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent - Volunteer - Statement (#4)**

Some of the things I believe could improve.

Having better communication with families in their native language.

Having an EL para at every school to provide services to students on a regular basis as part of their day. The district took that away a couple years ago and the services have not been consistent or successful.

Students would also benefit from a curriculum like the one that was being used when every school had an EL para. The curriculum worked well, and kids were exiting the program due to the increase in vocabulary and understanding of the English language.

A designated classroom would be ideal. Many EL kids use resources around them and for that reason they are always aware of what is going on around them. Working in the hall creates lots of distractions and is not a very healthy learning environment.

You are seen as being "different" or being left out because communication is a problem. I understand the frustration of the families not speaking the language and not receiving support in their native language.

I hope for the best outcome for these kids and families.

It's time they receive what they are entitled, deserve and need.

It's time for Equity.

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I have cc'd community members working with families that need access to important district

communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 28, 2023 8:26 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #84: Parent/s Report - Free and Reduced Lunch Program - Billing Not Translated/Students at Risk for Not Graduating

Dear Ms. Davenport;

**Email #84:** English Language Learners/Access, Follow up on Town Hall, February 7, 2023  
(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Free and Reduced Lunch Program - Billing not translated, applications unclear, and students at risk for not graduating

**Email #84** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement - Lunch Program (Free and Reduced)**

Family at Pearson elementary: Can Provide Name - Family feels unsafe

The family qualified for free and reduced lunch for a year, the following year they did not apply because they did not know that their application expired. They were sent renewal reminders in English only. They did not reapply, four months later they were sent a bill for hundreds of dollars. They did not understand and their children continued to eat breakfast and lunch at school. Their balance continued to grow and now all the kids have such a huge balance that the parents cannot afford to pay it off. The biggest problem is that the kids will not be able to graduate/receive their diploma if they don't pay all their fines.

(A couple problems here: The family did not receive the communication in their language. This is not the only family this happened to, it's just one of the families our group has become aware of.)

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the Free and Reduced Lunch program in North Kitsap Schools, and utilize the translation resources we currently have, and communicate with parents on how they can rectify their lunch balances. *I have heard that there was a community organization to help pay the school lunch balances. Where is this application with the community support at?***

**We ask the district to immediately communicate to all families in the top 3 language groups at North Kitsap Schools (in translated communication), the school lunch balances, and present solutions. If you need help with solutions for current lunch/breakfast balances, the Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, March 2, 2023 8:05 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #85: Student/s Report at North Kitsap High School, week of February 28, 2023 - Teacher Discrimination

Dear Ms. Davenport;

**Email #85:** North Kitsap High School, week of February 28 2023 - English Teacher told a Mexican student about his showing her his career choice, "So you aren't going to be a drug dealer."

**Email #85** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers.

**STATEMENT: Student/s English North Kitsap High School**

English Teacher told a Mexican student about his showing her his career choice, "So you aren't going to be a drug dealer." This was heard and reported by multiple students.

Ms. Pippin's class.

(The problem is persistent and pervasive - this is AFTER a town hall, media attention, and filing multiple reports with the district. This is not one single teacher or administrator - this is clearly a systemic issue.)

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions, and will send an additional solution to address the balances of many students and families from the Lunch program. The Latino Parent group is willing to meet. The African American parent group is willing to meet. And, many others. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:03 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #86: Student/s Report at North Kitsap High  
School, week of March 13, 2023 - Career Counseling  
Discrimination

Dear Ms. Davenport.

**Email #86:** , week of March 13 2023 - Received from a North Kitsap High School teacher that wants to remain anonymous: re: access to equal support for college education opportunities.

Counselors don't support Latino students in applying to college, and even discourage students from applying to ranked universities, despite these students' academic achievement and ability. Students ask for and do not receive scholarship application support. Students are also the ones advocating for Spanish Fafsa nights, which should be automatically offered. When they are offered, they are far later than the English language nights, meaning there are less scholarships available.

**Email #86** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers. Also please investigate equal access for students' support.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:06 PM  
**To:** Rachel Davenport; Laurynn Evans; Breane Martinez; Mike  
Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner;  
Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed  
Stern; Dionne Deschenne  
**Subject:** [External]Email #87: Teach report, NKSD, week of March 13, 2023  
- English Language Discrimination

Dear Ms. Davenport.

**Email #87:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Students were kept in the newcomer class years after they had graduated from this program. One student last year remained in that class even though they are fluent in conversational English and approaching grade level in English reading. They used that class as a study hall every day for a year.

**Email #87** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers. Also please investigate equal access for students' support.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:12 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #88: Teach report, NKSD, week of March 13, 2023  
- Cultural Appropriation

Dear Ms. Davenport.

**Email #88:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Last year, displays were put up in the high school celebrating El Dia de Los Tres Reyes Magos and El Dia de Los Muertos, holidays of significant cultural and religious significance. There was no information with the displays to help students understand the meaning of these holidays, and not all Latinos celebrate them. It was more of a culture appropriation display than a celebration without context.

**Email #88** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:15 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #89: Teach report and Student collaborations,  
NKSD, week of March 13, 2023 - Racism and Cultural Lack of  
Awareness

Dear Ms. Davenport.

**Email #89:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

In Spanish class, students are asked to pick "Spanish names," which is retraumatizing for many students who have anglicized their names so their teachers can pronounce them, or, if they don't have a name on the list of Spanish names, makes students feel like they aren't "Latin enough." It also leads to the ridicule of traditional and familial names.

**Second part to Email #89:**

Students with disabilities in the Latino community are further labeled as "difficult" or "weird." One young lady, who is known for advocating for herself, requesting, for example, to sit closer to the board, was labeled "the angry Latina" by teachers and administrators.

**Email #89** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:17 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #90: Teacher report and Student collaborations,  
NKSD, week of March 13, 2023 - Racism and Cultural Lack of  
Awareness

Dear Ms. Davenport.

**Email #90:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Language learners were called "annoying" and "difficult" by teachers who have never taught them-- they were simply called that because teachers had heard their interests or needs differed from the majority. For example, one student who loves boxing, as it's a popular sport in his home country, was called angry and violent by a teacher who had never met him.

**Email #90** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

--

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, March 15, 2023 12:51 PM  
**To:** Laurynn Evans; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Cc:** Rachel Davenport; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt  
**Subject:** [External]Re: Email #90: Teacher report and Student collaborations, NKSD, week of March 13, 2023 - Racism and Cultural Lack of Awareness  
**Attachments:** SOLUTIONS LETTER.pdf

Dear Dr. Evans.

Thank you for your email and more detailed explanations and requests. I will reach out to these folks and ask if they feel safe enough to give their names and add specificity to their complaints as you requested.

Sadly, since before our November 22, 2022 meeting (documented notes and news articles previously sent), Latino parents have directly communicated their concerns to teachers, principals, school counselors, school transportation personnel, and at other times the district. During these attempts to communicate with aforementioned employees, many reported (I can send those details in a separate set of emails if need be) no response, being dismissed, proposed solutions without implementation, and fear for their student's academic and emotional safety in the classroom with teachers when their concerns were dismissed.

Please reinstate the Education Equity Council with representation from all of our communities of Color. (I will attach our solutions letter.)

It is of critical importance that NKSD's immediate response to the NK Latino Parent Group, in light of ongoing racism against its Latino students, is swift, and proactive - such as the collaborative solutions our group proposes. Awaiting the investigator's conclusions after examining individual complaints does not relieve the District of this responsibility.

Community trust is of utmost concern for all public servants, separate and apart from the underlying facts giving rise to these violations of our civil rights.

Equitable solutions to issues of belonging, racism, and discrimination are not only trust building for Latino communities, but for other communities of Color and for European-American communities.

We look forward to your response to the proposed solutions.

Thank you,  
Danielle

On Wed, Mar 15, 2023 at 11:34 AM Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)> wrote:

Greetings,

We are acknowledging receipt of additional emails from you dated March 13, 2023. We noticed that at the close of these emails (86-90), you added some comments in bold. As mentioned previously, the district has retained counsel and an investigator to look into the concerns presented in the 90 emails that have been sent to us. During the investigation, we are not able to discuss the concerns surfaced, resolution of those concerns, or possible solutions based on those concerns.

We are committed to following up on all concerns via the appropriate path. It is difficult to ascertain if the incidents referenced in your most recent emails are currently taking place or if you were made aware of the concerns referenced just this past week. If these new emails represent historical issues of which you are now aware, they will be included in the general investigation that is already going to take place in reference to your prior emails. If the additional emails you have sent on March 13, 2023 reference new issues that are happening currently in NKSD, it is imperative that we receive a direct, specific, and detailed report from the person who has the concern or the victim of alleged discriminatory acts. A timely, first-hand report best helps us address issues in real-time. We are committed to providing a safe space for people to share such concerns. We have translators available and ready. Please encourage staff, students, or families to contact us directly so that we might respond to any and all new concerns emerging.

Regards,

Dr. Laurynn Evans

Superintendent

North Kitsap School District

On Mon, Mar 13, 2023 at 4:17 PM Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com)  
<[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)> wrote:

Dear Ms. Davenport.

**Email #90:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Language learners were called "annoying" and "difficult" by teachers who have never taught them-- they were simply called that because teachers had heard their interests or needs differed from the majority. For example, one student who loves boxing, as it's a popular sport in his home country, was called angry and violent by a teacher who had never met him.

**Email #90** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

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**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

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Danielle S. Castillejo

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# Kitsap Latino Community

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Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY  
Kitsap Latino Community

February 22, 2023

Dear Ms. Davenport and North Kitsap School Board,

First, I want to express our gratitude that you have acknowledged the receipt of our 77 emails, and that you are taking the time to investigate the allegations of discrimination against a protected class. We are so grateful to know that we are not alone. We invite the North Kitsap School Board to urgently consider practical solutions with the Latino Community. The North Kitsap Latino community offers the school district, community based, practical solutions to form a partnership. A partnership we recognize is built with other communities of color, including immigrants of other national origins, African American students, AAPI students, and Indigenous students.

We are in the process that the educational system prescribes (OSPI) to use our voices to communicate our concerns with the North Kitsap School District. Our request would be that you would meet with the Latino Parent Group, implement these solutions as soon as possible, and work with us on a timeline.

We are asking the North Kitsap School District for two things (generally):

1. Equal Access to Education for English Language Learners
2. Pursuit of a Culture of Belonging - educating and providing learning for teachers on nondiscrimination

**Here are the practical ways to achieve these goals in partnership with our Community:**

**1. Equity Concern Form**

Equity Concern form: English Sample

Equity Concern form: Spanish Sample

This form could be public facing for staff, students, parents and community members. It should be submitted to the equity facilitator, and have an administrator monitor submissions. Names are redacted before bringing it to the equity council, council and admin use a set protocol and equity lens tool to work towards investigation/resolution. If this is an HR or union concern, the submission will be forwarded to those departments.

(This form also notifies all im/migrants in North Kitsap School District that this school district is a welcoming district. Therefore, submission of this form is an inclusive and protected process. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.)

*\*(see solution 7 for Education Equity Council)*

**2. Translation and Interpreting: Critical communication (critical needs to be defined) will be translated in the top three languages**

Critical communication (critical needs to be defined collectively with Ethnic Communities) will be translated in the top three languages other than English. Interpreters will be made available for parents to communicate with administrators and/or educators. Google form/other digital devices will not be used to schedule services as this is a barrier for some families. Furthermore, based on data collected annually by the district, the district will translate the top three languages by year.

**3. EL Language Acquisition Student Supports, Curriculum**

- EL students will receive language support on a regular basis, at least 4 days a week for a minimum of 20 minutes a day.
- EL students will be placed in classrooms with teachers that are trained in best practice such as EL endorsed, SIOP and/or GLAD trained.
- Staff will be monitored to ensure strategies are used during instruction, accountability that strategies are used.
- Administrators will monitor and evaluate staff.
- The district will ensure that all students have access to core content, this means that research based practices are being used during instruction to ensure full core content access (access means that kids understand what is being taught).
- EL staff will use language acquisition curriculum that support all four domains; speaking, listening, reading and writing skills.

**4. Professional development for all administrators, teachers, paraprofessionals and any staff that come in contact with students and families.**

Professional development on the following topics should be attended by those listed. It should be mandated and facilitated by administrators and/or someone with the educational background and experience in racial justice/equity work:

**PD on the following but not limited to:**

- difference between equality and equity
- Impact of racial trauma
- Understanding student needs and how to support them
- Staff will be paid to attend.

**5. Ethnic/Race Community Liaisons: NKSD needs a community liaison to provide direct support to families.** We know that the Suquamish and Port Gamble S<sup>o</sup>Klallam Tribes have a liaison, and we need a liaison for the following communities to provide advocacy, communicate community needs, create safety and belonging, and address

depression, anxiety, and mental health: African American, AAPI, Latino/a/x, and the Indigenous liaisons.

6. **The Latino community would like to see the 2, 3 and 5 year plan that is currently in place to meet the needs of both students of color and their parents.** If you do not have a current plan, we would ask that the Community Liaisons speak with families, and in collaboration with the District, prioritize action items to create a 2, 3 and 5 year plan. We also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.
7. **Education Equity Council: Reinstate the Equity Council, including the 4-6 community liaisons from the district.** The equity council will review the “Equity Concern Forms” from solution #1, that are presented to the council. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.

These solutions are important to the leaders in our school district, because belonging, education, access to learning, the need to fight poverty, homelessness, drug addiction and gun violence are essential. Lack of stable housing, mental health care concerns, and poverty are areas that are historically and currently (also) linked to racism, racial trauma and systems of oppression. We are advocating for our school district to be proactive. When the Kitsap County Health Department declared racism a public health crisis, the county recognized this need.

Although not all of the school shootings are connected to race, they are connected to a sense of loneliness, lack of belonging - isolation. I know I speak on behalf of the Latino community and many others when I express an urgent desire to address the roots of school gun violence, depression, and youth mental health, rather than wake up to the phone call that tells me my children are in a school lockdown. Our students are leading the way for us, asking our generation to provide safety, learning opportunities, and model something different. Let us follow their lead and work together.

Sincerely,

Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY - Danielle S. Rueb - Castillejo  
Kitsap Latino Community

**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, June 2, 2023 11:42 AM  
**To:** Duncan K. Fobes  
**Cc:** Emily L. Nguyen; Greg Jackson; Mallory Sullivan; Sarah Albertson; Evans, Laurynn; Davenport, Rachel; Richard Eckert; Mike Desmond; Schoolboard@nkschools.org; Nancy Moffatt; Breane Martinez; Barbara Waggoner; Brenda Calderon; Giovanna Larios; Angela Perez Munoz  
**Subject:** Re: NKSD INVESTGATION

Dear Mr. Fobes and School Board of NKSD.

Thank you for your email. I would like to appeal to the Board of Directors, who I will copy on this email for a response regarding the Nazi Student incident and lack of transparency and safety of our Latino/a/x students in the North Kitsap School District, according to policy 3210p.

Here is the policy referenced:

"Level Two – Appeal to the Board of Directors

If a complainant disagrees with the superintendent's or designee's written decision, the complainant may appeal the decision to the district board of directors by filing a written notice of appeal with the secretary of the board within ten (10) calendar days following the date upon which the complainant received the response.

The board shall schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause. Both parties shall be allowed to present such witnesses and testimony as the board deems relevant and material. Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision. The decision of the board will be provided in a language the complainant can understand, which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act. The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction."

We, as a Latino/a/x community did not have adequate warning, nor communication, nor response to our requests for information. We did not receive transparent, and timely information to be involved in keeping our students safe. We were not afforded a time to communicate with the school district about the threat directly to our students. Our emails inviting conversation were not responded to with offers to talk about a more inclusive, and non violent - restorative justice lens to racial death threats.

We ask the NKSD school board to review this appeal.

Thank you!

Danielle, Luis, Angela, and Giovanna

On Fri, Jun 2, 2023 at 11:09 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,



Thank you very much for your email of June 1. I still need to know if you are available for a meeting with Mr. Jackson for at least two hours on June 6 or 7?

We do encourage you to submit any additional information regarding your complaints directly to Mr. Jackson. As to the incident of April 11, 2023, that matter was taken by the school district very seriously. Police were contacted, they completed a thorough investigation and a referral was made by police to the prosecutor. On the District side, the threat assessment process was completed and administrative action taken. So that matter is now closed and will not be included in the District's current investigation.

I reviewed your complaints for those that may relate to your family. I looked for references to students with the name "Castillejo". This returned the following complaints (per the OSPI table):

24,25,26,58,59 and 74.

I hope this information has been helpful to you.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

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Portland, OR 97204

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**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Thursday, June 1, 2023 2:51 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>  
**Subject:** Re: NKSD INVESTGATION

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Hi, Mr. Fobes.

Thank you for your email. I have cc'd both Ms. Albertson and Ms. Sullivan on this email because it contains an update of a timeline for the investigation, per their request for compliance.

Also, I met with Mr. Jackson on May 5th, 2023, for one hour and twenty minutes. During that meeting, I submitted an additional complaint to Mr. Jackson regarding the handling of a death threat targeting Latino/a/x students, African American students, using Nazi dress, which also affects our Jewish community here in North Kitsap School District. I believe it has been close to 27 days since our meeting.

Would you be able to provide an update as to that complaint? Attached are the police report/s for the incident, as NKSD has yet to provide records regarding (with redactions) of how it handles racist death threats.

Thank you,

Danielle S. Castillejo

On Thu, Jun 1, 2023 at 10:36 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I am back in the country from vacation and wanted to update you. First, Mr. Jackson is still in trial, probably through the middle of next week. Although his schedule depends on the Court, he asked me to get a tentative date for your next meeting. He proposed June 7 or June 8 for at least a two hour meeting. Please let me know if that works for your schedule.

Second, I received a letter from OSPI which attached a matrix which numbers the unique complaints submitted. I propose to adopt OSPI's numbering system, as that will help communication between us and OSPI.

Finally, before I left, you asked me to provide you with those email complaints that relate to members of your family. I am working on that and will have that to you by Monday.

Thank you for your cooperation and please feel free to contact me with any questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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DIRECT 206.462.6704 | TOLL FREE 800.722.3815

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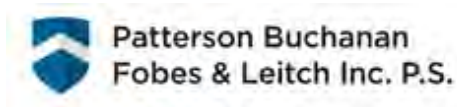
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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, June 2, 2023 11:46 AM  
**To:** Duncan K. Fobes  
**Cc:** Emily L. Nguyen; Greg Jackson; Mallory Sullivan; Sarah Albertson; Evans, Laurynn; Davenport, Rachel; Thomas Ahearne; robin hunt  
**Subject:** Re: NKSD INVESTGATION

Dear Mr. Fobes.

In response to your email and request for a time to meet, I would like written confirmation that Mr. Jackson has read all of the 87 complaints, including the notes from the November 2022 meeting. I would like confirmation that Mr. Jackson has read the prior emails from Luis and myself in 2021 - 2022 with the school district regarding these incidents and the historical information.

Luis and I also request that Mr. Jackson provide a note taker who is able to type, as my time is limited and we want to be more efficient. I will likely bring my husband to these meetings, so there is a fuller picture of what is happening with our family. I request that you contact the members of the district office, and schools who attended the September 2022 meeting with Luis and myself.

Here are some times available for next week:

Monday, June 5th: 10 a.m. PST

Tuesday, June 6th: 6 a.m. - 7 a.m. PST (I work from 7 a.m. - 6 p.m. solid, but will come in an hour early to help with the investigation.)

Wednesday, June 7th: 8 a.m. - 9 a.m. PST, 3 - 4 p.m. PST

Thank you,  
Danielle

On Fri, Jun 2, 2023 at 11:09 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

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We do encourage you to submit any additional information regarding your complaints directly to Mr. Jackson. As to the incident of April 11, 2023, that matter was taken by the school district very seriously. Police were contacted, they completed a thorough investigation and a referral was made by police to the prosecutor. On the District side, the threat assessment process was completed and administrative action taken. So that matter is now closed and will not be included in the District's current investigation.

I reviewed your complaints for those that may relate to your family. I looked for references to students with the name "Castillejo". This returned the following complaints (per the OSPI table):

24,25,26,58,59 and 74.

I hope this information has been helpful to you.

Thank you, Duncan

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**Founding Principal**

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**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Sent:** Thursday, June 1, 2023 2:51 PM

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jseattle.com](mailto:greg@jseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>  
**Subject:** Re: NKSD INVESTGATION

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Thank you,

Danielle S. Castillejo

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Finally, before I left, you asked me to provide you with those email complaints that relate to members of your family. I am working on that and will have that to you by Monday.

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Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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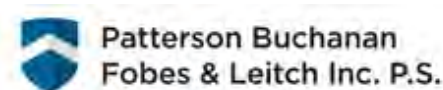
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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Monday, June 5, 2023 11:04 AM  
**To:** Duncan K. Fobes  
**Cc:** Angela Perez Munoz; Barbara Waggoner; Breane Martinez; Brenda Calderon; Davenport, Rachel; Emily L. Nguyen; Evans, Laurynn; Giovanna Larios; Greg Jackson; Mallory Sullivan; Mike Desmond; Nancy Moffatt; Richard Eckert; Sarah Albertson; Schoolboard@nkschools.org; Thomas Ahearne  
**Subject:** Re: NKSD INVESTGATION

Dear Mr. Fobes, Rachel Davenport and School Board.

Please review the definitions of a protected class:

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow [3210/3210P](#) for investigation procedures, and investigate the racial death threats, and make adjustments to comply with the law/s.

Thank you.

Danielle

On Mon, Jun 5, 2023 at 10:50 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you for your email. The District is denying your request for a Board appeal. It is not part of the current investigation nor are we treating this a formal complaint under District Procedure 3210P. This matter has been closed.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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Seattle, WA 98104

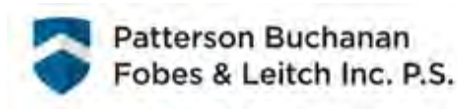
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---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Sent:** Friday, June 2, 2023 11:42 AM

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>

**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>; Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; [Schoolboard@nkschools.org](mailto:Schoolboard@nkschools.org); Nancy Moffatt <[nmoffatt@nkschools.org](mailto:nmoffatt@nkschools.org)>; Breane Martinez <[BMartinez@nkschools.org](mailto:BMartinez@nkschools.org)>; Barbara Waggoner <[bwaggoner@nkschools.org](mailto:bwaggoner@nkschools.org)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Giovanna Larios <[glarios513@gmail.com](mailto:glarios513@gmail.com)>; Angela Perez Munoz <[aperezmunoz89@gmail.com](mailto:aperezmunoz89@gmail.com)>

**Subject:** Re: NKSD INVESTGATION

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Fobes and School Board of NKSD.

Thank you for your email. I would like to appeal to the Board of Directors, who I will copy on this email for a response regarding the Nazi Student incident and lack of transparency and safety of our Latino/a/x students in the North Kitsap School District, according to policy 3210p.

Here is the policy referenced:

"Level Two – Appeal to the Board of Directors

If a complainant disagrees with the superintendent's or designee's written decision, the complainant may appeal the decision to the district board of directors by filing a written notice of appeal with the secretary of the board within ten (10) calendar days following the date upon which the complainant received the response. The board shall schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause. Both parties shall be allowed to present such witnesses and testimony as the board deems relevant and material. Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision. The decision of the board will be provided in a language the complainant can understand, which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act. The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction."

We, as a Latino/a/x community did not have adequate warning, nor communication, nor response to our requests for information. We did not receive transparent, and timely information to be involved in keeping our students safe. We were not afforded a time to communicate with the school district about the threat directly to our students. Our emails inviting conversation were not responded to with offers to talk about a more inclusive, and non violent - restorative justice lens to racial death threats.

We ask the NKSD school board to review this appeal.

Thank you!

Danielle, Luis, Angela, and Giovanna

On Fri, Jun 2, 2023 at 11:09 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you very much for your email of June 1. I still need to know if you are available for a meeting with Mr. Jackson for at least two hours on June 6 or 7?

We do encourage you to submit any additional information regarding your complaints directly to Mr. Jackson. As to the incident of April 11, 2023, that matter was taken by the school district very seriously. Police were contacted, they completed a thorough investigation and a referral was made by police to the prosecutor. On the District side, the threat assessment process was completed and administrative action taken. So that matter is now closed and will not be included in the District's current investigation.

I reviewed your complaints for those that may relate to your family. I looked for references to students with the name "Castillejo". This returned the following complaints (per the OSPI table):

24,25,26,58,59 and 74.

I hope this information has been helpful to you.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

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Portland, OR 97204  
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---

**From:** Danielle [wayfindingtherapy.com](https://www.wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Thursday, June 1, 2023 2:51 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>  
**Subject:** Re: NKSD INVESTGATION

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Hi, Mr. Fobes.

Thank you for your email. I have cc'd both Ms. Albertson and Ms. Sullivan on this email because it contains an update of a timeline for the investigation, per their request for compliance.

Also, I met with Mr. Jackson on May 5th, 2023, for one hour and twenty minutes. During that meeting, I submitted an additional complaint to Mr. Jackson regarding the handling of a death threat targeting Latino/a/x students, African American students, using Nazi dress, which also affects our Jewish community here in North Kitsap School District. I believe it has been close to 27 days since our meeting.

Would you be able to provide an update as to that complaint? Attached are the police report/s for the incident, as NKSD has yet to provide records regarding (with redactions) of how it handles racist death threats.

Thank you,

Danielle S. Castillejo

On Thu, Jun 1, 2023 at 10:36 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I am back in the country from vacation and wanted to update you. First, Mr. Jackson is still in trial, probably through the middle of next week. Although his schedule depends on the Court, he asked me to get a tentative date for your next meeting. He proposed June 7 or June 8 for at least a two hour meeting. Please let me know if that works for your schedule.

Second, I received a letter from OSPI which attached a matrix which numbers the unique complaints submitted. I propose to adopt OSPI's numbering system, as that will help communication between us and OSPI.

Finally, before I left, you asked me to provide you with those email complaints that relate to members of your family. I am working on that and will have that to you by Monday.

Thank you for your cooperation and please feel free to contact me with any questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

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## Greg Jackson

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, June 6, 2023 6:31 PM  
**To:** Jenny Singleton  
**Cc:** Duncan K. Fobes; Greg Jackson; Mallory Sullivan; Sarah Albertson; Annie Sayo; Rachel Davenport; Brenda Calderon; Evans, Laurynn; Dionne Deschenne; Thomas Ahearne; KAIRE; augiekcchr@gmail.com  
**Subject:** Re: NKSD INVESTGATION

Good evening, Jenny.

I received your email canceling our appointment for tomorrow at 3 p.m. PST.

Typically, when I have business appointments, or appointments with clients, I have parameters for cancellation (and abide by the parameters of other professionals, as well.) As an explanation, I ask for 24 hour notice in the case of emergency issues and in the case of non emergency issues, 72 hours notice. As I see clients with mental health concerns, my time fills quickly and I have gaps built in for client emergencies.

Thursday, June 8th is filled at this time.

Tuesday, June 13th, I work from 7 a.m. until 6 p.m. and could make time at 6 a.m. PST because of the importance of this investigation.

Wednesday, June 14th, I would be able to meet from 11 a.m. PST - 12 p.m. PST, or 3 p.m. - 4 p.m. PST.

Danielle

On Tue, Jun 6, 2023 at 6:10 PM Jenny Singleton <[jenny@inseattle.com](mailto:jenny@inseattle.com)> wrote:

Good afternoon Ms. Rueb-Castillejo,

Mr. Jackson has been in trial this week and we will not be finished by tomorrow afternoon. I apologize for any inconvenience this may cause but we will need to reschedule your meeting.

Mr. Jackson has time available on Thursday, June 8<sup>th</sup> or Tuesday, June 13<sup>th</sup> between 9:00 a.m. and noon. Could you please let me know if either of those days work with your schedule?

Thank you.

Jenny Singleton

Paralegal



900 SW 16th Street, Suite 215 • Renton, WA 98057

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**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Monday, June 05, 2023 11:47 AM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Dionne Deschenne <[dionnekchr@gmail.com](mailto:dionnekchr@gmail.com)>; Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Evans, Lauryynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Greg Jackson <[greg@jseattle.com](mailto:greg@jseattle.com)>; Jenny Singleton <[jenny@jseattle.com](mailto:jenny@jseattle.com)>; KAIRE <[kaire.org@gmail.com](mailto:kaire.org@gmail.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; [augiekchr@gmail.com](mailto:augiekchr@gmail.com)  
**Subject:** Re: NKSD INVESTGATION

Dear Mr. Fobes.

Thank you for clarifying that NKSD controls the investigation.

I will meet on June 7, at 3 pm. I know you are from risk management.

Thanks,

Danielle

On Mon, Jun 5, 2023 at 11:00 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you for your email. I would like to confirm an appointment with Mr. Jackson for June 7 at 3 pm and am copying his office. We are scheduling this without conditions as the District controls the investigation. This is an opportunity to assist the investigation by answering Mr. Jackson's questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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Portland, OR 97204

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**From:** Danielle [wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Friday, June 2, 2023 11:46 AM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; robin hunt <[jrobinhunt@msn.com](mailto:jrobinhunt@msn.com)>  
**Subject:** Re: NKSD INVESTGATION

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Dear Mr. Fobes.

In response to your email and request for a time to meet, I would like written confirmation that Mr. Jackson has read all of the 87 complaints, including the notes from the November 2022 meeting. I would like confirmation that Mr. Jackson has read the prior emails from Luis and myself in 2021 - 2022 with the school district regarding these incidents and the historical information.

Luis and I also request that Mr. Jackson provide a note taker who is able to type, as my time is limited and we want to be more efficient. I will likely bring my husband to these meetings, so there is a fuller picture of what is happening with our family. I request that you contact the members of the district office, and schools who attended the September 2022 meeting with Luis and myself.

Here are some times available for next week:

Monday, June 5th: 10 a.m. PST

Tuesday, June 6th: 6 a.m. - 7 a.m. PST (I work from 7 a.m. - 6 p.m. solid, but will come in an hour early to help with the investigation.)

Wednesday, June 7th: 8 a.m. - 9 a.m. PST, 3 - 4 p.m. PST

Thank you,

Danielle

On Fri, Jun 2, 2023 at 11:09 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you very much for your email of June 1. I still need to know if you are available for a meeting with Mr. Jackson for at least two hours on June 6 or 7?

We do encourage you to submit any additional information regarding your complaints directly to Mr. Jackson. As to the incident of April 11, 2023, that matter was taken by the school district very seriously. Police were contacted, they completed a thorough investigation and a referral was made by police to the prosecutor. On the District side, the threat assessment process was completed and administrative action taken. So that matter is now closed and will not be included in the District's current investigation.

I reviewed your complaints for those that may relate to your family. I looked for references to students with the name "Castillejo". This returned the following complaints (per the OSPI table):

24,25,26,58,59 and 74.

I hope this information has been helpful to you.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

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Patterson Buchanan  
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---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Thursday, June 1, 2023 2:51 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>  
**Subject:** Re: NKSD INVESTGATION

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Hi, Mr. Fobes.

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Also, I met with Mr. Jackson on May 5th, 2023, for one hour and twenty minutes. During that meeting, I submitted an additional complaint to Mr. Jackson regarding the handling of a death threat targeting Latino/a/x students, African American students, using Nazi dress, which also affects our Jewish community here in North Kitsap School District. I believe it has been close to 27 days since our meeting.

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Thank you,

Danielle S. Castillejo

On Thu, Jun 1, 2023 at 10:36 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

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Second, I received a letter from OSPI which attached a matrix which numbers the unique complaints submitted. I propose to adopt OSPI's numbering system, as that will help communication between us and OSPI.

Finally, before I left, you asked me to provide you with those email complaints that relate to members of your family. I am working on that and will have that to you by Monday.

Thank you for your cooperation and please feel free to contact me with any questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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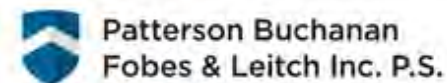
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## Greg Jackson

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, June 7, 2023 12:53 PM  
**To:** Brenda Calderon; Dionne Deschenne; Evans, Laurynn; Jenny Singleton; Mallory Sullivan; Sarah Albertson  
**Cc:** Duncan K. Fobes; Greg Jackson; Thomas Ahearne; augiekcchr@gmail.com; KAIRE; Annie Sayo  
**Subject:** Re: NKSD INVESTGATION

Dear Jenny.

Your explanation is helpful.

**Here are the times I have available:**

Thursday, June 8th is filled at this time.

**Tuesday, June 13th**, I work from 7 a.m. until 6 p.m. and could make time at **6 a.m. PST** because of the importance of this investigation.

**Wednesday, June 14th**, I would be able to meet from **11 a.m. PST - 12 p.m. PST, or 3 p.m. - 4 p.m. PST**.

**Thursday, June 15th:8 - 9 a.m.**

**I can give you two full hours of time next week**, but not consecutively because my clients have appointments booked in advance for months.

( My husband had emergency surgery today, but I am still willing to take my vacant time next week to meet, if you are willing to compromise on consecutive hours.)

I wonder if you see how restrictive this process is for any other parent working a full time job, without access to internet or flexibility in the daytime to accommodate this scheduling? It is very difficult for me to maintain client care, and juggle the restrictive scheduling WITH access to internet.

Danielle

On Wed, Jun 7, 2023 at 12:32 PM Jenny Singleton <[jenny@jnseattle.com](mailto:jenny@jnseattle.com)> wrote:

Good afternoon Ms. Rueb-Castillejo,

Mr. Jackson and I are currently in trial and are subject to the Court's schedule. We do not have any control over the timing or length of the trial. In order to conduct this interview, I will need a two-hour block of time that works with your schedule. Please let me know at your earliest convenience if there are any dates where you have two hours available. Mr. Jackson is not able to begin an interview before 9:00 a.m.

Thank you.

Jenny Singleton

Paralegal



[900 SW 16th Street, Suite 215 • Renton, WA 98057](https://www.jacksonandnicholson.com/900-SW-16th-Street-Suite-215-Renton-WA-98057)

[206.582.6001](tel:2065826001)

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**From:** Danielle [wayfindingtherapy.com](https://www.wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Tuesday, June 06, 2023 6:31 PM  
**To:** Jenny Singleton <[jenny@inseattle.com](mailto:jenny@inseattle.com)>  
**Cc:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Rachel Davenport <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Dionne Deschenne <[dionnekcchr@gmail.com](mailto:dionnekcchr@gmail.com)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; KAIRE <[kaire.org@gmail.com](mailto:kaire.org@gmail.com)>; [augiekcchr@gmail.com](mailto:augiekcchr@gmail.com)  
**Subject:** Re: NKSD INVESTGATION

Good evening, Jenny.

I received your email canceling our appointment for tomorrow at 3 p.m. PST.

Typically, when I have business appointments, or appointments with clients, I have parameters for cancellation (and abide by the parameters of other professionals, as well.) As an explanation, I ask for 24 hour notice in the case of emergency issues and in the case of non emergency issues, 72 hours notice. As I see clients with mental health concerns, my time fills quickly and I have gaps built in for client emergencies.

Thursday, June 8th is filled at this time.

Tuesday, June 13th, I work from 7 a.m. until 6 p.m. and could make time at 6 a.m. PST because of the importance of this investigation.

Wednesday, June 14th, I would be able to meet from 11 a.m. PST - 12 p.m. PST, or 3 p.m. - 4 p.m. PST.

Danielle

On Tue, Jun 6, 2023 at 6:10 PM Jenny Singleton <[jenny@inseattle.com](mailto:jenny@inseattle.com)> wrote:

Good afternoon Ms. Rueb-Castillejo,

Mr. Jackson has been in trial this week and we will not be finished by tomorrow afternoon. I apologize for any inconvenience this may cause but we will need to reschedule your meeting.

Mr. Jackson has time available on Thursday, June 8<sup>th</sup> or Tuesday, June 13<sup>th</sup> between 9:00 a.m. and noon. Could you please let me know if either of those days work with your schedule?

Thank you.

Jenny Singleton

Paralegal



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[206.582.6001](tel:2065826001)

[206.466.6085](tel:2064666085) (Fax)

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**From:** Danielle [wayfindingtherapy.com](https://www.wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Sent:** Monday, June 05, 2023 11:47 AM

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>

**Cc:** Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Dionne Deschenne <[dionnekchr@gmail.com](mailto:dionnekchr@gmail.com)>; Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Greg Jackson <[greg@jseattle.com](mailto:greg@jseattle.com)>; Jenny Singleton <[jenny@jseattle.com](mailto:jenny@jseattle.com)>; KAIRE <[kaire.org@gmail.com](mailto:kaire.org@gmail.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; [augiekcchr@gmail.com](mailto:augiekcchr@gmail.com)

**Subject:** Re: NKSD INVESTGATION

Dear Mr. Fobes.

Thank you for clarifying that NKSD controls the investigation.

I will meet on June 7, at 3 pm. I know you are from risk management.

Thanks,

Danielle

On Mon, Jun 5, 2023 at 11:00 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you for your email. I would like to confirm an appointment with Mr. Jackson for June 7 at 3 pm and am copying his office. We are scheduling this without conditions as the District controls the investigation. This is an opportunity to assist the investigation by answering Mr. Jackson's questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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P: (503) 200-5400 | F: (503) 200-5401



**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

**From:** Danielle [wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Friday, June 2, 2023 11:46 AM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; robin hunt <[jrobinhunt@msn.com](mailto:jrobinhunt@msn.com)>  
**Subject:** Re: NKSD INVESTGATION

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Dear Mr. Fobes.

In response to your email and request for a time to meet, I would like written confirmation that Mr. Jackson has read all of the 87 complaints, including the notes from the November 2022 meeting. I would like confirmation that Mr. Jackson has read the prior emails from Luis and myself in 2021 - 2022 with the school district regarding these incidents and the historical information.

Luis and I also request that Mr. Jackson provide a note taker who is able to type, as my time is limited and we want to be more efficient. I will likely bring my husband to these meetings, so there is a fuller picture of what is happening with our family. I request that you contact the members of the district office, and schools who attended the September 2022 meeting with Luis and myself.

Here are some times available for next week:

Monday, June 5th: 10 a.m. PST

Tuesday, June 6th: 6 a.m. - 7 a.m. PST (I work from 7 a.m. - 6 p.m. solid, but will come in an hour early to help with the investigation.)

Wednesday, June 7th: 8 a.m. - 9 a.m. PST, 3 - 4 p.m. PST

Thank you,

Danielle

On Fri, Jun 2, 2023 at 11:09 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

Thank you very much for your email of June 1. I still need to know if you are available for a meeting with Mr. Jackson for at least two hours on June 6 or 7?

We do encourage you to submit any additional information regarding your complaints directly to Mr. Jackson. As to the incident of April 11, 2023, that matter was taken by the school district very seriously. Police were contacted, they completed a thorough investigation and a referral was made by police to the prosecutor. On the District side, the threat assessment process was completed and administrative action taken. So that matter is now closed and will not be included in the District's current investigation.

I reviewed your complaints for those that may relate to your family. I looked for references to students with the name "Castillejo". This returned the following complaints (per the OSPI table):

24,25,26,58,59 and 74.

I hope this information has been helpful to you.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>  
**Sent:** Thursday, June 1, 2023 2:51 PM  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>  
**Cc:** Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>  
**Subject:** Re: NKSD INVESTGATION

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Hi, Mr. Fobes.

Thank you for your email. I have cc'd both Ms. Albertson and Ms. Sullivan on this email because it contains an update of a timeline for the investigation, per their request for compliance.

Also, I met with Mr. Jackson on May 5th, 2023, for one hour and twenty minutes. During that meeting, I submitted an additional complaint to Mr. Jackson regarding the handling of a death threat targeting Latino/a/x students, African American students, using Nazi dress, which also affects our Jewish community here in North Kitsap School District. I believe it has been close to 27 days since our meeting.

Would you be able to provide an update as to that complaint? Attached are the police report/s for the incident, as NKSD has yet to provide records regarding (with redactions) of how it handles racist death threats.

Thank you,



Danielle S. Castillejo

On Thu, Jun 1, 2023 at 10:36 AM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I am back in the country from vacation and wanted to update you. First, Mr. Jackson is still in trial, probably through the middle of next week. Although his schedule depends on the Court, he asked me to get a tentative date for your next meeting. He proposed June 7 or June 8 for at least a two hour meeting. Please let me know if that works for your schedule.

Second, I received a letter from OSPI which attached a matrix which numbers the unique complaints submitted. I propose to adopt OSPI's numbering system, as that will help communication between us and OSPI.

Finally, before I left, you asked me to provide you with those email complaints that relate to members of your family. I am working on that and will have that to you by Monday.

Thank you for your cooperation and please feel free to contact me with any questions.

Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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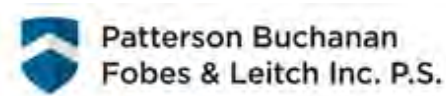
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--

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## Greg Jackson

---

**From:** Evans, Laurynn <levans@nkschools.org>  
**Sent:** Thursday, June 15, 2023 2:30 PM  
**To:** Duncan K. Fobes; Greg Jackson; Rachel Davenport  
**Subject:** Fwd: 2 School Announcements or Opportunities for Your Child

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

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

From: **Evans, Laurynn** <[levans@nkschools.org](mailto:levans@nkschools.org)>  
Date: Thu, Apr 27, 2023 at 1:02 PM  
Subject: Re: 2 School Announcements or Opportunities for Your Child  
To: Luis Castillejo <[luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)>  
Cc: <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>, <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>, <[Schoolboard@nkschools.org](mailto:Schoolboard@nkschools.org)>

Mr. Castillejo,

PeachJar is an app that facilitates communication between community organizations with NKSD families about relevant activities or events that might interest students or families from particular school communities. Content in PeachJar flyers is not created by NKSD. I suggest that you reach out to the organizations who created the flyers to share your suggestion/recommendation. It appears that the two flyers on the communication you shared come from the NKHS Athletic Booster Club and the NKHS PTSA.

Best,  
Dr. Laurynn Evans  
Superintendent  
North Kitsap School District

On Wed, Apr 26, 2023 at 7:29 PM Luis Castillejo <[luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)> wrote:

Hello. Good evening.

Would you please translate these emails into Spanish for our community? We have a lot of students that need access to District communication.

Thank you,  
Luis Castillejo  
206-496-8769

Sent from my iPhone

Begin forwarded message:

**From:** North Kitsap High School <[school@peachjar.com](mailto:school@peachjar.com)>

**Date:** April 26, 2023 at 3:04:03 PM PDT

**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)

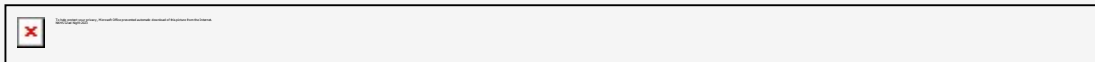
**Subject:** 2 School Announcements or Opportunities for Your Child



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## North Kitsap School District

### NKHS Grad Night 2023



**View**

Sent from North Kitsap High School

### NKHS Volleyball Camp 2023

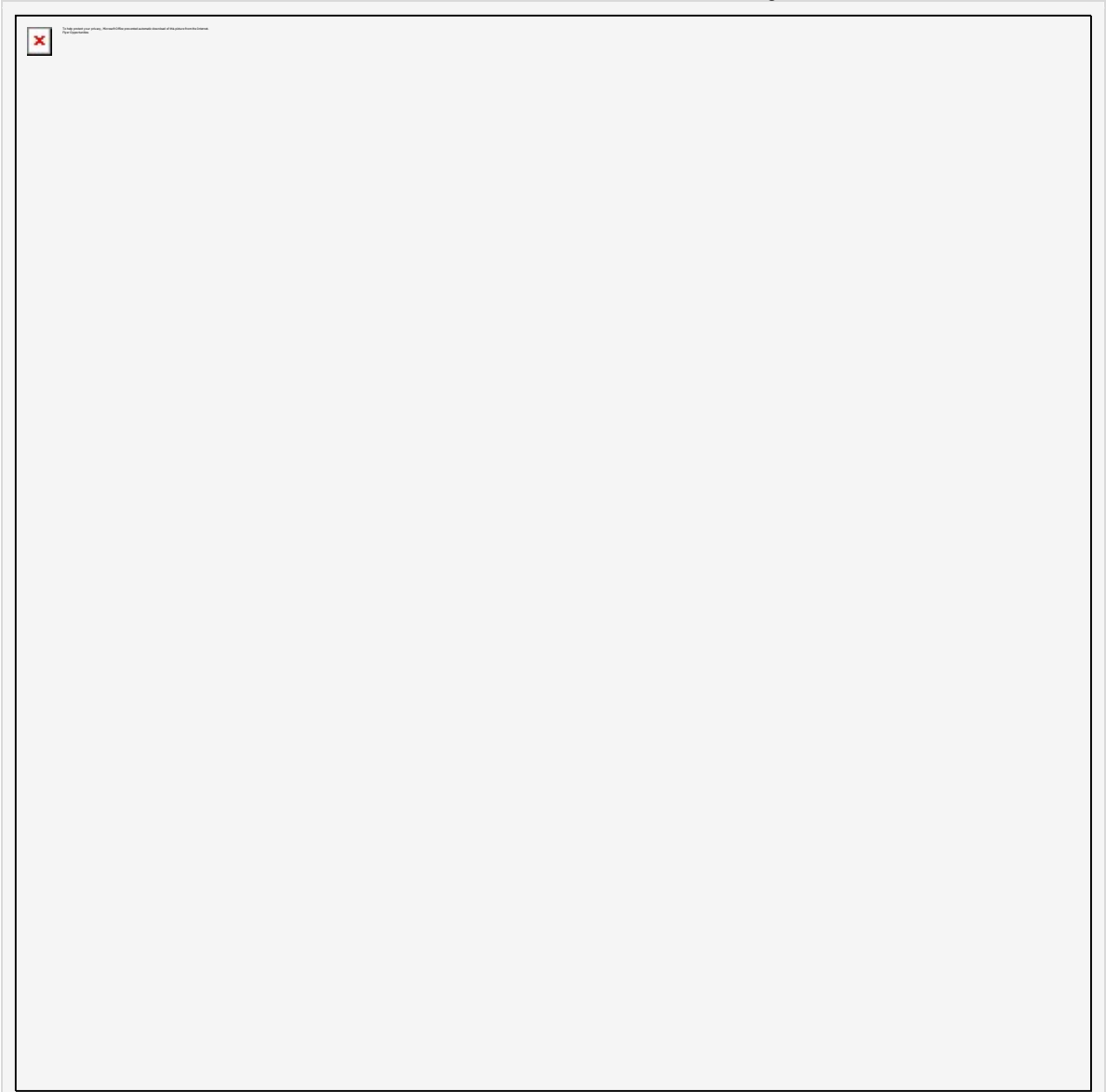


**View**

Sent from North Kitsap High School

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luiscastillejo@gmail.com

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Q13 FOX [13tips@fox.com](mailto:13tips@fox.com)  
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KIRO [newstips@kiro7.com](mailto:newstips@kiro7.com)

North Kitsap Education Association news release, June 15, 2023

CONTACT: Yoko Kuramoto-Eidsmoe, 206-557-9110 or [ykuramotoeidsmoe@washingtonea.org](mailto:ykuramotoeidsmoe@washingtonea.org).

North Kitsap educators vote no confidence in school board, superintendent  
Members also set deadline for current contract negotiations

Kingston, Washington — Members of North Kitsap Education Association met Wednesday evening at Kingston Middle School and voted overwhelmingly to express no confidence in the leadership of North Kitsap School District's **school board and Superintendent Laurynn Evans**.

Some 99% of members attending the meeting voted no confidence in the school board and 98% voted no confidence in Dr. Evans.

In a separate vote, union members decided unanimously to meet on Aug. 22 to determine a course of action up to and including strike authorization if the district and union are unable to reach a tentative agreement on a new contract by that time. The current contract expires Aug. 31.

North Kitsap EA members and district officials have met several times since bargaining began May 17, and while union members hope both sides can reach agreement on their contract this summer, they are troubled by what they see as mismanagement and a strong-arm leadership style in the district, including numerous equity issues that harm their students.

**"It's disappointing it had to come to this,** but it has been five years of trying to collaborate with Dr. Laurynn Evans and our school board to find solutions and help our kids," said NKEA President Ted Jez, who teaches science and robotics at Kingston Middle School while serving as union president.

Jez, who has worked in the district since 1999, says that his colleagues in North Kitsap schools have reported frustration with district administration in two consecutive years of unusually negative climate **survey responses about the superintendent's performance**.

Union leaders have reached out to district administration to discuss the need for change but were rebuffed. Instead, the board recently renewed **Evans' contract for another three years**.

When Jez reported **the superintendent's contract renewal to NKEA members at the meeting,** attendees audibly gasped.

"The message is clear to the staff of NKSD and the parents and community," **Jez said.** "Our voices, thoughts, actions and work to create positive change for our kids do not seem to matter to NKSD leadership."

Parents and community members have also taken issue with district administration's **lack of** responsiveness to issues affecting students of color and LGBTQ+ students. Several community members greeted union members as they arrived for the meeting on Wednesday to show their solidarity and support for educators.

North Kitsap Education Association is made up of 350 educators in the North Kitsap School District. North Kitsap EA is affiliated with the statewide Washington Education Association and National Education Association, both of which represent K-12 teachers, support staff and higher-education employees.

###



## Greg Jackson

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Thursday, June 22, 2023 9:14 AM  
**To:** Evans, Laurynn; Rachel Davenport; Sarah Albertson; Brenda Calderon; Annie Sayo; Richard Eckert; Mike Desmond; Breane Martinez; Barbara Waggoner; Nancy Moffatt; Ed Stern; Robert Harris; Dionne Deschenne; augiekcchr@gmail.com; Duncan K. Fobes; Greg Jackson; Thomas Ahearne  
**Subject:** Investigation Information Update

Dear Mr. Jackson and Mr. Fobes.

I want to be as helpful as possible, as soon as I have additional information.

English Language Learners in the Dual Language Program at Vinland Elementary:  
Questions and Concerns

District Policy Question: Do ELL students in a dual language class receive EL services outside of their classroom/s?

There is no law that says that ELL students in a Dual Language Program cannot receive or should not receive EL services outside of their classroom.

When the program is done correctly it can meet the needs of the EL students. However, these students should be getting literacy help through the LAP program (Learning Assistance Program). They should get this help in Spanish if they are learning to read in Spanish.

Are ELL Students in the Dual Language program getting literacy help through LAP - in Spanish?

Are teachers allowed to access EL services for those students whose needs cannot be met in the Dual Language classroom? Has there been a policy change at the district level in the past 2 years?

Do teachers in the Dual Language teach any reading in Spanish?

It is my understanding that currently, all the ELA lessons are in English so kids in the DL program don't get the services they're supposed to get.

Could you please provide your Spanish assessment data and ask how many hours of Spanish ELA instruction students get in the Dual Language Program at Vinland elementary?

Also, how many hours of science and SS in Spanish do students receive?

According to the Dual Language program, the math instruction is in English, everything else should be split.

Furthermore, students in the Dual Language program need to have access to EL services, because the Dual Language program does not currently have the support to run as it should.

Thank you!  
Danielle

--

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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## Greg Jackson

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Monday, June 26, 2023 5:38 PM  
**To:** Duncan K. Fobes  
**Cc:** Evans, Laurynn; Davenport, Rachel; Duncan Fobes; Emily L. Nguyen; Mallory Sullivan; Greg Jackson  
**Subject:** Re: NKSD INVESTIGATION

Hi, Mr. Fobes.

Thank you for sending this over and for the documents. I see that this is a risk management investigation, NOT an independent investigation.

Danielle

On Mon, Jun 26, 2023 at 5:26 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Please find attached a status update.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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1000 SECOND AVENUE, 30<sup>TH</sup> FLOOR  
SEATTLE, WA 98104  
P 206.462.6700 | F 206.462.6701

**PORTLAND**

1050 SW SIXTH AVENUE, #1100  
PORTLAND, OR 97204  
P 503.200.5400 | F 503.200.5401

**FOUNDERS**

Patricia K. Buchanan \*  
Duncan K. Fobes \*  
Charles P. E. Leitch \*

Michael A. Patterson  
(1947-2018)

**PRINCIPALS**

Donald F. Austin ^ ●  
Keith A. Talbot ◊ \*  
Angela N. Marshlain \*  
Megan F. Starks ◊ \*  
Scott I. Jamieson  
Timothy H. Campbell \*\*

**OF COUNSEL**

Adam G. Cuff \*

**ASSOCIATES**

Cory A. Brevig  
Jason A. Burt  
Lauren N. D'Surney † †  
Denelle L. Dutton ◊ ■  
Chris I. J. Fobes \*  
Haley E. Moore ◊  
Casey J. Schaub  
Michael Solomon ± ◊  
Sarah A. Tatistcheff  
John T. Zilavy

◊ Also admitted in Alaska  
^ Also admitted in California  
◊ Also admitted in D.C.  
● Also admitted in Idaho  
\*\* Also admitted in Montana  
† Also admitted in New York  
\* Also admitted in Oregon  
† Also admitted in Tennessee  
■ Also admitted in Virginia  
± Also admitted in Pennsylvania  
◊ Also admitted in New Jersey

June 26, 2023

VIA EMAIL

Ms. Danielle Rueb-Castillejo

Re: *Rueb-Castillejo Complaint*

Dear Ms. Rueb-Castillejo:

This letter is to provide you with an update on the District's investigation and its current determination of which allegations are accepted for investigation. These determinations are based on your Complaint and the multiple allegations contained in it. As the investigation proceeds and new information is received, these may be modified.

Beginning February 13, 2023, you submitted approximately 90 emails as part of your Complaint. All of your emails are considered as a single Complaint, now comprised of 93 numbered allegations, as detailed in the Index of Allegations. As much as possible, we have tried to be consistent with the OSPI numbering as described in OSPI Complaint 23-016.

Your complaint is being investigated under District Procedure 3210P. This procedure provides that complaints must be brought to the attention of the District within one year of the occurrence. See Procedure 3210P, p.1, para. B. In this case, the District has expanded this procedural time requirement to September 2022 to February 13, 2023. Many of the allegations are time-barred, in whole or in part.

The Procedure also requires that a grievance must be filed by a "complainant" in a written signed charge by a complainant alleging specific acts, conditions of circumstances which are in violation of the anti-discrimination laws. Many of your allegations are based on hearsay from anonymous persons. In order for the District to investigate an allegation, it must have an identifiable complainant who wants to make a complaint based on their own personal knowledge. Then the District will make a determination as to investigation.

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August 29, 2023  
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I want to re-iterate that the District neither asks for nor reports immigration status.

On February 14, the District acknowledged receipt of 51 emails. On February 15, the District informed you that it was reviewing 65 emails and sent you a copy of District Procedure 5210P. On February 22, the District acknowledged receipt of your 77<sup>th</sup> email and informed you that it does not ask nor disclose immigration status. On March 6, the District acknowledged receipt of 85 emails and advised that Greg Jackson had been retained as investigator.

On March 21, the District informed you that:

“We have initiated the formal process under procedure 3210P for resolution of your complaints/concerns, most of which involve third parties that will need to be identified. As you have filed both the complaints and provided suggested solutions, we have been advised that we should await the findings of the investigation prior to responding to your proposed solutions. It is important that any responses or solutions we enact take all findings into consideration to ensure that our actions are both responsive to the investigation findings and compliant with law and policy.

In the meantime, as previously mentioned, if there are new issues happening currently in NKSD, it is imperative that we receive a direct, specific and detailed report from the person who has a complaint or believes they are a victim of alleged discriminatory acts. A timely, first-hand report helps us address the issues in real time. We are committed to providing a safe space for people to share such concerns. We have been and will continue to be responsive to direct and timely reports of concerns. We have translators available and ready. Please encourage staff, students or families to contact us directly so that we might respond to any and all new concerns emerging. As we have shared previously, the school district will not retaliate against any person for making a complaint.

Procedure 3210P generally provides that an investigation and decision will be completed within 30 days. In this case, due to the volume of issues you have raised, that will not be possible. I also cannot provide you with an estimated completion date at this time, because I do not yet know the number of complaints that the investigator will identify as falling within the scope of Procedure 3210P and which also have a specifically identified individual directly reporting the concern.”

You met with attorney Jackson on May 5, 2023 and June 15, 2023. The District appreciates your cooperation.

**The District’s investigation is in progress. The following is a status of the investigation of the various allegations:**

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1. The District will investigate this allegation.
2. The District will investigate this allegation.
3. The District will investigate this allegation.
4. The District is unable to investigate this allegation pending further information from the Complainant. No aggrieved party is identified. The District is unable to determine if the allegation is timely, because no date is identified.
5. This is an allegation by a former employee of the District. It mainly appears to be historical and is a statement of opinion. No aggrieved persons are identified. No timeframe is identified. However, this former employee will be contacted to determine if there are identifiable and timely individual complaints.
6. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
7. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
8. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
9. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
10. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
11. All or some of this allegation falls outside of the procedural time requirement. No individual aggrieved person is identified.
12. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. No timeframe is identified.
13. No allegation.
14. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

15. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.
16. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all the allegation falls outside of the procedural time requirement.
17. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.
18. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.
19. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.
20. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. District employees are not identified. Some or all of the allegation falls outside of the procedural time requirement.
- 21A. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.
- 21B. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.
22. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.
23. This allegation falls outside of the procedural time requirement.
24. This allegation falls outside of the procedural time requirement.
25. Some or all of this allegation falls outside of the procedural time requirement. However, an aggrieved person has been identified. Consequently, this allegation will be investigated.



26. Some or all of the allegation may fall outside of the procedural time requirement. However, an aggrieved person has been identified. This allegation will be investigated.

27. This allegation will be investigated.

28. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

29. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

30. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

31. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

32. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

33. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

34. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

35. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

36. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

37. This allegation is a duplicate of No. 36.

38. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

39. This allegation falls outside of the procedural time requirement. No individual aggrieved person is identified.

40. This allegation falls outside of the procedural time requirement. No individual aggrieved person is identified.

41. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

42. Some or all of this allegation falls outside of the procedural time requirement. No individual aggrieved person is identified.

43. This allegation falls outside of the procedural time requirement. No individual aggrieved person is identified.

44. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

45. The District will investigate this allegation.

46. The District will investigate this allegation.

47. The District will investigate this allegation.

48. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

49. This is a statement of opinion and not a complaint.

50. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

51A. This is a statement of support by a former employee and not an allegation.

51B. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

53. This is a request and not a complaint.

54. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

55. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

56. It is unclear, but the person aggrieved may be identified. The District will contact that person.

57. The District will investigate this.

58. The aggrieved person identified elected English as his home language.

59. The aggrieved person identified elected English as his primary language.

60. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

61. This is a request and not an allegation.

62. This is a statement of personal historical experience that may fall outside of the procedural time requirement. However, the individual identified will be contacted.

63. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

64. This is a statement of personal historical experience that may fall outside of the procedural time requirement. However, the individual identified will be contacted.

65. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified.

66. This is a statement of personal historical experience that may fall outside of the procedural time requirement. However, the individual identified will be contacted.

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67. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

68. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

69. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

70. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

71. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

72. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

73. The District will investigate this allegation.

74. There is nothing to investigate. Superintendent Evans asked others not to respond to an email because it was addressed to her.

75. Some or all of this allegation falls outside of the procedural time requirement. However, the individual identified will be contacted.

76. This is a statement of opinion and not a complaint.

77. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

78. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. The subject teacher is not identified. Some or all of the allegation falls outside of the procedural time requirement.

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79. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. The subject teacher is not identified. Some or all of the allegation falls outside of the procedural time requirement.

80. This is a parent request for information and not an allegation. The parent is not identified.

81. No individual aggrieved person is identified.

82. No individual aggrieved person is identified.

83. This is a statement of opinion and not an allegation.

84. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Complainant states she can provide a name and should submit that name to the investigator. Some or all of the allegation falls outside of the procedural time requirement.

85. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

86. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

87. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

88. The District will investigate this allegation.

89. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

90. The District is unable to investigate this allegation pending further information from the Complainant. No individual aggrieved person is identified. Some or all of the allegation falls outside of the procedural time requirement.

91. Choir incident allegation per email of 4/26/23. The District will investigate this allegation.

92. Bus video allegation per email of 4/26/23. The District will investigate this allegation.

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93. In a May 5, 2023 interview with the investigator, the Complainant raised an issue that involved her son and his former 10<sup>th</sup> grade history teacher. The District will investigation this allegation.

94. In a May 5, 2023 interview with the investigator, the Complainant raised an issue that involved her son and Poulsbo Middle School staff. The District will investigate this allegation.

95. On June 2, 2023, Complainant raised concerns about a situation where a student made racial threats. Previously, a threat assessment was conducted and student discipline was imposed. However, the District will investigate any impact of this incident on the complainant's family.

Sincerely,

/s/

Duncan K. Fobes

Cc: Laurynn Evans, NKSD

Rachel Davenport, NKSD

Mallory Sullivan, OSPI

Greg Jackson, esq.

DKF/dkf

Allegation No.	OSPI Page No.	Date Submitted	General Category
1	001	2/13/23	
2	009	2/13/23	Language Access
3	011	2/13/23	Language Access
4	013	2/14/23	Discriminatory Harassment
5	015	2/14/23	English Language Development Services
6	018	2/14/23	Language Access
7	020	2/14/23	Language Access
8	022	2/14/23	English Language Development Services
9	024	2/14/23	Language Access
10	026	2/14/23	Language Access English Language Development Services
11	028	2/14/23	English Language Development Services Access to Advanced Courses
12	030	2/14/23	Language Access English Language Development Services Procedural (Response to Complaints)
			<i>No Complaint #13</i>
14	032	2/14/23	Language Access Procedural (Response to Complaints)
15	034	2/14/23	Language Access Procedural (Response to Complaints)
16	036	2/14/23	English Language Development Services
17	038	2/14/23	English Language Development Services Language Access Procedural (Response to Complaints)
18	040	2/14/23	Language Access
19	042	2/14/23	Language Access
20	044	2/14/23	Language Access
21A	046	2/14/23	Language Access
21B	048	2/14/23	English Language Development Services Access to Core
22	050	2/14/23	Language Access
23	052	2/14/23	Discriminatory Harassment
24	054	2/14/23	Different Treatment
25	056	2/14/23	Procedural (Response to Complaints) Discrimination in
26	058	2/14/23	Different Treatment Procedural (Response to Complaints)
*27	060	2/14/23	Hostile Environment Procedural (Response to Complaints)
28	062	2/14/23	Different Treatment
29	064	2/14/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaints)

30	066	2/14/23	Bullying
31	068	2/14/23	Different Treatment
32	070	2/14/23	Different Treatment
33	072	2/14/23	Different Treatment
34	074	2/14/23	Discriminatory Harassment Procedural (Response to
35	076	2/14/23	Different Treatment Discrimination in Discipline
36	078	2/14/23	Discriminatory Harassment / Hostile Environment
37	080	2/24/23	<i>Duplicate of 36</i>
38	082	2/14/23	Bullying Procedural (Response to Complaints)
39	084	2/14/2023	Different Treatment
40	086	2/14/2023	Discriminatory Harassment / Hostile Environment
41	088	2/14/2023	Different Treatment Bias in Instructional Materials
42	090	2/14/23	Bullying
43	092	2/14/23	Different Treatment / Equal Access
44	094	2/14/23	Bullying Discriminatory Harassment / Hostile Environment
45	096	2/14/23	English Language Development Services
46	098	2/14/23	English Language Development Services
47	100	2/14/23	English Language Development Services
48	102	2/14/23	English Language Development Services
49	104	2/14/23	English Language Development Services
50	106	2/14/23	English Language Development Services
51A	110	2/14/23	Hostile Environment
51B	115	2/14/23	Discriminatory Harassment / Hostile Environment
53	121	2/15/23	School Security
54	122	2/15/23	Discrimination in Discipline Discriminatory Harassment / Hostile Environment
55	124	2/15/23	Bullying
56	125	2/15/23	Different Treatment
57	127	2/15/23	Language Access
58	130	2/15/23	Language Access
59	132	2/15/23	Language Access
60	136 Top	2/15/23	Response to Discrimination Concerns
61	136 Bottom	2/15/23	School Security
62	137	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)
63	139	2/15/23	Language Access English Language Development Services Access to core
64	141	2/15/23	Discriminatory Harassment / Hostile Environment Retaliation Procedural (Response to Complaint)



65	143	2/15/23	Discriminatory Harassment / Hostile Environment Procedural (Response to Complaint)
66	145	2/16/23	Discriminatory Harassment / Hostile Environment
67	147	2/16/2023	Discriminatory Harassment / Hostile Environment
68	149	2/16/23	Bias in Instructional Materials
69	151	2/16/23	Bias in Instructional Materials
70	153	2/16/23	Language Access
71	155	2/16/23	Different Treatment / Equal Access
72	157	2/16/23	Different Treatment / Equal Access
73	159	2/16/23	Different Treatment
74	161	2/16/23	<i>Duplicate of #24</i>
75	163	2/16/23	Different Treatment
76	165	2/20/23	Response to Concerns of Discrimination
77	167	2/21/23	Discriminatory Harassment / Hostile Environment
78	169	2/24/23	English Language Development Services
79	171	2/24/23	English Language Development Services
80	173	2/24/23	Language Access
81	175	2/24/23	English Language Development Services
82	177	2/24/23	English Language Development Services
83	179	2/24/23	Language Access English Language Development Services
84	181	2/28/23	Language Access
85	183	3/2/23	Discriminatory Harassment / Hostile Environment
86	185	3/13/23	Different Treatment Language Access
87	187	3/13/23	English Language Development Services
88	189	3/13/23	Cultural Appropriation
89	191	3/13/23	Discriminatory Harassment / Hostile Environment
90	193	3/13/23	Discriminatory Harassment / Hostile Environment
	198	3/15/23	Proposed Solutions
91		4/26/2023	choir Concert Incident
92		4/26/2023	Bus video
93		5/5/2023	Grade 10 teacher
94		5/5/2023	Grade 5 teacher
95		6/1/2023	Racial Threats
96			

**Greg Jackson**

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**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, June 27, 2023 8:59 AM  
**To:** Duncan K. Fobes; KC CHR; augiekcchr@gmail.com; Robert Harris; Ed Stern; Annie Sayo; KAIRE; Kimi Kinoshita; Luis Castillejo; Sarah van Gelder; Toni Jones; Barbara Lawrence; Karen Vargas  
**Cc:** Giovanna Larios; Angela Perez Munoz; Emily L. Nguyen; Mike Desmond; Mallory Sullivan; Richard Eckert; Schoolboard@nkschools.org; Greg Jackson; Evans, Laurynn; Nancy Moffatt; Rachel Davenport; Breane Martinez; Brenda Calderon; Barbara Waggoner; Sarah Albertson; Thomas Ahearne  
**Subject:** Re: NKSD INVESTIGATION  
**Attachments:** North Kitsap SD Meeting with Hispanic Parents.docx-2.pdf; June 27 response.docx; Public records request 23-07 (1).pdf

Dear Mr. Fobes, North Kitsap School Board, and Superintendent Dr. Evans;

Cc'd on this communication are community stakeholders in the safety, wellbeing, care, and education of our children.

To the School Board, I have attached the letter with the complaints that are appealed to you, specifically.

On October 6<sup>th</sup>, 2022, Luis Castillejo and myself had a scheduled meeting with Dr. Evans and various district employees that Dr. Evans changed by one hour the day before the meeting and then failed to appear at this meeting. One of the outcomes of the meeting, which we had waited months for the Superintendent to set, was a meeting with Ms. Sawicki of North Kitsap High School on November 22, 2023 with many other Latino/a/x families. Attached to this email are the meeting notes, as well as the contact information for those families.

The meeting is documented [here](#).

Dr. Evans never responded to our requests in writing, via phone, or messenger for a collective community meeting to collaborate on solutions, nor address the systemic and personal racist attacks experienced by the Latino/a/x community in the year of 2022, and the systemic and racist experiences Latino/a/x students witnessed targeting the African American, Asian and Native student populations.

Dr. Evans writes in her Strategic Plan, "Unsurprisingly, we also discovered that educating our students will involve a high level of collaboration across teams in our district and between our district and our community. Quality education thrives on the enduring partnership of all of our stakeholders. That is why the bedrock of our strategic plan is collaboration. It underlies every facet of our roadmap contained inside this plan, and it will be an integral part of how we accomplish our student learning outcomes." The Latino/a/x community and other communities of

Color, as well as the deaf, Choice, arts' students and various marginalized communities in North Kitsap are uniting to ask for collaboration and response. There is tone deaf silence, as evidenced by this response.

On April 13<sup>th</sup>, 2023, at the North Kitsap School Board meeting, Dr. Evans made direct and explicit threats to call 911 and bring law enforcement into the room when she wanted to silence Latino/a/x, African American Elder Akuyea Karen Vargas, and families who had attended the meeting to speak for the first time. Collectively and coincidentally, we witnessed the degradation in language, attitude, and communication from Dr. Evans and her school board towards the Suquamish Tribal Government. None of these experiences indicate that the North Kitsap District's words written on March 21<sup>st</sup>, 2023 are true, "In the meantime, as previously mentioned, if there are new issues happening currently in NKSD, it is imperative that we receive a direct, specific and detailed report from the person who has a complaint or believes they are a victim of alleged discriminatory acts. A timely, first-hand report helps us address the issues in real time. **We are committed to providing a safe space for people to share such concerns.** We have been and will continue to be responsive to direct and timely reports of concerns. We have translators available and ready. Please encourage staff, students or families to contact us directly so that we might respond to any and all new concerns emerging. As we have shared previously, the school district will not retaliate against any person for making a complaint."

Since this time, a number of parents have met with Dr. Evans, including one who recently spoke at the June 22, 2023 school board meeting, [REDACTED] ***Her video is attached to this email.*** This is an example of how reporting violence, racism and discrimination is addressed by Dr. Evans. The Latino/a/x community members do not trust Dr. Evans as she has stated and expressed compassion and resonance with the student who threatened to kill Mexicans, but did not express concern or value for the lives of Latino/a/x students who were threatened with death. The video from the June 22, 2023 school board meeting is an accurate representation of how our community views the district's tolerance of bullying, racism, and harassment.

You may, according to [WAC 392-190-065](#), "A complaint filing deadline may not be imposed if the complainant was prevented from filing a complaint due to:

- (a) Specific misrepresentations by the school district or public charter school that it had resolved the problem forming the basis of the complaint."

**Furthermore, according to [WAC 392-190-065](#), North Kitsap School District is out of compliance with the procedure outlined by state law,** "6) The response of the school district superintendent, charter school administrator, or designee required by this section must include:

- (a) A summary of the results of the investigation;
- (b) Whether the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#);
- (c) Notice of the complainant's right to appeal under WAC [392-190-070](#), including where and to whom the appeal must be filed; and
- (d) If the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#), the corrective measures deemed necessary to

correct the noncompliance. Any corrective measures must be instituted as expeditiously as possible but no later than thirty calendar days after the school district's or public charter school's written response to the complainant, unless otherwise agreed to by the complainant."

I met with attorney Jackson on May 5, 2023 and June 15, 2023. On May 5<sup>th</sup>, 2023, I specifically asked Mr. Jackson to investigate the incident with the student with the Nazi and stated that this was a priority given the safety of our students. ***I did not hear back and it has been over 30 days.***

In regards to the services of North Kitsap's English Language Learners, I refer you to, Lau et al. v. Nichols et al. which was argued on December 10, 1973 and decided on January 21, 1974 by the Supreme Court of the United States.


In a summary of the facts in Lau et al v. Nichols et al by Anne Powell and Derek Hughes, "In San Francisco public schools, classes were taught only in English. **But district officials refused to consider the bilingual solutions sought by parents and community members** on behalf of the more than 2,800 students of Chinese, Latino, and Filipino ancestry who were required, per district policy, to attend English-only classes. After protracted negotiations, SFUSD offered a nominal solution.

The district court ruled in favor of SFUSD in 1973, as did the Ninth Circuit Court of Appeals. The reasoning was that neither the Fourteenth Amendment's Equal Protection Clause nor the Civil Rights Act of 1964 had been violated because the students' lack of English language proficiency was not caused by the school district. There had, both rulings maintained, been no discriminatory action by the district. The precedent set in the *Brown* decision did not apply, since school integration did not require schools and districts to offer remedial language assistance to newcomers."

It is 2023, and yet the North Kitsap School District is using the reasoning and arguments of last century to discriminate and perpetuate a legacy of systemic barriers and racism.

I will respond to each complaint in the attachment.

 [IMG\\_1062.MOV](#)

 [IMG\\_1053.MOV](#)

Thank you,  
Danielle

On Mon, Jun 26, 2023 at 5:26 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Please find attached a status update.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

**SEATTLE**

1000 Second Ave., 30<sup>th</sup> Floor

Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

**PORTLAND**

[1050 SW Sixth Ave., Ste 1100](#)

Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

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Old Capitol Building  
PO Box 47200  
Olympia, WA 98504-7200



Washington Office of Superintendent of  
**PUBLIC INSTRUCTION**  
Chris Reykdal, Superintendent

k12.wa.us

June 30, 2023

**Sent by email only to:** [levans@nkschools.org](mailto:levans@nkschools.org)

Dr. Laurynn Evans  
Superintendent  
North Kitsap School District  
18360 NE Caldart Avenue  
Poulsbo, WA 98370

Re: **North Kitsap School District**  
OSPI Discrimination Complaint No. 23-016

Dear Superintendent Evans:

As the Office of Superintendent of Public Instruction (OSPI) is currently monitoring the North Kitsap School District's (District) completion of OSPI Discrimination Complaint 23-016, we are contacting you because the thirty-day timeline to respond to this complaint is today, June 30, 2023. Our understanding is that the District's investigation is not complete. While OSPI received a courtesy copy of a June 26 letter from District's legal counsel to Danielle Rueb-Castillejo (Complainant) regarding the status of the investigation, the letter did not notify Complainant that the District intended to extend the investigation timeline, explain the reason for any delay, or an anticipated response date. If the District does not expect to respond to Complainant today, the District must provide an update consistent with WAC [392-190-065\(5\)](#).

The June 26 letter also notified Complainant that the District did not intend to investigate many of the complaints she had filed with the District. OSPI noted that District counsel stated several complaints would not be investigated because, "[n]o individual aggrieved person is identified." As technical assistance and in the interest of transparency, OSPI would expect the District to investigate systemic or programmatic complaints where a group of students is alleged to be harmed by noncompliance to civil rights laws, even when no name specific aggrieved person is named.<sup>1</sup> Similarly, the letter stated that several complaints would not be investigated because, "[s]ome or all of the allegation falls outside of the procedural time requirement." As technical assistance, OSPI reminds the District that if any portion of the allegation falls *within* one year or

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<sup>1</sup> For example, this would include systemic or programmatic allegations related to the civil rights issues outlined in the [U.S. Department of Education's Dear Colleague Letter, "English Learner Students and Limited English Proficient Parents" \(2015\)](#), including the *Castaneda* prongs described therein and also referenced in Complainant's complaints.

Superintendent Evans

June 30, 2023

Page 2

is described as ongoing, OSPI would expect the District to investigate those allegations that are within the timeline. Additionally, WAC [392-190-065\(2\)](#) limits a school district from implementing a one-year timeline to file a complaint if (a) the complainant was prevented from filing a complaint due to misrepresentations from the district that the issue had been resolved or (b) if the district did not share with the complainant information required by the rule, such as a copy of the district's nondiscrimination complaint procedures in response to both written and oral discrimination complaints. If District has not already done so, for each complaint the District is considering untimely, the District should consider whether the allegations were previously raised to the District (even outside of the one-year timeline) and, if so, whether the District can demonstrate that imposing a one-year timeline is appropriate.

Additionally, OSPI would like to remind the District that investigations completed under WAC [392-190-065](#) must be neutral. As the District's counsel has an attorney-client relationship with the District, the District's counsel should not be involved in decision-making related to the investigation outcomes.

If you have any questions, please contact me at 360-725-6162, TTY: 360-664-3631, or you may email [Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us).

Sincerely,

/s/ Mallory Sullivan

Mallory Sullivan, Program Attorney  
Equity and Civil Rights

cc: Duncan Fobes, District Counsel

**Greg Jackson**

---

**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Wednesday, July 5, 2023 2:49 PM  
**To:** Danielle wayfindingtherapy.com  
**Cc:** [REDACTED]; Greg Jackson; Mallory Sullivan; Emily L. Nguyen  
**Subject:** NKSD INVESTIGATION

Ms. Rueb-Castillejo,

I wanted to let you know the timeline for the District is expecting to complete its investigation and the reasons for going beyond Procedure 5310P's 30 day guideline. As set out in my letter of June 26, the biggest obstacle to investigating the 90+ allegations is that the vast majority are anonymous and we have no complaining witness to contact for information. However, in setting our timeline, we are assuming that we will receive this information. If you become aware of anyone that wants to come forward on these allegations, they should contact Greg Jackson directly. The District does not request or report the immigration status of any person. We can also look at general programmatic complaints if they are specific enough for a reasonable investigation.

A second issue with our investigation is that many of the allegations, on the face of them, may be time-barred in whole or in part. It is difficult for us to determine that until we have a complaining witness and enough information to look into them. Then we would like at what they have to say on a case-by-case basis. We would investigate those complaints within one year and may waive the one-year time requirement on a case-by-case basis. However, we need enough information for any allegation to investigate.

A third issue is the difficulty of contacting District employees during the Summer Break.

Based on these factors, the District estimates the completion date of this investigation as October 31, 2023. This timeline may change as we receive new information.

Thank you, Duncan

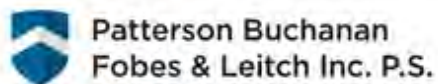
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**Greg Jackson**

---

**From:** Duncan K. Fobes <dkf@pattersonbuchanan.com>  
**Sent:** Monday, July 10, 2023 4:16 PM  
**To:** Danielle wayfindingtherapy.com  
**Cc:** [REDACTED]; Greg Jackson; Mallory Sullivan; Emily L. Nguyen; Sarah Albertson  
**Subject:** RE: NKSD INVESTIGATION

Dear Ms. Rueb-Castillejo,

Thank you for your email of July 6. Please let me address a couple of things you raised. First, you are correct that the operative procedure that applies to your Complainant is NKSD Procedure 3210P. Any reference to Policy 5310 was in error.

Second, I wanted to address your request for a Board appeal at this time. Your request is premature and the District will not schedule a Board hearing at this time. Procedure 5310P provides that at Level One of the procedure, following an investigation, the Superintendent will make a written determination as to: (1) a summary of the results of the investigation, (2) whether the district has failed to comply with anti-discrimination laws, (3) if non-compliance if found, corrective measures the district deems necessary correct it; and (4) notice of the complainant's right to appeal to the school board and the necessary filing information. The June 26 letter under my signature is not a final determination by the Superintendent nor a final disposition of the over 90 allegations of your complaint. It was intended as a status update to let you know where, after reviewing your complaint, the District is unable to start an investigation. Most of your allegations do not specify an individual aggrieved person and no persons have otherwise come forward. Other allegations, on the face of the complaint, are not within the one-year time requirement in the procedure. These determinations on what the District can and will investigate may change if either you or someone else provides the contact information for a grievant that the investigator can work with.

Third, I think it would be helpful to review the standard investigation process and the specifics of Procedure 3210P:

1. A formal written complaint is filed, which you have done.
2. An investigator is retained.
3. The Complainant, in this case you, is interviewed to understand the complaint and obtain identification of witnesses for further interview. Mr. Jackson will be in touch with you to complete this process. It is very important that we have an identifiable grievant identified or we cannot go further with that allegation.
4. The District makes an initial determination as to what it can and will investigate. This is subject to revision if the District receives more information.

5. Any witnesses that are relevant are interviewed. In this case, the District is hampered by the lack of identifiable aggrieved persons. As we receive further information, we may revise our investigation to account for this.
6. After the investigation is complete, the Superintendent will render a written decision as described above. In this case, I anticipate a single letter that addresses all of your allegation, including those where a final determination is made that the District cannot or will not investigate.
7. Following the Superintendent's decision letter, you will have an opportunity to appeal everything within the scope of that letter to the School Board.

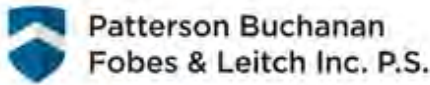
I hope this email has been helpful to you.

Finally, I remind you that the District neither asks for nor informs about someone's immigration status.

Sincerely, Duncan Fobes

**Duncan K. Fobes,**  
**Founding Principal**  
**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**  
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**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Thursday, July 6, 2023 7:44 AM  
**To:** Duncan K. Fobes <dkf@pattersonbuchanan.com>; Sarah Albertson <sarah.albertson@k12.wa.us>; robin hunt <jrobinhunt@msn.com>; Thomas Ahearne <ahearne@foster.com>; Kimi Kinoshita <kimigardens@gmail.com>; Zann Jacobbrown <zanyajacob@gmail.com>; Bre Ganné <ganne.bre@gmail.com>; Giovanna Larios <glarios513@gmail.com>; Angela Perez Munoz <aperezmunoz89@gmail.com>; Henry, Korinne <khenry@nkschools.org>; Rachael Reese <rachaelmreese@gmail.com>  
**Cc:** Evans, Laurynn <levans@nkschools.org>; Davenport, Rachel <rdavenport@nkschools.org>; Greg Jackson <greg@jnseattle.com>; Mallory Sullivan <Mallory.Sullivan@k12.wa.us>; Emily L. Nguyen <ELN@pattersonbuchanan.com>; Dionne Deschenne <dionnekchr@gmail.com>; augiekcchr@gmail.com; Mike Desmond <MDesmond@nkschools.org>; Barbara Waggoner <bwaggoner@nkschools.org>; Breane Martinez <BMartinez@nkschools.org>; Richard Eckert <REckert@nkschools.org>; Nancy Moffatt <nmoffatt@nkschools.org>; Robert Harris <president@naacpbremerton.org>; Karen Vargas <karendvargas@gmail.com>; Thomas, Jamila (GOV) <Jamila.Thomas@gov.wa.gov>; Brenda Calderon <brendacal10@gmail.com>; Annie Sayo <seinna023@yahoo.com>;

Susan Griggs <Susan.griggs0803@gmail.com>; A Lydick <a.lydick@gmail.com>; Pamela Keeley <pamkeeley@mac.com>

**Subject:** Re: NKSD INVESTIGATION

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mr. Fobes, Superintendent Dr. Evans, North Kitsap School District Board Members,

I think there must be some confusion. I did research into policy 5310p (there is a 5310 and it references compensation), and it is not the same as 3210p, which addresses racism and ongoing discrimination.

Cc'd on this communication are community stakeholders in the safety, wellbeing, care, and education of our children.

**To the School Board, I have attached the letter with the complaints that are appealed to you, specifically, sent Tuesday, June 27th, 2023, which is now 9 days ago.**

As a part of the policy and procedures, and reported by myself, and other Latinx Community members the North Kitsap School district does not follow their own policy and procedures, which was reported by the majority of the 40 participants of the meeting on November 22, 2022. The meeting notes are attached, which note lack of response.

Attached is my previous response to the 90 complaints, some that you will investigate, and then many that are appealed to level 2, in the policy 3210, which states; "Level Two – Appeal to the Board of Directors  
If a complainant disagrees with the superintendent's or designee's written decision, **the complainant may appeal the decision to the district board of directors by filing a written notice of appeal with the secretary of the board within ten (10) calendar days** following the date upon which the complainant received the response. The board shall schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause. Both parties shall be allowed to present such witnesses and testimony as the board deems relevant and material. Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision. The decision of the board will be provided in a language the complainant can understand, which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act. The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction."

I am attaching your conclusions for the school board, as well as the index, the contacts for the families affected that are waiting **SINCE NOVEMBER 2022.**

**I sent this appeal and included (again) the attachment for the School Board, and expect to meet by the 20th calendar day following the filing of the written notice of appeal, unless we have made another agreement. Since, I have not heard a response from the school board, I am still waiting.**

I want to provide the link for the Superintendent of Washington State, Christ Rykdal's vision for the state of Washington (which NKSD is out of compliance with): <https://www.k12.wa.us/about-osp/superintendent-christ-rykdal/superintendents-vision-priorities>

In regards to the safety of our families, **THEY DO NOT FEEL SAFE.** Witnesses to Dr. Evans conduct during the April 13, 2023 school board meeting towards the Suquamish Tribal Government and community, the threats of calling 911 -- all exemplified a lack of real physical safety as well as emotional, and psychological safety. Those who were threatened are cc'd on this email: Akuyea Karen Vargas, Rachael Reese, Brenda Calderon, and Pam Keely. Mexican families were in attendance and were visibly traumatized and threatened. Families do not believe your statements about not contacting immigration, police or other law enforcement. Their lived experience are threats of 911, police, and expressed compassion by the Superintendent for the perpetrator of racial death threats.

Since **these complaints started on October 6, 2022**, followed up by a meeting with the **district on November 22, 2022**, followed by a **town hall on February 7, 2023**, and **complaints filed late February 2023**, the families, myself, and community members who are witnesses to this racism do not accept your timeline for investigating the complaints.

The North Kitsap School District's violation of their own policies has led to this massive delay, which benefits administrative staff and causes a physical safety hazard for the teachers and students, as well as ongoing psychological trauma.

Thank you for choosing to follow policy 3210p, and the appeal to the school board.

Thank you,  
Danielle S. Castillejo

On Wed, Jul 5, 2023 at 2:49 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I wanted to let you know the timeline for the District is expecting to complete its investigation and the reasons for going beyond Procedure 5310P's 30 day guideline. As set out in my letter of June 26, the biggest obstacle to investigating the 90+ allegations is that the vast majority are anonymous and we have no complaining witness to contact for information. However, in setting our timeline, we are assuming that we will receive this information. If you become aware of anyone that wants to come forward on these allegations, they should contact Greg Jackson directly. The District does not request or report the immigration status of any person. We can also look at general programmatic complaints if they are specific enough for a reasonable investigation.

A second issue with our investigation is that many of the allegations, on the face of them, may be time-barred in whole or in part. It is difficult for us to determine that until we have a complaining witness and enough information to look into them. Then we would like at what they have to say on a case-by-case basis. We would investigate those complaints within one year and may waive the one-year time requirement on a case-by-case basis. However, we need enough information for any allegation to investigate.

A third issue is the difficulty of contacting District employees during the Summer Break.

Based on these factors, the District estimates the completion date of this investigation as October 31, 2023. This timeline may change as we receive new information.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, July 11, 2023 8:03 AM  
**To:** Duncan K. Fobes; Angela Perez Munoz; Brenda Calderon; Giovanna Larios; Thomas Ahearne; Schoolboard@nkschools.org; Rolfes, Sen. Christine; Simmons, Rep. Tarra; Drew Hansen; Kimi Kinoshita; Bre Ganné; sumuirhom@gmail.com; Robert Harris; robin hunt; Romero, Roberta; Nelson, David; pei-yu.lin@kitsapsun.com  
**Cc:** Evans, Laurynn; Davenport, Rachel; Greg Jackson; Mallory Sullivan; Emily L. Nguyen; Barbara Waggoner; Breane Martinez; Richard Eckert; Nancy Moffatt; Mike Desmond; Sarah Albertson; augiekcchr@gmail.com; Dionne Deschenne; Breaking Bread for Racial Justice Kitsap ERACE; KC CHR; Kitsap ERACE Coalition; Kitsap PLOC; Martha Little; Martitha May; Annie Sayo; A Lydick; Ed Stern; Karen Vargas; Rachael Reese; Pamela Keeley; Barbara Lawrence; Leonard Forsman; debby haase; Carollynn Zimmers; Alexis Foster; Susan Griggs; Susan Griggs  
**Subject:** Re: NKSD INVESTIGATION  
**Attachments:** SOLUTIONS LETTER.pdf; North Kitsap SD Meeting with Hispanic Parents.docx-2.pdf

Dear Mr. Fobes;

In the school year, **2021-2022**, I attempted, **as a parent only** (representing my own children) to reach out to the North Kitsap School District numerous times, and was finally able to schedule a meeting with various administrators on **October 6th, 2022**, almost a year after many of the instances had occurred (The Superintendent Dr. Evans did not attend). **The lack of timely response and adherence of the North Kitsap School District Superintendent and School Board to their own policies is historically, and continues to be a problem, now perpetuated by the Risk Management Team overseeing this "investigation."**

Please refer to my earlier emails for the rest of the timeline.

In your own emails, and those of the Superintendent and District employees the encouragement is to report instances of racism and discrimination; however, since you do not follow your own policies for addressing these issues **within 30 days**, as evidenced here.

After our meeting on **November 22, 2022**, we submitted the complaints, with contact information for the families. **As of July 11, 2023, we still do not have a response from the North Kitsap Superintendent and School Board**. Dr. Crenshaw pioneered the investigation of systems, "Racism is inherent in the law and legal institutions of the United States insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites, especially African Americans."

In this case, **despite our families following the policy and procedures** set forth by the school district themselves, there is no obligation of the Superintendent or School Board, or District to adhere to those policies, and **instead their primary efforts, which cost time and money**, has been to twist the timelines, while maintaining discrimination in our district, thwart immigrants access to learning and worse, put the lives of teachers and students at risk from racial death threats through lack of transparency and action. This is an excellent case study for Dr. Crenshaw's theory.

**On February 22, 2023, the families, and broad community input, including myself, provided the North Kitsap School District Superintendent and School Board with a list of Seven Solutions.** This letter is attached to this email.

**According to Policy 3210p, there is the option to engage solutions through mediation:** "Mediation

At any time during the discrimination complaint procedure set forth in WAC 392-190- 065 through 392-190-075, a district may, at its own expense, offer mediation. The complainant and the district may agree to extend the discrimination complaint process deadlines in order to pursue mediation.

The purpose of mediation is to provide both the complainant and the district an opportunity to resolve disputes and reach a mutually acceptable agreement through the use of an impartial mediator. Mediation must be voluntary and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be used to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not:

- 1) Be an employee of any school district, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or
- 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the district or charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a district representative who has authority to bind the district."

In many attempts by various agencies copied on this email, including teachers, educators, students, families, community members, and others, not one of the solutions set forward has been engaged by the Superintendent or School Board.

The reason we engaged solutions is to move towards resolution in the best interest of our families, safety of our students, safety of our educators, and pursuit of a sense of belonging for our students and communities.

Of primary concern for our community and the broader North Kitsap community is the equitable education, and spiritual, physical, mental, and emotional safety of our students and educators. **Under this Risk Management team, equitable education, and the wellbeing of our students and educators are all suffering, while the School Board and Superintendent are insulated by YOU, from community dialogue -- students ultimately bear, regardless of race or ethnicity, the consequences of Risk Management ignoring solutions, twisting timelines, and delaying action.**

**We ask you to follow policy 3210p and allow the school board to hold hearings for our appeals.** Our families will come forward and testify, and provide witnesses.

**We ask you to engage solutions, which are accessible, equitable, and sit down with our community leaders to discuss how we can work together. We have surveyed community members, both Latino/a/x families and many other community members of diverse backgrounds on these solutions and there is a lot of room to work, but it must be done in community.**

Again, the solutions are attached.

**I look forward to your response and engagement of the community to truly mitigate risks for our students, educators, and communities.**

Danielle S. Rueb - Castillejo

On Mon, Jul 10, 2023 at 4:16 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Dear Ms. Rueb-Castillejo,



Thank you for your email of July 6. Please let me address a couple of things you raised. First, you are correct that the operative procedure that applies to your Complainant is NKSD Procedure 3210P. Any reference to Policy 5310 was in error.

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Third, I think it would be helpful to review the standard investigation process and the specifics of Procedure 3210P:

1. A formal written complaint is filed, which you have done.
2. An investigator is retained.
3. The Complainant, in this case you, is interviewed to understand the complaint and obtain identification of witnesses for further interview. Mr. Jackson will be in touch with you to complete this process. It is very important that we have an identifiable grievant identified or we cannot go further with that allegation.
4. The District makes an initial determination as to what it can and will investigate. This is subject to revision if the District receives more information.
5. Any witnesses that are relevant are interviewed. In this case, the District is hampered by the lack of identifiable aggrieved persons. As we receive further information, we may revise our investigation to account for this.
6. After the investigation is complete, the Superintendent will render a written decision as described above. In this case, I anticipate a single letter that addresses all of your allegation, including those where a final determination is made that the District cannot or will not investigate.

7. Following the Superintendent's decision letter, you will have an opportunity to appeal everything within the scope of that letter to the School Board.

I hope this email has been helpful to you.

Finally, I remind you that the District neither asks for nor informs about someone's immigration status.

Sincerely, Duncan Fobes

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Sent:** Thursday, July 6, 2023 7:44 AM

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>; Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>; robin hunt <[jrobinhunt@msn.com](mailto:jrobinhunt@msn.com)>; Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>; Kimi Kinoshita <[kimigardens@gmail.com](mailto:kimigardens@gmail.com)>; Zann

Jacobrown <[zanyajacob@gmail.com](mailto:zanyajacob@gmail.com)>; Bre Ganné <[ganne.bre@gmail.com](mailto:ganne.bre@gmail.com)>; Giovanna Larios <[glarios513@gmail.com](mailto:glarios513@gmail.com)>; Angela Perez Munoz <[aperezmunoz89@gmail.com](mailto:aperezmunoz89@gmail.com)>; Henry, Korinne <[khenry@nkschools.org](mailto:khenry@nkschools.org)>; Rachael Reese <[rachaelmreese@gmail.com](mailto:rachaelmreese@gmail.com)>  
**Cc:** Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>; Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>; Greg Jackson <[greg@jseattle.com](mailto:greg@jseattle.com)>; Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>; Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>; Dionne Deschenne <[dionnekcchr@gmail.com](mailto:dionnekcchr@gmail.com)>; [augiekcchr@gmail.com](mailto:augiekcchr@gmail.com); Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>; Barbara Waggoner <[bwaggoner@nkschools.org](mailto:bwaggoner@nkschools.org)>; Breane Martinez <[BMartinez@nkschools.org](mailto:BMartinez@nkschools.org)>; Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>; Nancy Moffatt <[nmoffatt@nkschools.org](mailto:nmoffatt@nkschools.org)>; Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>; Karen Vargas <[karendvargas@gmail.com](mailto:karendvargas@gmail.com)>; Thomas, Jamila (GOV) <[Jamila.Thomas@gov.wa.gov](mailto:Jamila.Thomas@gov.wa.gov)>; Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>; Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>; Susan Griggs <[Susan.griggs0803@gmail.com](mailto:Susan.griggs0803@gmail.com)>; A Lydick <[a.lydick@gmail.com](mailto:a.lydick@gmail.com)>; Pamela Keeley <[pamkeeley@mac.com](mailto:pamkeeley@mac.com)>  
**Subject:** Re: NKSD INVESTIGATION

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Dear Mr. Fobes, Superintendent Dr. Evans, North Kitsap School District Board Members,

I think there must be some confusion. I did research into policy 5310p (there is a 5310 and it references compensation), and it is not the same as 3210p, which addresses racism and ongoing discrimination.

Cc'd on this communication are community stakeholders in the safety, wellbeing, care, and education of our children.

**To the School Board, I have attached the letter with the complaints that are appealed to you, specifically, sent Tuesday, June 27th, 2023, which is now 9 days ago.**

As a part of the policy and procedures, and reported by myself, and other Latinx Community members **the North Kitsap School district does not follow their own policy and procedures**, which was reported by the majority of the 40 participants of the meeting on November 22, 2022. The meeting notes are attached, which note lack of response.

Attached is my previous response to the 90 complaints, some that you will investigate, and then many that are appealed to level 2, in the policy 3210, which states; "Level Two – Appeal to the Board of Directors

If a complainant disagrees with the superintendent's or designee's written decision, **the complainant may appeal the decision to the district board of directors by filing a written notice of appeal with the secretary of the board within ten (10) calendar days** following the date upon which the complainant received the response. The board shall schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause. Both parties shall be allowed to present such witnesses and testimony as the board deems relevant and material. Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision. The decision of the board will be provided in a language the complainant can understand, which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act. The decision will include notice of the

complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction."

I am attaching your conclusions for the school board, as well as the index, the contacts for the families affected that are waiting **SINCE NOVEMBER 2022.**

**I sent this appeal and included (again) the attachment for the School Board, and expect to meet by the 20th calendar day following the filing of the written notice of appeal, unless we have made another agreement. Since, I have not heard a response from the school board, I am still waiting.**

I want to provide the link for the Superintendent of Washington State, Christ Rykdal's vision for the state of Washington (which NKSD is out of compliance with): <https://www.k12.wa.us/about-osp/superintendent-chris-rykdal/superintendents-vision-priorities>

In regards to the safety of our families, **THEY DO NOT FEEL SAFE.** Witnesses to Dr. Evans conduct during the April 13, 2023 school board meeting towards the Suquamish Tribal Government and community, the threats of calling 911 -- all exemplified a lack of real physical safety as well as emotional, and psychological safety. Those who were threatened are cc'd on this email: Akuyea Karen Vargas, Rachael Reese, Brenda Calderon, and Pam Keely. Mexican families were in attendance and were visibly traumatized and threatened. Families do not believe your statements about not contacting immigration, police or other law enforcement. Their lived experience are threats of 911, police, and expressed compassion by the Superintendent for the perpetrator of racial death threats.

Since **these complaints started on October 6, 2022,** followed up by a meeting with the **district on November 22, 2022,** followed by a **town hall on February 7, 2023,** and **complaints filed late February 2023,** the families, myself, and community members who are witnesses to this racism do not accept your timeline for investigating the complaints.

The North Kitsap School District's violation of their own policies has led to this massive delay, which benefits administrative staff and causes a physical safety hazard for the teachers and students, as well as ongoing psychological trauma.

Thank you for choosing to follow policy 3210p, and the appeal to the school board.

Thank you,

Danielle S. Castillejo

On Wed, Jul 5, 2023 at 2:49 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I wanted to let you know the timeline for the District is expecting to complete its investigation and the reasons for going beyond Procedure 5310P's 30 day guideline. As set out in my letter of June 26, the biggest obstacle to investigating the 90+ allegations is that the vast majority are anonymous and we have no complaining witness to contact for information. However, in setting our timeline, we are assuming that we will receive this information. If you become aware of anyone that wants to come forward on these allegations, they should contact Greg Jackson directly. The District does not request or report the immigration status of any person. We can also look at general programmatic complaints if they are specific enough for a reasonable investigation.

A second issue with our investigation is that many of the allegations, on the face of them, may be time-barred in whole or in part. It is difficult for us to determine that until we have a complaining witness and enough information to look into them. Then we would like at what they have to say on a case-by-case basis. We would investigate those complaints within one year and may waive the one-year time requirement on a case-by-case basis. However, we need enough information for any allegation to investigate.

A third issue is the difficulty of contacting District employees during the Summer Break.

Based on these factors, the District estimates the completion date of this investigation as October 31, 2023. This timeline may change as we receive new information.

Thank you, Duncan

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

**SEATTLE**

1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

**PORTLAND**

1050 SW Sixth Ave., Ste 1100  
Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Thursday, July 13, 2023 3:51 PM  
**To:** Annie Sayo; Barbara Lawrence; Bre Ganné; Brenda Calderon; Duncan Fobes; Greg Jackson; Greg Nance; Henry, Korinne; Hernandez, Chelsea; KC CHR; Karen Vargas; Mallory Sullivan; Maria Fergus; Martitha May; Mike Desmond; Nancy Moffatt; Nelson, David; Richard Eckert; Robert Harris; Rolfes, Sen. Christine; Romero, Roberta; Sarah Albertson; Simmons, Rep. Tarra; Susan Griggs; Thomas Ahearne; Thomas, Jamila (GOV); Zann Jacobbrown; pei-yu.lin@kitsapsun.com; robin hunt  
**Subject:** Fwd: NKSD INVESTIGATION  
**Attachments:** North Kitsap SD Meeting with Hispanic Parents.docx-2.pdf; June 27 response.docx; Public records request 23-07 (1).pdf

Dear Mr. Fobes.

I forwarded an email with notes, details of complaints from November 22, 2022, as well as contact information sent on June 27, 2023.

I also told Mr. Jackson how to do a public records request for the family contact information on May 5, 2023. He told me he could not investigate more than a handful of complaints and asked me to choose. I asked him to investigate the complaints from November 2022.

More witnesses will email you soon that can testify to giving this information to the District. Every delay and barrier you place between Latino/a/x families , students and educators for well being, equity, and access to education is harmful.

I will also reply to your denial of solutions or mediation in separate emails.

Thank you,  
 Danielle

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

**From:** Danielle [wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com) <danielle@wayfindingtherapy.com>  
**Date:** Tue, Jun 27, 2023 at 8:58 AM  
**Subject:** Re: NKSD INVESTIGATION  
**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>, KC CHR <[kitsapcouncilhumanrights@gmail.com](mailto:kitsapcouncilhumanrights@gmail.com)>, <[augiekchr@gmail.com](mailto:augiekchr@gmail.com)>, Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>, Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>, Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>, KAIRE <[kaire.org@gmail.com](mailto:kaire.org@gmail.com)>, Kimi Kinoshita <[kimigardens@gmail.com](mailto:kimigardens@gmail.com)>, Luis Castillejo <[luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)>, Sarah van Gelder <[svangelder@suquamish.nsn.us](mailto:svangelder@suquamish.nsn.us)>, Toni Jones <[tjones@pgst.nsn.us](mailto:tjones@pgst.nsn.us)>, Barbara Lawrence <[blawrence@suquamish.nsn.us](mailto:blawrence@suquamish.nsn.us)>, Karen Vargas <[karendvargas@gmail.com](mailto:karendvargas@gmail.com)>  
**CC:** Giovanna Larios <[glarios513@gmail.com](mailto:glarios513@gmail.com)>, Angela Perez Munoz <[aperezmunoz89@gmail.com](mailto:aperezmunoz89@gmail.com)>, Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>, Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>, Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>, Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>, <[Schoolboard@nkschools.org](mailto:Schoolboard@nkschools.org)>, Greg Jackson <[greg@inseattle.com](mailto:greg@inseattle.com)>, Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>, Nancy Moffatt <[nmoffatt@nkschools.org](mailto:nmoffatt@nkschools.org)>, Rachel Davenport <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>, Breane Martinez <[BMartinez@nkschools.org](mailto:BMartinez@nkschools.org)>, Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>, Barbara Waggoner <[bwaggoner@nkschools.org](mailto:bwaggoner@nkschools.org)>, Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>, Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>

Dear Mr. Fobes, North Kitsap School Board, and Superintendent Dr. Evans;

Cc'd on this communication are community stakeholders in the safety, wellbeing, care, and education of our children.

To the School Board, I have attached the letter with the complaints that are appealed to you, specifically.

On October 6<sup>th</sup>, 2022, Luis Castillejo and myself had a scheduled meeting with Dr. Evans and various district employees that Dr. Evans changed by one hour the day before the meeting and then failed to appear at this meeting. One of the outcomes of the meeting, which we had waited months for the Superintendent to set, was a meeting with Ms. Sawicki of North Kitsap High School on November 22, 2023 with many other Latino/a/x families. Attached to this email are the meeting notes, as well as the contact information for those families.

The meeting is documented [here](#).

Dr. Evans never responded to our requests in writing, via phone, or messenger for a collective community meeting to collaborate on solutions, nor address the systemic and personal racist attacks experienced by the Latino/a/x community in the year of 2022, and the systemic and racist experiences Latino/a/x students witnessed targeting the African American, Asian and Native student populations.

Dr. Evans writes in her Strategic Plan, "Unsurprisingly, we also discovered that educating our students will involve a high level of collaboration across teams in our district and between our district and our community. Quality education thrives on the enduring partnership of all of our stakeholders. That is why the bedrock of our strategic plan is collaboration. It underlies every facet of our roadmap contained inside this plan, and it will be an integral part of how we accomplish our student learning outcomes." The Latino/a/x community and other communities of Color, as well as the deaf, Choice, arts' students and various marginalized communities in North Kitsap are uniting to ask for collaboration and response. There is tone deaf silence, as evidenced by this response.

On April 13<sup>th</sup>, 2023, at the North Kitsap School Board meeting, Dr. Evans made direct and explicit threats to call 911 and bring law enforcement into the room when she wanted to silence Latino/a/x, African American Elder Akuyea Karen Vargas, and families who had attended the meeting to speak for the first time. Collectively and coincidentally, we witnessed the degradation in language, attitude, and communication from Dr. Evans and her school board towards the Suquamish Tribal Government. None of these experiences indicate that the North Kitsap District's words written on March 21<sup>st</sup>, 2023 are true, "In the meantime, as previously mentioned, if there are new issues happening currently in NKSD, it is imperative that we receive a direct, specific and detailed report from the person who has a complaint or believes they are a victim of alleged discriminatory acts. A timely, first-hand report helps us address the issues in real time. **We are**



**committed to providing a safe space for people to share such concerns.** We have been and will continue to be responsive to direct and timely reports of concerns. We have translators available and ready. Please encourage staff, students or families to contact us directly so that we might respond to any and all new concerns emerging. As we have shared previously, the school district will not retaliate against any person for making a complaint.”

Since this time, a number of parents have met with Dr. Evans, including one who recently spoke at the June 22, 2023 school board meeting, Sandra Duran. ***Her video is attached to this email.*** This is an example of how reporting violence, racism and discrimination is addressed by Dr. Evans. The Latino/a/x community members do not trust Dr. Evans as she has stated and expressed compassion and resonance with the student who threatened to kill Mexicans, but did not express concern or value for the lives of Latino/a/x students who were threatened with death. The video from the June 22, 2023 school board meeting is an accurate representation of how our community views the district's tolerance of bullying, racism, and harassment.

You may, according to [WAC 392-190-065](#), “A complaint filing deadline may not be imposed if the complainant was prevented from filing a complaint due to:

- (a) Specific misrepresentations by the school district or public charter school that it had resolved the problem forming the basis of the complaint.”

**Furthermore, according to [WAC 392-190-065](#), North Kitsap School District is out of compliance with the procedure outlined by state law,** “6) The response of the school district superintendent, charter school administrator, or designee required by this section must include:

- (a) A summary of the results of the investigation;
- (b) Whether the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#);
- (c) Notice of the complainant's right to appeal under WAC [392-190-070](#), including where and to whom the appeal must be filed; and
- (d) If the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#), the corrective measures deemed necessary to correct the noncompliance. Any corrective measures must be instituted as expeditiously as possible but no later than thirty calendar days after the school district's or public charter school's written response to the complainant, unless otherwise agreed to by the complainant.”

I met with attorney Jackson on May 5, 2023 and June 15, 2023. On May 5<sup>th</sup>, 2023, I specifically asked Mr. Jackson to investigate the incident with the student with the Nazi and stated that this was a priority given the safety of our students. ***I did not hear back and it has been over 30 days.***

In regards to the services of North Kitsap’s English Language Learners, I refer you to, Lau et al. v. Nichols et al. which was argued on December 10, 1973 and decided on January 21, 1974 by the Supreme Court of the United States.

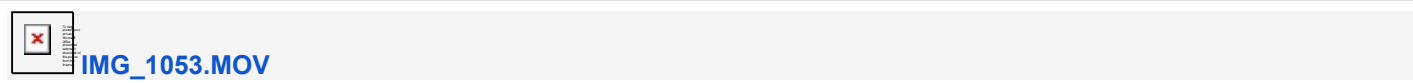
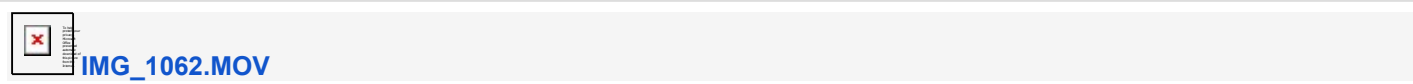
In a summary of the facts in Lau et al v. Nichols et al by Anne Powell and Derek Hughes, “In San Francisco public schools, classes were taught only in English. **But district officials refused to**

**consider the bilingual solutions sought by parents and community members** on behalf of the more than 2,800 students of Chinese, Latino, and Filipino ancestry who were required, per district policy, to attend English-only classes. After protracted negotiations, SFUSD offered a nominal solution.

The district court ruled in favor of SFUSD in 1973, as did the Ninth Circuit Court of Appeals. The reasoning was that neither the Fourteenth Amendment's Equal Protection Clause nor the Civil Rights Act of 1964 had been violated because the students' lack of English language proficiency was not caused by the school district. There had, both rulings maintained, been no discriminatory action by the district. The precedent set in the *Brown* decision did not apply, since school integration did not require schools and districts to offer remedial language assistance to newcomers.”

It is 2023, and yet the North Kitsap School District is using the reasoning and arguments of last century to discriminate and perpetuate a legacy of systemic barriers and racism.

I will respond to each complaint in the attachment.



Thank you,  
Danielle

On Mon, Jun 26, 2023 at 5:26 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Please find attached a status update.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

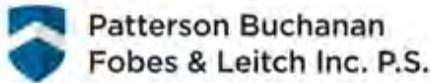
DIRECT 206.462.6704 | TOLL FREE 800.722.3815

SEATTLE

PORTLAND

1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104  
P: (206) 462-6700 | F: (206) 462-6701

[1050 SW Sixth Ave., Ste 1100](https://www.pattersonbuchanan.com)  
Portland, OR 97204  
P: (503) 200-5400 | F: (503) 200-5401



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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**Greg Jackson**

---

**From:** Brenda Calderon <brendacal10@gmail.com>  
**Sent:** Thursday, July 13, 2023 5:54 PM  
**To:** Danielle wayfindingtherapy.com  
**Cc:** Annie Sayo; Barbara Lawrence; Bre Ganné; Duncan Fobes; Greg Jackson; Greg Nance; Henry, Korinne; Hernandez, Chelsea; KC CHR; Karen Vargas; Mallory Sullivan; Maria Fergus; Martitha May; Mike Desmond; Nancy Moffatt; Nelson, David; Richard Eckert; Robert Harris; Rolfes, Sen. Christine; Romero, Roberta; Sarah Albertson; Simmons, Rep. Tarra; Susan Griggs; Thomas Ahearne; Thomas, Jamila (GOV); Zann Jacobbrown; pei-yu.lin@kitsapsun.com; robin hunt  
**Subject:** Re: NKSD INVESTIGATION

Mr. Fobes,

My name is Brenda Calderon, I submitted the records request in the spring for the contact list of the people who attended the first meeting back in Nov of 22. I was able to attain the records for numerous families who were present to give their complaints directly to the principal.

Those families were not contacted within the allowable window, it is unacceptable that they have waited and been dismissed for so long.

-Brenda

On Thu, Jul 13, 2023 at 3:51 PM Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)> wrote:

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Danielle

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

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Date:** Tue, Jun 27, 2023 at 8:58 AM

**Subject:** Re: NKSD INVESTIGATION

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>, KC CHR <[kitsapcouncilhumanrights@gmail.com](mailto:kitsapcouncilhumanrights@gmail.com)>,

<augiekcchr@gmail.com>, Robert Harris <president@naacpbremerton.org>, Ed Stern <estern@cityofpoulsbo.com>, Annie Sayo <seinna023@yahoo.com>, KAIRE <kaire.org@gmail.com>, Kimi Kinoshita <kimigardens@gmail.com>, Luis Castillejo <luiscastillejo@ymail.com>, Sarah van Gelder <svangelder@suquamish.nsn.us>, Toni Jones <tjones@pgst.nsn.us>, Barbara Lawrence <blawrence@suquamish.nsn.us>, Karen Vargas <karendvargas@gmail.com> CC: Giovanna Larios <glarios513@gmail.com>, Angela Perez Munoz <aperezmunoz89@gmail.com>, Emily L. Nguyen <ELN@pattersonbuchanan.com>, Mike Desmond <MDesmond@nkschools.org>, Mallory Sullivan <Mallory.Sullivan@k12.wa.us>, Richard Eckert <REckert@nkschools.org>, <Schoolboard@nkschools.org>, Greg Jackson <greg@jnseattle.com>, Evans, Laurynn <levans@nkschools.org>, Nancy Moffatt <nmoffatt@nkschools.org>, Rachel Davenport <rdavenport@nkschools.org>, Breane Martinez <BMartinez@nkschools.org>, Brenda Calderon <brendacal10@gmail.com>, Barbara Waggoner <bwaggoner@nkschools.org>, Sarah Albertson <sarah.albertson@k12.wa.us>, Thomas Ahearne <ahearne@foster.com>

Dear Mr. Fobes, North Kitsap School Board, and Superintendent Dr. Evans;

Cc'd on this communication are community stakeholders in the safety, wellbeing, care, and education of our children.

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Dr. Evans never responded to our requests in writing, via phone, or messenger for a collective community meeting to collaborate on solutions, nor address the systemic and personal racist attacks experienced by the Latino/a/x community in the year of 2022, and the systemic and racist experiences Latino/a/x students witnessed targeting the African American, Asian and Native student populations.

Dr. Evans writes in her Strategic Plan, "Unsurprisingly, we also discovered that educating our students will involve a high level of collaboration across teams in our district and between our district and our community. Quality education thrives on the enduring partnership of all of our stakeholders. That is why the bedrock of our strategic plan is collaboration. It underlies every facet of our roadmap contained inside this plan, and it will be an integral part of how we accomplish our student learning outcomes." The Latino/a/x community and other communities of Color, as well as the deaf, Choice, arts' students and various marginalized communities in North Kitsap are uniting to ask for collaboration and response. There is tone deaf silence, as evidenced by this response.

On April 13<sup>th</sup>, 2023, at the North Kitsap School Board meeting, Dr. Evans made direct and explicit threats to call 911 and bring law enforcement into the room when she wanted to silence Latino/a/x, African American Elder Akuyea Karen Vargas, and families who had attended the meeting to speak for the first time. Collectively and coincidentally, we witnessed the degradation in language, attitude, and communication from Dr. Evans and her school board towards the Suquamish Tribal Government. None of these experiences indicate that the North Kitsap District's words written on March 21<sup>st</sup>, 2023 are true, "In the meantime, as previously mentioned, if there are new issues happening currently in NKSD, it is imperative that we receive a direct, specific and detailed report from the person who has a complaint or believes they are a victim of alleged discriminatory acts. A timely, first-hand report helps us address the issues in real time. **We are committed to providing a safe space for people to share such concerns.** We have been and will continue to be responsive to direct and timely reports of concerns. We have translators available and ready. Please encourage staff, students or families to contact us directly so that we might respond to any and all new concerns emerging. As we have shared previously, the school district will not retaliate against any person for making a complaint."

Since this time, a number of parents have met with Dr. Evans, including one who recently spoke at the June 22, 2023 school board meeting, Sandra Duran. ***Her video is attached to this email.*** This is an example of how reporting violence, racism and discrimination is addressed by Dr. Evans. The Latino/a/x community members do not trust Dr. Evans as she has stated and expressed compassion and resonance with the student who threatened to kill Mexicans, but did not express concern or value for the lives of Latino/a/x students who were threatened with death. The video from the June 22, 2023 school board meeting is an accurate representation of how our community views the district's tolerance of bullying, racism, and harassment.

You may, according to [WAC 392-190-065](#), "A complaint filing deadline may not be imposed if the complainant was prevented from filing a complaint due to:

- (a) Specific misrepresentations by the school district or public charter school that it had resolved the problem forming the basis of the complaint."

**Furthermore, according to [WAC 392-190-065](#), North Kitsap School District is out of compliance with the procedure outlined by state law,** "6) The response of the school district

superintendent, charter school administrator, or designee required by this section must include:

- (a) A summary of the results of the investigation;
- (b) Whether the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#);
- (c) Notice of the complainant's right to appeal under WAC [392-190-070](#), including where and to whom the appeal must be filed; and
- (d) If the school district or public charter school has failed to comply with this chapter or the guidelines adopted under WAC [392-190-005](#), the corrective measures deemed necessary to correct the noncompliance. Any corrective measures must be instituted as expeditiously as possible but no later than thirty calendar days after the school district's or public charter school's written response to the complainant, unless otherwise agreed to by the complainant."

I met with attorney Jackson on May 5, 2023 and June 15, 2023. On May 5<sup>th</sup>, 2023, I specifically asked Mr. Jackson to investigate the incident with the student with the Nazi and stated that this was a priority given the safety of our students. ***I did not hear back and it has been over 30 days.***

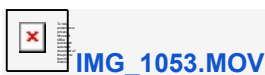
In regards to the services of North Kitsap's English Language Learners, I refer you to, Lau et al. v. Nichols et al. which was argued on December 10, 1973 and decided on January 21, 1974 by the Supreme Court of the United States.

In a summary of the facts in Lau et al v. Nichols et al by Anne Powell and Derek Hughes, "In San Francisco public schools, classes were taught only in English. **But district officials refused to consider the bilingual solutions sought by parents and community members** on behalf of the more than 2,800 students of Chinese, Latino, and Filipino ancestry who were required, per district policy, to attend English-only classes. After protracted negotiations, SFUSD offered a nominal solution.

The district court ruled in favor of SFUSD in 1973, as did the Ninth Circuit Court of Appeals. The reasoning was that neither the Fourteenth Amendment's Equal Protection Clause nor the Civil Rights Act of 1964 had been violated because the students' lack of English language proficiency was not caused by the school district. There had, both rulings maintained, been no discriminatory action by the district. The precedent set in the *Brown* decision did not apply, since school integration did not require schools and districts to offer remedial language assistance to newcomers."

It is 2023, and yet the North Kitsap School District is using the reasoning and arguments of last century to discriminate and perpetuate a legacy of systemic barriers and racism.

I will respond to each complaint in the attachment.



Thank you,  
Danielle

On Mon, Jun 26, 2023 at 5:26 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Please find attached a status update.

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

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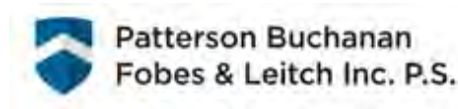
1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

**PORTLAND**

[1050 SW Sixth Ave., Ste 1100](#)  
Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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--

"Hope is a discipline" - Mariame Kaba

Brenda Calderon



**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, July 14, 2023 9:00 AM  
**To:** Duncan K. Fobes; Mallory Sullivan; Duncan Fobes; Sarah Albertson; Thomas Ahearne; Thomas, Jamila (GOV); Zann Jacobrown; Breaking Bread for Racial Justice Kitsap ERACE; KC CHR; Kitsap ERACE Coalition; Kitsap PLOC; Rolfes, Sen. Christine; Simmons, Rep. Tarra; Greg Nance; A Lydick; Mike Desmond; Breane Martinez; Brenda Calderon; Martitha May; Martha Little; Promise Partner; robin hunt; Richard Eckert; Nancy Moffatt; Annie Sayo; Barbara Lawrence; Bre Ganné; Nelson, David; pei-yu.lin@kitsapsun.com; Robert Harris; Romero, Roberta; Hernandez, Chelsea; Ed Stern; Maria Fergus; Alexis Foster; Sarah van Gelder; Susan Griggs; Henry, Korinne; Kali Jensen; Karen Vargas; Kimi Kinoshita; KAIRE; Pamela Keeley; augiekcchr@gmail.com; Dionne Deschenne  
**Cc:** Greg Jackson; Evans, Laurynn; Davenport, Rachel; Emily L. Nguyen  
**Subject:** Re: NKSD INVESTIGATION  
**Attachments:** SOLUTIONS LETTER.pdf

Dear Mr. Fobes.

The issue is a systemic failure to adhere to the Civil Rights Act of 1964, of which Latino/a/x students are a protected class by Federal law. We are asking for you to engage in an investigation which seeks understanding and truth, restorative justice solutions (our letter is attached), and engage in conversation that moves toward healing. In many meetings with community stakeholders, our call is for solutions, safety, belonging and thriving of our students and community.

The North Kitsap School District Superintendent has engaged in public threats to call 911 on peaceful attendees of school board meetings, including immigrants. The North Kitsap School Board has been silent on issues of equity and justice. Our solutions letter and offers of collaboration are dismissed, with an "investigation" used as an excuse to perpetuate harm against our families.

Dr. Martin Luther King stated in Chicago in 1966, ""The time is always right to do what is right."

The time is always right to apologize, change, restore relationships, and move towards physical, emotional, and the overall wellbeing of our children, educators and community.

Best,  
Danielle

**I offer you below Policy 3210p:**

There is a provision in policy 3210p which states, "C. Mediation

At any time during the discrimination complaint procedure set forth in WAC 392-190-065 through 392-190-075, a district may, at its own expense, offer mediation. The complainant and the district may agree to extend the discrimination complaint process deadlines in order to pursue mediation.

The purpose of mediation is to provide both the complainant and the district an opportunity to resolve disputes and reach a mutually acceptable agreement through the use of an impartial mediator. Mediation must be voluntary and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be sued to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not:

- 1) Be an employee of any school district, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or
- 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the district or

charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a district representative who has authority to bind the district."

On Thu, Jul 13, 2023 at 3:12 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I am writing to let you know what information we specifically need to investigate many of your allegations. These are the allegations where I noted in my June 26 letter either "No aggrieved party is identified" or "No individual aggrieved person is identified". For each of these allegations, we need the name and contact information for a person with personal knowledge of the specific allegation. We request that you provide Mr. Jackson with a list of names associated to each specific complaint (you may use either your email complaint number or the OSPI nomenclature). If we do not receive this list by Friday, January 21, 2023, we will proceed with our investigation without this information.

Sincerely,

Duncan Fobes

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

1000 Second Ave., 30<sup>th</sup> Floor

Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

1050 SW Sixth Ave., Ste 1100

Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



**Patterson Buchanan  
Fobes & Leitch Inc. P.S.**

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## Greg Jackson

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, July 14, 2023 10:17 AM  
**To:** Greg Jackson; Duncan K. Fobes; Emily L. Nguyen; Mallory Sullivan; Sarah Albertson; Evans, Laurynn; Rachel Davenport; Thomas Ahearne; robin hunt; Susan Griggs; Brenda Calderon; Breane Martinez; Mike Desmond; Bre Ganné; Nelson, David; Dionne Deschenne; Alexis Foster; Simmons, Rep. Tarra; Rolfes, Sen. Christine; Kimi Kinoshita; KC CHR; Barbara Lawrence; A Lydick; Ed Stern; Kitsap ERACE Coalition; Richard Eckert; Karen Vargas; Breaking Bread for Racial Justice Kitsap ERACE; Martha Little; Nancy Moffatt; Pamela Keeley; pei-yu.lin@kitsapsun.com; Martitha May; Robert Harris; Romero, Roberta; Annie Sayo; Hernandez, Chelsea; Duncan Fobes; Kali Jensen; Maria Fergus; Greg Nance; Promise Partner; Sarah van Gelder; Zann Jacobbrown; Barbara Waggoner; Susan Griggs; Thomas, Jamila (GOV)  
**Subject:** Fwd: NKSD INVESTIGATION

Dear Mr. Fobes;

Here is additional information. Please feel free to contact Susan Griggs directly.

Danielle

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

**From:** Susan Griggs <[susan.griggs0803@gmail.com](mailto:susan.griggs0803@gmail.com)>  
**Date:** Fri, Jul 14, 2023 at 10:13 AM  
**Subject:** Re: NKSD INVESTIGATION  
**To:** Danielle [wayfindingtherapy.com](mailto:wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

Dear Mr. Forbes,

I would like to indicate that I am the person who wrote the minutes for the meeting [North Kitsap SD Meeting with Hispanic Parents.docx](#) on November 22<sup>nd</sup> at the North Kitsap High School where the Principal, Megan Sawicki, heard the complaints that the Latino families had concerning the bullying, discrimination, and injustice that they or their children had suffered in the North Kitsap School District.

The complaints were about classroom behavior; inadequate follow-up by school staff, including principals, when the incidents had been brought to their attention; transportation problems; and inappropriate teacher comments. I attempted to provide this information in my minutes.

At the end of the meeting, Ms. Sawicki talked to quite a number of parents and took notes about their allegations. All of these allegations were not concerning behavior or inaction at the North Kitsap High School, and Ms. Sawicki indicated that she would bring these allegations up to the principals at the relevant schools. In addition, Ms. Sawicki took the sign-up sheet where the participants had listed their names and contact information.

I took the minutes, as I indicated, and then I mailed them out to Ms. Sawicki on November 28, 2022. I have included a copy of the email I sent to Ms. Sawicki (minus the attachment) here below. I have attached the link above to those minutes.

The person who convened, with Ms. Sawicki, that meeting, Danielle Raub Castillejo, did not receive a copy of the sign-in sheet where the participants of the meeting signed their names, nor did I, until she did a Freedom of Information Request for the names. At that time, she received a copy of the participants and forwarded it on to me as well.

While I took minutes, I did not take down names of the persons who were sharing their complaints, as I was aware that Ms. Sawicki was going to do that and was going to follow up on these complaints, and I wanted to preserve the confidentiality of the persons alleging these incidents of bullying, harassment, or discrimination.

I hope this information is helpful to you as I understand that you may have been told conflicting information.

Sincerely,

Susan Griggs

Pastor Susan Griggs

Seabold UMC

6894 NE Seabold Church Rd.

Bainbridge Island, WA. 98110

206-842-3622

Cell 509-668-2888

**From:** Me <[susan.griggs0803@gmail.com](mailto:susan.griggs0803@gmail.com)>

**Date:** Monday, November 28, 2022 at 9:15 PM

**To:** "Sawicki, Megan A" <[MSawicki@nkschools.org](mailto:MSawicki@nkschools.org)>

**Subject:** Minutes for the November 22nd meeting with Latinx parents and community members

Dear Megan,

Attached are the minutes from the meeting last Tuesday night at the NKHS.

Sincerely,

Susan

Pastor Susan Griggs

Tracyton UMC

5153 Naomi Avenue

Tracyton, WA 98311

360-373-6425

Cell 509-668-2888

---

**From:** Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com) <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

**Date:** Friday, July 14, 2023 at 9:32 AM

**To:** Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)>, Greg Jackson <[greg@jnseattle.com](mailto:greg@jnseattle.com)>, Mallory Sullivan <[Mallory.Sullivan@k12.wa.us](mailto:Mallory.Sullivan@k12.wa.us)>, Duncan Fobes <[dkfobes@gmail.com](mailto:dkfobes@gmail.com)>, Sarah Albertson <[sarah.albertson@k12.wa.us](mailto:sarah.albertson@k12.wa.us)>, Greg Nance <[nance.greg@gmail.com](mailto:nance.greg@gmail.com)>, Kimi Kinoshita <[kimigardens@gmail.com](mailto:kimigardens@gmail.com)>, KC CHR <[kitsapcouncilhumanrights@gmail.com](mailto:kitsapcouncilhumanrights@gmail.com)>, Dionne Deschenne <[dionnekchr@gmail.com](mailto:dionnekchr@gmail.com)>, Thomas Ahearne <[ahearne@foster.com](mailto:ahearne@foster.com)>, robin hunt <[jrobinhunt@msn.com](mailto:jrobinhunt@msn.com)>, Brenda Calderon <[brendacal10@gmail.com](mailto:brendacal10@gmail.com)>, Barbara Lawrence <[blawrence@suquamish.nsn.us](mailto:blawrence@suquamish.nsn.us)>, Sarah van Gelder <[svangelder@suquamish.nsn.us](mailto:svangelder@suquamish.nsn.us)>, Annie Sayo <[seinna023@yahoo.com](mailto:seinna023@yahoo.com)>, KAIRE <[kaire.org@gmail.com](mailto:kaire.org@gmail.com)>, Breaking Bread for Racial Justice Kitsap ERACE <[kitsaperacefaithteam@gmail.com](mailto:kitsaperacefaithteam@gmail.com)>, Zann Jacobson <[zanyajacob@gmail.com](mailto:zanyajacob@gmail.com)>, Bre Ganné <[ganne.bre@gmail.com](mailto:ganne.bre@gmail.com)>, Ed Stern <[estern@cityofpoulsbo.com](mailto:estern@cityofpoulsbo.com)>, Kitsap ERACE Coalition <[kitsaperacecoalition@gmail.com](mailto:kitsaperacecoalition@gmail.com)>, Maria Fergus

<[maria.fergus21@gmail.com](mailto:maria.fergus21@gmail.com)>, Mike Desmond <[MDesmond@nkschools.org](mailto:MDesmond@nkschools.org)>, Richard Eckert <[REckert@nkschools.org](mailto:REckert@nkschools.org)>, Susan Griggs <[subes0803@hotmail.com](mailto:subes0803@hotmail.com)>, Martitha May <[martithamay@hotmail.com](mailto:martithamay@hotmail.com)>, Martha Little <[marthalittle330@gmail.com](mailto:marthalittle330@gmail.com)>, A Lydick <[a.lydick@gmail.com](mailto:a.lydick@gmail.com)>, Nelson, David <[david.nelson@kitsapsun.com](mailto:david.nelson@kitsapsun.com)>, [pei-yu.lin@kitsapsun.com](mailto:pei-yu.lin@kitsapsun.com) <[pei-yu.lin@kitsapsun.com](mailto:pei-yu.lin@kitsapsun.com)>, Robert Harris <[president@naacpbremerton.org](mailto:president@naacpbremerton.org)>, Romero, Roberta <[rromero@king5.com](mailto:rromero@king5.com)>, Hernandez, Chelsea <[chernandez@king5.com](mailto:chernandez@king5.com)>, Alexis Foster <[alexis.t.foster@icloud.com](mailto:alexis.t.foster@icloud.com)>, Simmons, Rep. Tarra <[Tarra.Simmons@leg.wa.gov](mailto:Tarra.Simmons@leg.wa.gov)>, Rolfes, Sen. Christine <[Christine.Rolfes@leg.wa.gov](mailto:Christine.Rolfes@leg.wa.gov)>, Pamela Keeley <[pamkeeley@mac.com](mailto:pamkeeley@mac.com)>, Promise Partner <[promisewpartner@gmail.com](mailto:promisewpartner@gmail.com)>, Karen Vargas <[karendvargas@gmail.com](mailto:karendvargas@gmail.com)>, Susan Griggs <[Susan.griggs0803@gmail.com](mailto:Susan.griggs0803@gmail.com)>, Kali Jensen <[kali@cultivatecs.com](mailto:kali@cultivatecs.com)>, Barbara Waggoner <[bwaggoner@nkschools.org](mailto:bwaggoner@nkschools.org)>, Nancy Moffatt <[nmoffatt@nkschools.org](mailto:nmoffatt@nkschools.org)>, Breane Martinez <[BMartinez@nkschools.org](mailto:BMartinez@nkschools.org)>  
**Cc:** Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)>, Davenport, Rachel <[rdavenport@nkschools.org](mailto:rdavenport@nkschools.org)>, Emily L. Nguyen <[ELN@pattersonbuchanan.com](mailto:ELN@pattersonbuchanan.com)>

**Subject:** Re: NKSD INVESTIGATION

Dear Mr. Fobes;

I have sent a few other emails. Policy 3210p allows for mediation, conversation, and provisions to seek out resolution and solutions.

The "investigation" timeline started on November 22, 2022. After that meeting, the District had 30 days to respond to each family present. In good faith and trust, our families, who TRUSTED the District to respond, waited many months for any sort of word.

**In an article on May 10, 2023, Dr. Evans told the Kitsap Daily News the following:**

"Evans said one person seems to be behind most of the complaints, and that person has stirred up others, but that the district is not hearing complaints from students or their families. The district has not received a surge in reports that would suggest racism is a huge problem.

"I don't doubt racism exists between students, and when we find out we will act," she said, adding the district encourages students and families to report any problems immediately. "That gives us the best opportunity to respond and provide better outcomes."

Evans said the district's goal is to make "everyone feel like they belong. If you see something, say something. We're here because we care about kids."

**In an article in the Kitsap Sun, May 22, 2023, a parent stated,** ""She (█████) submitted her statement on March 6. All I got was one email and one phone call on March 10, saying that they will take care of the situation. I did not hear back from them until March 25, because I emailed the superintendent and the principal," ██████ said. "Throughout those 15 days, nobody called me. Nobody emailed me. And they're supposed to follow up with parents."

Another Latina told the Kitsap Sun, [REDACTED] one of the organizers of the protest, said that Latino families were scared to report the issues or feeling not being heard when they did so. "They (parents) just don't speak up because nothing is done. And when they do speak up, nothing is done," Perez said.

**It is psychologically problematic to place the burden of addressing trauma and harm on the victim of those traumas and harms.** The premise or excuse used by the North Kitsap Superintendent, NK School Board, and Risk Management for NOT addressing racism is predicated on the victim being responsible to create a safer environment by reporting to a district office. The North Kitsap School District carries a history and current reputation for lack of response to issues of racism, bullying and discrimination. It is further traumatizing to students, teachers, and community members to reach out to an unresponsive School District office.

**Placing the burden on students of Color to "report" leads to hypervigilance, attention deficit in classrooms, anxiety, depression, and many other emotional barriers to learning. It also creates a barrier between educators and their students. This barrier prevents learning, connection, and affects the capacity for relationship.**

We must exemplify the capacity for difficult conversations. We must be willing to take steps of learning, inclusivity, and restorative justice. And, there must be an engagement of the harm that is done so healing can occur.

The School District Leadership is responsible for setting a tone of responsiveness, belonging, and care for students, educators, and community stakeholders.

Let us work towards a community of more belonging and care, while engaging the truth of our past and present, so that our students experience safety and can thrive.

Danielle

On Thu, Jul 13, 2023 at 3:11 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,



I am writing on the District's behalf to respond to your email of July 11. In your email, you make two requests pertinent to the investigation. First, you appear to propose that the District offer mediation under Procedure 3210P. At this time, the District is in the midst of an investigation that was initiated because of the numerous allegations filed by you, and your request that they be investigated. Thus, the District does not believe mediation would be productive.

Second, you repeat your request to schedule a Board appeal hearing. The District is not going to do that pending the outcome of its investigation and issuance of an outcome letter. At that point, you will have the opportunity to exercise your right to a Board appeal.

Sincerely, Duncan Fobes

**Duncan K. Fobes,**

**Founding Principal**

**Patterson • Buchanan • Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

**SEATTLE**

1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

P: (206) 462-6700 | F: (206) 462-6701

**PORTLAND**

1050 SW Sixth Ave., Ste 1100  
Portland, OR 97204

P: (503) 200-5400 | F: (503) 200-5401



**Patterson Buchanan  
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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, July 14, 2023 9:00 AM  
**To:** Duncan K. Fobes; Mallory Sullivan; Duncan Fobes; Sarah Albertson; Thomas Ahearne; Thomas, Jamila (GOV); Zann Jacobrown; Breaking Bread for Racial Justice Kitsap ERACE; KC CHR; Kitsap ERACE Coalition; Kitsap PLOC; Rolfes, Sen. Christine; Simmons, Rep. Tarra; Greg Nance; A Lydick; Mike Desmond; Breane Martinez; Brenda Calderon; Martitha May; Martha Little; Promise Partner; robin hunt; Richard Eckert; Nancy Moffatt; Annie Sayo; Barbara Lawrence; Bre Ganné; Nelson, David; pei-yu.lin@kitsapsun.com; Robert Harris; Romero, Roberta; Hernandez, Chelsea; Ed Stern; Maria Fergus; Alexis Foster; Sarah van Gelder; Susan Griggs; Henry, Korinne; Kali Jensen; Karen Vargas; Kimi Kinoshita; KAIRE; Pamela Keeley; augiekcchr@gmail.com; Dionne Deschenne  
**Cc:** Greg Jackson; Evans, Laurynn; Davenport, Rachel; Emily L. Nguyen  
**Subject:** Re: NKSD INVESTIGATION  
**Attachments:** SOLUTIONS LETTER.pdf

Dear Mr. Fobes.

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Dr. Martin Luther King stated in Chicago in 1966, ""The time is always right to do what is right."

The time is always right to apologize, change, restore relationships, and move towards physical, emotional, and the overall wellbeing of our children, educators and community.

Best,  
Danielle

**I offer you below Policy 3210p:**

There is a provision in policy 3210p which states, "C. Mediation

At any time during the discrimination complaint procedure set forth in WAC 392-190-065 through 392-190-075, a district may, at its own expense, offer mediation. The complainant and the district may agree to extend the discrimination complaint process deadlines in order to pursue mediation.

The purpose of mediation is to provide both the complainant and the district an opportunity to resolve disputes and reach a mutually acceptable agreement through the use of an impartial mediator. Mediation must be voluntary and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be sued to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not:

- 1) Be an employee of any school district, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or
- 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the district or

charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a district representative who has authority to bind the district."

On Thu, Jul 13, 2023 at 3:12 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

Ms. Rueb-Castillejo,

I am writing to let you know what information we specifically need to investigate many of your allegations. These are the allegations where I noted in my June 26 letter either "No aggrieved party is identified" or "No individual aggrieved person is identified". For each of these allegations, we need the name and contact information for a person with personal knowledge of the specific allegation. We request that you provide Mr. Jackson with a list of names associated to each specific complaint (you may use either your email complaint number or the OSPI nomenclature). If we do not receive this list by Friday, January 21, 2023, we will proceed with our investigation without this information.

Sincerely,

Duncan Fobes

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

1000 Second Ave., 30<sup>th</sup> Floor  
Seattle, WA 98104

1050 SW Sixth Ave., Ste 1100  
Portland, OR 97204

P: (206) 462-6700 | F: (206) 462-6701 P: (503) 200-5400 | F: (503) 200-5401



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**Greg Jackson**

---

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Friday, July 14, 2023 8:48 AM  
**To:** Duncan K. Fobes; Mallory Sullivan; Duncan Fobes; Sarah Albertson; KC CHR; Breaking Bread for Racial Justice Kitsap ERACE; Brenda Calderon; Annie Sayo; KAIRE; Kitsap ERACE Coalition; Karen Vargas; Ed Stern; Mike Desmond; Breane Martinez; Richard Eckert; Nancy Moffatt; Henry, Korinne; A Lydick; robin hunt; Thomas Ahearne; Thompson, Maddy (GOV); Thomas, Jamila (GOV); Kimi Kinoshita; Zann Jacobbrown; Barbara Lawrence; Hernandez, Chelsea; Nelson, David; pei-yu.lin@kitsapsun.com; Maria Fergus; Greg Nance; naacpbremerton@yahoo.com; Robert Harris; Promise Partner; Susan Griggs; Martitha May  
**Cc:** Greg Jackson; Evans, Laurynn; Davenport, Rachel; Emily L. Nguyen  
**Subject:** Re: FW: NKSD INVESTIGATION

Dear Mr. Fobes;

**On November 22, 2022**, there was a meeting at the North Kitsap High School Library for Latino/a/x parents, and NKHS Principal, Megan Sawicki. At this meeting, Susan Griggs (copied on this email) took detailed notes. At this meeting, Maria Fergus helped to collect the names, emails, and phone numbers for the NK School District (she is also copied on this email.) Megan Sawicki took the contact information for the families with her, and provided those to the NK School District.

After that meeting, Susan Griggs provided those notes directly on **Monday, November 28, 2022** (the Monday following Thanksgiving 2022).

**In February 2023, Brenda Calderon** (copied on this email) made a public records request for the names and contact information for the families with the complaints from the November 22, 2022 meeting.

**On February 22, 2023**, Kitsap Advocating for Immigrant's Rights and Equality, along with myself and many community members sent a solutions letter (sent numerous times to yourself and the school district), asking for engagement, safety, belonging, and commitment to creating accessible education.

**On May 5th, 2023**, I met with attorney Greg Jackson. I asked him to access those contact names and numbers from the school district via the public information request. He declined to investigate all of the complaints and asked me to pick a "few" which I understood to mean 2-3 complaints. I asked him to investigate all of them.

**On June 27th, 2023**, I provided you and Greg Jackson with the meeting notes (again), contact information for the families, and asked you to investigate. It is July 14th, and in response to my requests since November 22, 2022, February solutions letter (2023), May 5th, 2023 meeting, and June 27th, 2023 email to you, there has been zero engagement of these families.

This system, while slow and unhelpful, is further in distress because of a lack of respect for the policy 3210p which is supposed to provide guidelines to address racism, harassment, and discrimination. The Risk Management team for the North Kitsap School district, along with the Superintendent and School Board use the policy to further harm our students, teachers, and community by not adhering to the laws and policies of Washington State and Federal Civil Rights Act.

Please consider following Policy 3210p.

Thank you,  
Danielle S. Castillejo

On Thu, Jul 13, 2023 at 3:20 PM Duncan K. Fobes <[dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)> wrote:

**Subject:** NKSD INVESTIGATION

Ms. Rueb-Castillejo,

I am writing to let you know what information we specifically need to investigate many of your allegations. These are the allegations where I noted in my June 26 letter either “No aggrieved party is identified” or “No individual aggrieved person is identified”. For each of these allegations, we need the name and contact information for a person with personal knowledge of the specific allegation. We request that you provide Mr. Jackson with a list of names associated to each specific complaint (you may use either your email complaint number or the OSPI nomenclature). If we do not receive this list by Friday, JULY 21, 2023, we will proceed with our investigation without this information.

Sincerely,

Duncan Fobes

**Duncan K. Fobes,**

**Founding Principal**

**Patterson · Buchanan · Fobes & Leitch, Inc., P.S.**

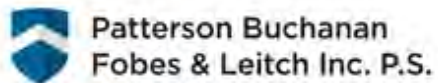
✉ [dkf@pattersonbuchanan.com](mailto:dkf@pattersonbuchanan.com)

DIRECT 206.462.6704 | TOLL FREE 800.722.3815

SEATTLE  
1000 Second Ave., 30<sup>th</sup> Floor

PORTLAND  
1050 SW Sixth Ave., Ste 1100

Seattle, WA 98104                      Portland, OR 97204  
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900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

July 25, 2023

Dear Parent:

My name is Gregory E. Jackson, and I am writing to you because you have been identified as a person or persons who may have knowledge regarding allegations and concerns about the treatment of Hispanic students who attend or have attended North Kitsap School District schools. The North Kitsap School District asked me to investigate these allegations and concerns.

I will be conducting in-person interviews that are scheduled to occur August 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> 2023, at the North Kitsap School District Offices, located at 18360 NE Caldart Ave, Poulsbo. The earliest interviews will begin at 8:45 am and the latest at 5:15 pm. If you have personal knowledge relevant to this investigation, and are willing to discuss your knowledge, I encourage you to sign up for an interview so that I can meet with you and learn what you know.

I have included a link below for you to click to reserve a time for your interview that fits your schedule. Please answer each of the questions asked on the sign-up sheet. If you are unavailable during these time slots, please select the “request an alternative meeting” link and identify your available times and contact information. I look forward to meeting with you.

<https://calendly.com/northkitsap/northkitsapschooldistrictinterviews?month=2023-08>

Respectfully,

*Gregory E. Jackson*

GREGORY E. JACKSON  
Partner

GEJ:jms



900 SW 16th Street  
Suite 215  
Renton, WA 98057

Phone: 206-582-6001  
Fax: 206-466-6085  
jnseattle.com

25 de julio de 2023

Estimados Padres:

Mi nombre es Gregory E. Jackson, y le escribo porque ha sido identificado como una persona o personas que pueden tener información sobre las acusaciones y preocupaciones sobre el tratamiento de los estudiantes hispanos que asisten o han asistido a las escuelas del distrito escolar North Kitsap. El distrito escolar de North Kitsap me ha pedido que investigue estas acusaciones y preocupaciones.

Realizaré entrevistas en persona en 2, 3, y 4 de agosto de 2023, en las oficinas del distrito escolar de North Kitsap, para las cuales la dirección es 18360 NE Caldart Ave, Poulsbo, WA. Las primeras entrevistas comenzarán a las 8:45 de la mañana y la última a las 5:45 de la tarde. Si usted tiene información personal relevante para esta investigación, y está dispuesto a discutir, espero que se registre para la entrevista para que pueda reunirme con usted y aprender sobre su experiencia.

He incluido un enlace para que haga clic para reservar un tiempo para su entrevista. Por favor, responda a cada una de las preguntas que aparecen en la hoja de inscripción. Si no está disponible durante estas horarias, seleccione el enlace "solicitar una reunión alternativa" e identifique los horarios disponibles y su información de contacto. Espero reunirme con usted.

Aquí está el enlace:

<https://calendly.com/northkitsap/northkitsapschooldistrictinterviews?month=2023-08>

Atentamente,

*Gregory E. Jackson*

GREGORY E. JACKSON  
Abogado principal

GEJ:jms

✓ Alfredo Larios - Detail\_painting@hotmail.com (360) 620-0841  
 ✓ Jaime Galeno JaimeGalenoLarios@gmail.com - cell (360) <sup>OR 516-9267</sup> 930-1781  
 ✓ Angelica Moran castromoran0379@gmail.com  
 ✓ Isela Galeno galenoisela6@gmail.com (360) 286-4526  
 (509) 431-1449  
 Maria Castro josemoran83@yahoo.com (360) 204-4375  
 Brenda Y. Ramirez Brendaramirez1987@icloud.com (206) 304-7111  
 ROSA RAMIREZ 422@icloud.com (360) 535-4532  
 Norma Hernandez norma1977h@yahoo.com (360) 626-3328  
 Rosio Castro R. ~~rosa castro 360 castro~~ 360 9940611

Erica Mendez - eym.mendez@gmail.com  
 Cristy Ramirez - Cristyr182@gmail.com - ~~509~~ 509-499-360 2043730 | 0323  
 Adelita Colmenares - Adelita08colmenares@gmail.com  
 (661) 547-4837.  
 Brenda Lopez (360) 621-3792 Huggs0211@gmail.com  
 ✓ Norma Garcia (360) 649-7047 norma.garcia4@hotmail.com  
 Carmen A Perez (360) 865-9593  
 Adriana Pedroza (360) 649-5576 adriana Pedroza ~~2206~~ @gmail.com  
 Romaldo Larios (360) 930-4274 } Veronicalarios76@icloud.com  
 Veronica Larios (360) 930-4275 }

Maria Ramirez (360) 509-5407. ramirezanjela@yahoo.com  
 Janette Ramirez (360) 728-1944 Janneter84@hotmail.com  
 Rosario Benilla (360) 4713018 - Charobanillas07@gmail.com  
 Santiago Fergus brianfergus013@gmail.com  
 HAZMIN 360 990 0301 (solo texto)

# Discrimination/Harassment/504 Incident report/title IX Complaint Form

\* Required



This form is designed to compile complaints related to harassment or discrimination, serving as a primary resource for initial fact-finding investigations.

**Discrimination** refers to individuals' unjust or prejudiced treatment or the denial of equal access to educational, employment, or workplace opportunities.

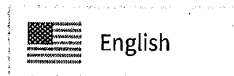
**Harassment** encompasses any behavior or environmental factor that negatively or stereotypically targets a person based on age, race, gender, color, creed, national origin, sexual orientation, religion, marital status, disability, or public assistance status.

## Personal Information

Today's Date

Must contain a date in M/D/YYYY format

[Skip To Main Content](#)



**Your Name**

First Name

Last Name

**Address**

**Contact Number:**

**Email Address**

**Incident Details**

**Date and Time of Incident**

**Location of Incident:**

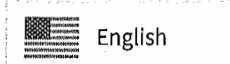
**School/Department**

**Name of Student or Employee:**

**If Student, Parent/Guardian Name:**

Description of problem (describe what happened, including who was there, and specific descriptions of any slurs or speech, symbols, or physical acts that suggest to you the behavior was an act of

[Skip To Main Content](#) (harassment)



9/4/23, 10:05 AM

Discrimination/Harassment/504 Incident report/title IX Complaint Form - North Kitsap School District 400

0 / 3000

Besides the parties involved, who else witnessed the incident?

0 / 300

**Was anyone injured? \***

- No  Yes, Emotional
- Yes, Physical

Explain:

0 / 3000

**Was property damaged?**

- No
- Yes

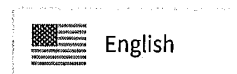
Explain: \*

0 / 3000

## Additional Information

**Have you told anyone within the school or department?**

[Skip To Main Content](#)



9/4/23, 10:05 AM

Discrimination/Harassment/504 Incident report/title IX Complaint Form - North Kitsap School District 400

- No
- Yes

**Who?**

--	--	--

Name

Position

Date

What was that person's response?

0 / 3000

**Would you like someone to help you with this issue (an advocate)?**

- No
- Yes

**If yes, who?**

What would bring closure or resolution for you?

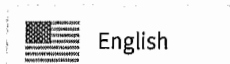
0 / 3000

## Report Status

**Status of Report (please select one):**

- Anonymous
- Confidential
- Non-confidential

[Skip To Main Content](#)



**Declaration**


I hereby certify that the information I have provided in this complaint form is true, correct, and complete to the best of my knowledge and belief.

Upon submission, this online form will be sent to both the North Kitsap School District's Harassment, Intimidation, and Bullying Compliance Office and the North Kitsap School District's Title IX Compliance Office.

Please be assured that retaliation against anyone who files a complaint or participates in the complaint process is strictly prohibited. Your school district is committed to resolving complaints promptly and thoroughly. If immediate, clear, and potential physical harm is present, the district will contact law enforcement and inform the parent/guardian.

I'm not a robot reCAPTCHA  
Privacy - Terms

**SUBMIT**

 English





**North Kitsap School District**  
**Discrimination/Harassment/504 Incident Report Form**  
(Optional form to be used with Policies 3207, 3210, 5010, 5011 & 5270)

The purpose of this form is to gather data on complaints of harassment or discrimination and provide initial information to assist in fact finding.

**Discrimination** is defined as unfair or unequal treatment of any person or denial of equal access to educational, employment, or workplace activities.  
**Harassment** is any behavior or environmental factor that offends a person, by referring negatively or stereotypically to one's age, race, gender, color, creed, national origin, sexual orientation, religion, marital status, handicapping condition or status with regard to public assistance.

Today's Date \_\_\_\_\_ Date and Time of Incident \_\_\_\_\_

My Name \_\_\_\_\_ School/Department \_\_\_\_\_

1. Name of student or employee \_\_\_\_\_

If student, parent/guardian name \_\_\_\_\_

2. Location of incident \_\_\_\_\_

3. Description of problem (describe what happened, including who was there, and specific descriptions of any slurs or speech, symbols, or physical acts that suggest to you the behavior was an act of discrimination or harassment) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. Besides the parties involved, who else witnessed the incident? \_\_\_\_\_

5. Was anyone injured?      No          Yes, physical          Yes, emotional   

Explain \_\_\_\_\_  
\_\_\_\_\_

6. Was property damaged?      No          Yes   

Explain \_\_\_\_\_

7. Have you told anyone within the school or department?      No          Yes   

Who? \_\_\_\_\_ Date \_\_\_\_\_

What was that person's response? \_\_\_\_\_  
\_\_\_\_\_

8. Would you like someone to help you with this issue (an advocate)?      No          Yes   

If yes, who? \_\_\_\_\_

9. What would bring closure or resolution for you? \_\_\_\_\_

**IF THE COMPLAINANT IS AN ADULT, PLEASE SEE THAT HE/SHE RECEIVES COPIES OF APPROPRIATE BOARD POLICIES. IF THE COMPLAINANT IS A STUDENT, PLEASE SEE THAT THE PARENT/GUARDIAN RECEIVES COPIES OF APPROPRIATE BOARD POLICIES WHEN NECESSARY.**

**Please complete the following information:**

10. Did you notify any outside agencies? No  Yes

If so, please indicate agency name, date, and response \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

11. Was law enforcement contacted? No  Yes  Which agency? \_\_\_\_\_

12. Was anyone taken into custody? No  Yes  Who? \_\_\_\_\_

13. Race and gender of offender \_\_\_\_\_

14. Race and gender of complainant \_\_\_\_\_

15. Other agencies to be contacted:

a) Tribal No  Yes

Person Contacted \_\_\_\_\_ Date \_\_\_\_\_

Response \_\_\_\_\_

b) Religious No  Yes

Person Contacted \_\_\_\_\_ Date \_\_\_\_\_

Response \_\_\_\_\_

c) Other \_\_\_\_\_

16. What other actions have been taken up to this point: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

17. Is further fact-finding or discipline recommended? No  Yes  What type? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

18. How does the student or employee feel about the way this incident was handled? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

19. Other comments/recommendations or action to be taken \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Please complete the following if the incident involves a student:**

20. Was a parent notified?      No          Yes          Who? \_\_\_\_\_      Date \_\_\_\_\_

21. How does the parent/guardian feel about the way the incident was handled? \_\_\_\_\_  
\_\_\_\_\_

**Attach summary documents as needed.**

**Incidents involving students: Send completed form to counselor**

**Incidents involving employees: Send completed form to building principal/department supervisor**

- 1. If "informal", please delete name(s) and send to Title IX Compliance Officer for data collection purposes.**
- 2. If the complaint is either "Formal" or "Request Compliance Officer Contact", please forward a copy to the Title IX Compliance Officer**

District Use:	Date received _____
	Follow-up needed?    Yes <input type="checkbox"/> No <input type="checkbox"/>

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:33 AM  
**To:** Sarah Albertson; Rachel Davenport  
**Cc:** Laurynn Evans; REckert@nkschools.org;  
MDesmond@nkschools.org; BMartinez@nkschools.org;  
nmoffatt@nkschools.org; bwaggoner@nkschools.org; Brenda  
Calderon; Dionne Deschenne; Annie Sayo; Robert Harris  
**Subject:** [External]Fwd: NKSD News and Information 2.10.23

Dear All.

Below is an important district communication that was sent on February 10, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Begin forwarded message:

**From:** Luis Castillejo <[luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)>  
**Date:** February 10, 2023 at 5:39:17 PM PST  
**To:** [danielle@wayfindertherapy.com](mailto:danielle@wayfindertherapy.com)  
**Subject:** Fwd: NKSD News and Information 2.10.23

Sent from my iPhone

Begin forwarded message:

**From:** North Kitsap School District <[nksd-news@nkschools.org](mailto:nksd-news@nkschools.org)>  
**Date:** February 10, 2023 at 5:30:29 PM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)  
**Subject:** NKSD News and Information 2.10.23  
**Reply-To:** [communications@nkschools.org](mailto:communications@nkschools.org)



## **Half Day Dismissal Monday and Tuesday**

Reminder - All schools will dismiss on half day schedules Monday, February 13 and Tuesday, February 14. Our staff will be in training and professional development in the afternoons. Visit [bit.ly/NKSDhalfday](https://bit.ly/NKSDhalfday) for release times.

---

## **Celebrating Black History Month**

Every February, people in the United States celebrate the achievements and history of African Americans as part of Black History Month, honoring all from periods throughout the U.S. Here in NKSD, we recognize the central role Black and African Americans have played in U.S. history and we honor the contributions, achievements, and their legacy.

We invite and encourage you to celebrate with your family. Below are a few resources for local and regional events happening in-person and virtually!

Visit the "[State of the Union in Black and White](#)" exhibit at the Kitsap History Museum. The exhibit is open through the end of February 2023.

View "[The Sinclair Project](#)" on the Kitsap History Museum website from home.

Visit the Northwest African American Museum in Seattle for a list of both in-person and virtual events:

<https://www.naamnw.org/events>

All are invited to attend a Black History Month Event organized by the Kitsap Black Student Union on February 15, 2023, starting at 6:30pm, at Central Kitsap High School.

---

### **National School Counselor Appreciation Week**

It's National School Counselor Week! School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; work in partnership with parents as they encounter the challenges of raising children in today's world; focus on positive ways to enhance students' academic, career and social/emotional development; and partner with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves.

School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

Join us in celebrating our school counselors!

---

## **Your Path, Your Way - Signature Program Applications are Open**

We recognize that every student is an individual with a unique learning style, personality, passion and talent. That's why we are committed to providing learning environments and academic interests that fit every student.

A Signature Program is a stand-alone program that

is focused on either a unique learning environment or academic interest.

These programs are hosted at one of our current school campuses in North Kitsap School District. A Signature Program may be partial day or full day, depending on the focus of the program. Student admission will be through a district-wide application process and lottery that is open to all students who will be enrolled in the grade levels served by the Signature Program.

Enrollment will be open to three programs.

Applications are open through Friday, March 3. Visit [nkschools.org/academics/signatureprograms](https://nkschools.org/academics/signatureprograms) to learn more!

### **North Kitsap Signature Programs**

- [Middle School Robotics](#)
- [Dual Language Grades K-5](#)
- [Options Grades K-8](#)

---

## **Welcome Class of 2036 - Kindergarten Enrollment is Open**

North Kitsap School District is excited to welcome

our newest students this fall! This is the beginning of a great



partnership, where your child will grow up to be a confident, competent, creative and compassionate person who is ready for a world yet to be imagined!

Enrollment opens online Friday, February 3. Learn more on our [Kindergarten webpage!](#)

### **Enrollment for all Grades is now open!**

New to North Kitsap School District, or moving to our area soon? Enrollment is now open for all new students for the 2023-2024 school year! Visit [nkschools.org/enroll](https://nkschools.org/enroll) to start the enrollment process online.

---

### **NKSD Connected Night is Coming Soon**

Mark your calendars! NKSD is excited to launch the First Annual NKSD Connected Family Night on Thursday, February 23 from 5 pm-7 pm. While being hosted at Kingston High School, this is an all-district event that will introduce families to a variety of the technology resources and programs used in our classrooms. Whether it is walking with dinosaurs in virtual reality, learning how to make dynamic videos with a green screen, or experiencing our digital curriculum first-hand, there are plenty of hands-on activities for the whole family.

---

### **Safety Tip Reporting Service Reminder**

Safety is one of our district's top priorities, that's why we use Vector Alert, a tip reporting system that allows students, staff, and parents to submit safety concerns to our administration five different ways.

Easily report tips on bullying, harassment, drugs, vandalism or any non-emergency safety issue you're concerned about. Tips may be submitted anonymously too. Thanks in advance for helping to make our school community a safer place to work and learn! As always, you are welcome and encouraged to report any concern directly to your school principal, counselor, teacher or any other trusted adult. Visit [nkschools/tipline](https://nkschools.com/tipline) to learn more. If you need to report an emergency, please call 911.

---

## **COVID-19 Updates**

Visit our [COVID-19 Health and Safety](#) webpages for the most recent updates in the North Kitsap School District. Dashboard reporting will resume Friday, January 6.

**View the [COVID-19 Dashboard](#) each Friday after 5:00pm for weekly COVID-19 reporting from NKSD.**

## **Access to COVID-19 Testing**

Visit the [COVID-19 Testing and Reporting](#) page of our website to learn more about how to report a positive COVID-19 test, and how to obtain tests either through our schools or in the community.

---

## Join Our Team

We are hiring in several areas of our district!

Join us in providing excellent service to the students in our community. Visit

our [website to view open positions](#) and apply now!

- **para-educators**
- **bus drivers**
- **food and nutrition specialists**
- **support roles**
- **lifeguards/swim instructors**
- **athletic coaches at our secondary schools**
- **substitutes in all areas**

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## Upcoming Dates

**February is Black History Month**  
**February is Career and Technical Education Month**

February 6-10: School Counselor Appreciation Week

February 13-14: Half Day Dismissal All Schools

-

Professional Development Days

February 20: No School - Presidents Day

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visit [www.nkschools.org](http://www.nkschools.org) for the latest news and information

The North Kitsap School District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, creed, religion, color, national origin, immigration status, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Questions or complaints of alleged discrimination can be directed to the district's

Title IX/RCW 28A.640 Compliance Officer and ADA Coordinator and/or the 504  
Coordinator: address - 18360 Caldart Ave NE, Poulsbo WA 98370 and phone - [\(360\)  
396-3001](tel:3603963001).



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:45 AM  
**To:** Sarah Albertson; Laurynn Evans; bwaggoner@nkschools.org;  
Rachel Davenport; REckert@nkschools.org;  
MDesmond@nkschools.org; BMartinez@nkschools.org;  
nmoffatt@nkschools.org  
**Cc:** Dionne Deschenne; Annie Sayo; Brenda Calderon; Robert Harris  
**Subject:** [External]Fwd: Important Message from Principal Emmons

Dear All.

Email: #2 - February 3, 2023 - Addressing Student Death

Below is an important district communication that was sent on February 3, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Mental Health: Suicide/ambiguous death among youth, in school context, often surfaces suicidality in other students. It is critical that non-English Speaking Parents are given access to information to care well for their students.**

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Sent from my iPhone

Begin forwarded message:

**From:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>  
**Date:** February 2, 2023 at 11:00:24 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)

**Subject: Important Message from Principal Emmons**

**Reply-To:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>

Dear Poulsbo Middle School Families,

It is with deep regret that we inform you about a recent loss to our school community. We learned that a student from our school has died. The family has asked for privacy at this time.

This loss is sure to raise many emotions, concerns, and questions for our entire school, especially our students. Our school and the district has a team of Counselors available for any student who may need or want help or any type of assistance surrounding this loss. We encourage you, as parents, to also feel free to use our resources.

Listed below is a link to some information that may be useful to you in helping your child at home. If you need any assistance, please do not hesitate to contact us here at the school at (360) 396-3200. We are saddened by the loss to our school community and will make every effort to help you and your child as you need.

[Counseling Resources for Families](#)

Sincerely,  
Josh Emmons  
Principal, Poulsbo Middle School

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 13, 2023 9:58 AM  
**To:** Sarah Albertson; Laurynn Evans; Rachel Davenport; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Annie Sayo  
**Subject:** [External]Fwd: Important Message Regarding Rumors

Dear All.

Email: #3 - February 3, 2023 - Addressing Violent Threat/Rumors

Below is an important district communication that was sent on February 3, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Gun Violence/False Threats: If Parents do not have access to critical information about threats or false threats, and students are left to communicate, then there is a higher potential for trauma, violence, and overall chaos. It is critical that non-English Speaking Parents are given access to information to care well for their students.**

The following important district communication is not available in Spanish or to those who do not have email addresses. This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy as soon as possible. We ask that you immediately send out communication to parents from the affected school/s to explain this situation.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Sent from my iPhone

Begin forwarded message:

**From:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>  
**Date:** February 3, 2023 at 9:14:54 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)

**Subject: Important Message Regarding Rumors**

**Reply-To:** Poulsbo Middle School <[pms\\_news@nkschools.org](mailto:pms_news@nkschools.org)>

Dear Poulsbo Middle School Families and Staff,

Many of you may be aware of a rumored threat to Poulsbo Middle School today. We want you to know that we have been working very closely with law enforcement to investigate social media posts, messages, and subsequent rumors. It has been determined that the threat and rumors are unsubstantiated. We take all potential threats seriously and thoroughly investigate them as part of our ongoing efforts to address safety and security in our schools.

It is important to have conversations with your children about their role in public safety. Please let your child know that they should report anything suspicious or threatening to a trusted adult to be investigated or call 911. Thank you to all who have shared information with us. Remember, if you see something, say something.

Thank you,

Josh Emmons  
Principal, Poulsbo Middle School

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:24 AM  
**To:** Sarah Albertson; Rachel Davenport; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Annie Sayo; Laurynn Evans  
**Cc:** Ed Stern  
**Subject:** [External]Discrimination 3207P Policy (PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING) and Policy 3210 (NONDISCRIMINATION)

Dear Ms. Davenport and ALL.

**This is email #4: Complaint - Anonymous - Mrs. Gonzalez - February 7, 2023, Town Hall, Poulsbo, WA 98370 - Violation of Policy 3207**

Policy 3207 States:

"Behaviors/Expressions-Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images. This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules."

I have cc'd community members working with racial justice and addressing racial harm. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 3207 as soon as possible.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

**ANONYMOUS STATEMENT:**

mrs gonzález

has said very rude names to us

puerca : pig

marrana : slut or disgusting

has called other students marranos ; them also not knowing the meaning of that word

talks bad about her students to other students and saying their names  
threw away our decorations we bought with our money  
kicked out a student out of her classroom for no reason  
called / assumed someone was being homophobic  
shares her persona life with students  
targets Mexicans based off of her stereotypes  
targets her students  
we reported this to the principal and vice principal and nothing was done (simonson and emily thatcher)

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:34 AM  
**To:** Sarah Albertson; Laurynn Evans; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Report from Teacher/Letter of Experience February 6, 2023 - Policy 4218/4218P

Dear Ms. Davenport and ALL.

Email #5: Violation of Policy 4218/4218P

Below is a statement from a former teacher sent on February 6, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P as soon as possible. We ask that you immediately address EL programs and make necessary changes to comply so that students and parents affected are able to access services needed.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

For more than a dozen years at I taught Wolfe's kindergarten EL students.. Though my ability to speak Spanish was at times rudimentary, my understanding of Spanish was far greater. It resulted in my EL parent's and student's knowledge that they were respected and supported as valuable members of our learning community. (Even when there were times we all would have a good laugh when I badly butchered the sentence structure)

I developed valuable understanding of the lingual and phonetic difficulties non-English speakers experienced. Parents and students recognized that I had a deep respect for their culture as well as their language. For a number of years I was fortunate to have a para-educator proficient in the Spanish language. She was in my classroom at least 2 hours a day (my contractual kindergarten intervention time) and we worked together to meet the language needs of those kiddos. We were able to adapt and develop additional curriculum for specific EL areas of need, and not unexpectedly all students reaped the benefits.

Statistics show the high degree of success and the growth those practices had for those EL students in my classroom. Consistent gains in reading, writing, speaking, and ultimately math, science, and social studies.

Then...2021, following the pandemic, administration changed the EL delivery model without forethought, and without the involvement of teachers or staff successfully experienced in teaching English Language learners. Spanish parents lost the connection that had been established with an extremely successful para-educator when was reassigned to duties outside the EL program.

New, inexperienced staff were hired to travel between schools taking my EL kiddos (Hispanic and Russian) out of the classroom and into the hallway for 30 minutes a few times a week. Administration's uninformed changes resulted in amazing para-educator not performing duties her high level of skills qualify her for. A proven successful EL delivery model and EL curriculum evidenced by statistics were gone,. Intentional, specialized, collaboration that met EL students' needs was summarily discarded.

The effects were devastating, clearly evident by the number of EL students who were graduated (exited) from of the EL program, meeting competency testing in the spring of 2022. Case in Point, during the pandemic, when students were learning remotely and instruction was indisputably less than optimal, ten EL students successfully left the program. Following the pandemic, with students back in the buildings, and a drastic delivery model change NO students were exited! It warrants repeating, NOT A SINGLE STUDENT achieved competence after the new model was implemented.

That abrupt, needless change was not only disregarded my experience teaching EL students, but to the greater EL communities as well.

There has been a palpable lessening of the unique needs of students of color in NKSD the past few years, a diminishing value for the diversity once so highly valued. Attitudes are established at the top of an organization and trickles down. I am a lifelong resident and educator in North Kitsap. It breaks my heart to read articles substantiating a appalling failure.

It's a disgrace to the communities NKSD serves. The North Kitsap School District can and should do better.

Cordially,  
Averil Story  
27 year Wolfle Elementary teacher  
33 year elementary educator

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:49 AM  
**To:** Laurynn Evans; Annie Sayo; Brenda Calderon; Dionne Deschenne;  
nmoffatt@nkschools.org; bwaggoner@nkschools.org;  
BMartinez@nkschools.org; MDesmond@nkschools.org;  
REckert@nkschools.org; Robert Harris; Rachel Davenport; Sarah  
Albertson; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement  
February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #6: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent did not feel safe speaking or giving their name. They have asked for translation help, but not been able to access it.

"I want to share some of my concerns with the community and remain anonymous as a parent. I would like to share some points that I have seen and really I don't believe they are just. To start, the district has been very strict when families ask for an interpreter or giving permission for the communication to be in their native language. I am a witness to the difficulties that happen when parents try to communicate with the teachers and other school staff."

This is a violation of accessibility per policy 4218. And, I will forward more official communications that are not made accessible that are vital for parents.

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators and accessibility to school and class content to students and parents as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 7:54 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #7: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent did not feel safe speaking or giving their name. They have witnessed the following:

"In some cases, I have seen parents take out their older children from school to interpret at conferences. It is a pain for the district to have interpreters, but I don't think they want to pay anything extra for interpreters. I heard from the teacher that they can only use a designated person to do the interpretation. There aren't enough of them to go to all of the conferences. For this reason, the teachers use a telephone service and other times there isn't an interpreter available."

This is a violation of accessibility per policy 4218.

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators and accessibility to school and class content to students and parents as soon as possible. I ask the district to write an email immediately to parents with this information, and provide access to resources for them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222



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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:37 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and ALL.

**Email #8: Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall) (Written Statement)**

Below is an important statement made in the Town Hall on February 7, 2023. I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

This parent - volunteer did not feel safe speaking or giving their name.

**Written by a parent:**

"The EL plan for EL students isn't being followed. I have seen them take students out of class one or two times a week for only 10-15 minutes. This time isn't sufficient for the student to retain the information. There isn't a plan for study. The materials that they are using are not appropriate for the EL students during this time. Many times, the work is just to do the things being done in class, and the EL teacher is just assisting. Other times, the EL students just stay in class. The EL students aren't receiving the tools they need to pass their classes. This is why the EL students are not exiting the program. The strategies that they need to be successful are not being used. These students do not pass the state test in the Spring. Another injustice is that the students in the Dual Language Program are not getting the extra support they need which is their right. I am so sad that EL students and their families are going through this. I hope this statement will serve the district and the school so that parents and students get the support that is their right."

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

**WA State Multilingual Learner Policies and Practices Guide (page 36):**

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation

includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

**Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.

Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:53 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement February 7, 2023 (Town Hall)

Dear Ms. Davenport and All.

**Email #9: Violation of Policy 4218/4218P - Parent Statement November 22, 2023 (Town Hall) (Written Statement)**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

(Complaint by multiple parents)

**North Kitsap School District 2022** - Present: Latino Families in elementary schools, middle schools, and high schools, shared that their students and families with limited English proficiency, do not receive language services or interpreters to provide critical and accurate information/communications from the schools and district.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 8:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #10: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- Vinland Elementary, 2021-2022: Funding has not been acquired or sought after to provide a Spanish speaking ParaEducator at Vinland.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to comply with the Federal and State laws aforementioned. We ask the district to immediately look at funding of the Dual Language program and personnel to support and report to current Vinland students and prospective Vinland students.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:09 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

**Email #11: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbf/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbf/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- • Vinland Elementary, Poulsbo Middle School, & North Kitsap High School, 2014- 2022 (Present): Multiple other families (Latinx Families) report stories of their children being left out of advanced classes and academics and told their children couldn't handle the academic load. These parents would like to have an explanation for this assumption.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how



they will address equity in the advanced programs.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:16 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #12: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**Complaint - November 22, 2023 - Follow up February 7, 2023 Town Hall**

- **District Communication in North Kitsap School District 2022:** At least 40 parents reported that they have not had any meetings with the schools (Including Kingston High School, Kingston Middle School, Poulsbo, Middle School, Vinland Elementary, Wolfe Elementary, Poulsbo Elementary, North Kitsap High School) since the ELL Coordinator, Ms. Little, left. No one has called them. They haven't received communication about meetings or any communication at all about education.

**We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.**

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.

Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current communication process, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:21 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #14: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

- **North Kitsap School District Communication Fall 2022 with Latino/x/a Parents:** Other community members who don't have children in the NK Schools get calls and notices, while they (Latino/a/x parents) haven't. The elementary schools, middle schools, and high schools have not reached out to make sure that these parents know what is going on.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask the school district to comply with policy 4218/4218P to comply with providing certified translators, accessibility to school and class content to students and parents as soon as possible.

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

I ask the district to write an email and record communication immediately to parents to state how they will amend the current program, to verify their communication methods, emails, and phone numbers.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:29 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #15: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrasment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2023**

- North Kitsap School District Communication Fall 2022: Parents report that after Ms. Little left, the school seems to have forgotten the Hispanic parents.
- North Kitsap School District Translation Access Fall 2022: Parents from the Latino community report, at least 40, said that there are not enough translators or material translated.
- North Kitsap School District Translation Issues Fall 2022: Many parents have not been receiving notices in Spanish.
- North Kitsap School District Communication in Spanish Fall 2022: Additionally, some who have Hispanic surnames but speak fluent English are getting communication in Spanish only.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to write an email and record communication immediately to parents to state how they will amend the current communication process, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 – 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:38 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #16: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023, Poulsbo Middle School 2020-2022**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbF/edit)

**The Complaints from November 22, 2023**

- Poulsbo Middle School 2020-2022: One parent said that her son is qualified for ELL support. She was told that her son has to request the services. She asked, "what 12-year-old is going to ask for help?", and also said he was embarrassed about being taken out of the class for ELL help. She wants more information about the program.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual



needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they will amend the current access to EL programs, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:45 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #17: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- **North Kitsap School District 2022:** A community liaison is currently being split between 5 schools, and is having trouble following up on issues. The system is not working at the moment, and that person can't do other things besides what she is doing.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual

needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they change the budget to make sure there is equal access, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:50 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #18: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2022: Parents indicated that they have seen some NKSD surveys that list their race as Mexican, or Chicano. That is not a race.
- North Kitsap School District 2022: The school system has been making assumptions as to the race and language of students solely based on their last names.
- North Kitsap School District 2022: One student said that her mother speaks English better and that she is of mixed race, but Skyward (the online system) said that she was Chicano and sent information home only in Spanish.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content,

administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

**I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo

she/her

(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 9:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #19: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020 - 2023: Latino/a/x families report not being given critical communications from the district and school in accessible format or in Spanish.
- Families were requested to sign up on Google forms for interpreter services, which created an accessibility barrier for many on account of lack of computers or lack of Spanish instructions on how to access or use this form.
- Written communications are not always accessible even if in preferred language due to interrupted education
- Families were asked to contact the EL Coordinator directly, but when they left messages, calls were not returned.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation

includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:05 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #20: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020 - Present: District employees report having hours cut, and therefore, being unable to provide translation services and/or telling the families they need to complete the Google form or families need to contact the district offices to request services.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual



needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:09 AM  
**To:** Laurynn Evans; Rachel Davenport; Dionne Deschenne; Brenda Calderon; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Sarah Albertson; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #21: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2023: Families have requested that North Kitsap School District provide their plan for language access which will ensure full access to those with limited technology access and to those with limited or interrupted education. Parents/guardians have been unable to access emails even when translated. The requests for this information have not been answered.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:12 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #21: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020- Present: We want adequate language support for students so they can access their education
  - Latino Parents report less than 20 minutes of services 1 - 2 x per week. (Per District and State regulations, English language learners should receive more than 20 minutes of services once or twice a week.)
  - Latino Parents report that services are not designed or supported for language acquisition. (The services should be designed to support language acquisition and not reading/literacy development, which is what they get now.)
  - Latino Parents and students report not having full access to the content of their classes in elementary, middle schools and high schools.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and

resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to comply with the Federal and State laws aforementioned.

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:19 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 4218/4218P - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #22: Violation of Policy 4218/4218P - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

- North Kitsap School District 2020- Present: Parents report that North Kitsap School District does not provide Interpretive services. These are needed immediately for back to school night, discipline problems, parent teacher conferences, and essential school services.
- North Kitsap School District 2022- Present: Parents report that written communications are not always accessible even if in preferred language due to interrupted education
- North Kitsap School District 2022- Present: Dr. Evans said that a "strategic plan" exists to address the aforementioned issues, yet there is no written plan accessible to parents.
- North Kitsap School District 2022- Present: Latino Parents report that there is not a Latino/a/x representative at the district level to speak with parents, or families, or students when cultural, and racism, and discrimination happens.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

WA State Multilingual Learner Policies and Practices Guide (page 36):  
 Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and

resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

Castañeda v. Pickard English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, increase hours to meet the need of students and parents, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:28 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #23: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

\*The Year of 2015, Pre-Trump. Vinland Elementary, Recess Incident

A parent reports that their Mexican son was called a terrorist at school and told by classmates that his Dad is a terrorist - the administrators did nothing to address the student and nothing to address the parents.

\*2018 Fall - Post Trump Elected, Poulsbo Middle School Bus Pick Up, Daily, for weeks. A Latina middle schooler was bullied on the bus and called, "Fucking Dora," during Fall 2017 at Poulsbo Middle School. This was witnessed by multiple students and witnesses can attest to this. Poulsbo Middle School did not address the situation and shamed the student for reporting the incident to her parent.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

**1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)**

**2. We ask the District to immediately comply with their policy 3207P:**



"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo

she/her

(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:33 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #24: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

1. 2016 - 2022, Poulsbo Middle School, [REDACTED] Castillejo  
All four children were withheld from Agate at the Middle School. [REDACTED] now a 10th grader got straight "A's" in her AP High School classes, as well as writing out some of her assignments in AP history in Spanish. (Her scores on intelligence tests are not as high as the boys).
2. On Thursday, October 6th, at 10 a.m. there was a planned meeting with the Superintendent, Dr. Lauryn Evans, which she did not attend at the last minute. During the meeting, one of the administrators shared her screen via zoom, and on the screen was an email from Dr. Lauryn Evans stating that, "No one copied on the email should respond to Danielle's email." They quickly removed this email. We held the meeting without her. The witnesses to the meeting are: Dr. Eliza Cortez Bast, Chastity Malatesta (of Bainbridge Black), Rev. Dr. Susie Biel (also leader in KITSAP ERACE COALITION), Community Advocate Deanna Gemmer.
3. Mr. Emmons gave no response that addressed the racial inequities. Luis Castillejo who has darker skin was not responded to. I have lighter skin and I did receive a response.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:40 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #25: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrmbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrmbbF/edit)

**The Complaints from November 22, 2022**

2018 Poulsbo Middle School, ██████ Castillejo, Vice Principal.

██████ (at Middle School) was accused and held without notifying us (his parents) that he had been accused of siphoning gas out of cars. He was threatened with video evidence, although there was none of him. He was in band class with Mr. Walder, practicing, and no one checked his attendance. ██████ didn't understand what he was accused of.

**This issue was brought up several times, to the principal and to the vice principal, and then at the meeting in October 2022 with the District employees. Luis and I did not hear back about an investigation or about how the district would respond.**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 10:45 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #26: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbF/edit)

**The Complaints from November 22, 2022**

11th grade, ██████ Castillejo, North Kitsap High School, 2021

██████ teacher (last year- 11th grade) insisted on using subtitles in Spanish for him and another Mexican student. When I pushed back, ██████ was bullied by this teacher and made fun of in front of the class. She accused him of cheating multiple times.

In the October 2022 meeting, we asked the district to engage in more training, and equity training.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
 "North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:48 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #26: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Vinland Elementary, ██████████ Castillejo, 2022

There was a teacher who started a "Dress Like a Mexican Day" at Vinland elementary - and instead of addressing the systemic nature of these incidents in the district, Mr. Travis, at Vinland Elementary in Poulsbo, was left to hold all of the responsibility. The School District needed to address the education and train the teachers, yet did not respond.

It is clear that a school hosting the Dual Language Program, that needs Spanish Speakers as a part of the program, needs to have an overall education for the teachers at the school.

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:51 AM  
**To:** Laurynn Evans; Rachel Davenport; Dionne Deschenne; Brenda Calderon; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Sarah Albertson; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall)

Dear Ms. Davenport and All.

**Email #28: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**(Email #27 was Dress Like a Mexican at Vinland Elementary 2022)**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School & North Kitsap High School, 2014 - 2022 (Present)

Mexican students report being searched for drugs even though their white peers who were carrying drugs were not searched.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

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The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:54 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #29

Dear Ms. Davenport and All.

**Email #29: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Kingston High School 2021 - 2022 - 2023: A Latina student reports that her Spanish teacher told Mexican students to, "Go Back Across the Border". When the student went to the principal, the student was told to just transfer out of the school.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors,

unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

**I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:56 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #30

Dear Ms. Davenport and All.

**Email #30: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall 2022: A parent, who has only been here two years and has one child who moved up from Vinland to the middle school, said his son has been bullied. His son needed to go to the bathroom and was not allowed to go even though a white child who asked to go after he did was allowed to go.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**We ask North Kitsap School District to immediately comply with the following laws:**

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:58 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #31

Dear Ms. Davenport and All.

**Email #31: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Kingston High School Fall of 2022: A Father stated that his high school son was not given help because the teacher told him that he couldn't learn because he is not smart enough.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors,



unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 11:59 AM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #32

Dear Ms. Davenport and All.

**Email #32: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall of 2022: Another parent said that her son wanted to participate in a study session, but the teacher said that he couldn't because his mother is Mexican and doesn't know English. He was not allowed to participate. When the mother tried to talk to the teacher, the teacher told her it was her fault for not speaking English, and her son was made to feel bad about his heritage.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:01 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #33

Dear Ms. Davenport and All.

**Email #33: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School Fall of 2022: A parent reported that her son's teacher had told him that his difficulty studying was because he ate too many burritos. She said that other teachers treated her son well, and so she didn't want to speak up against this teacher because she was afraid the other teachers might treat her son poorly if she complained about this teacher.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:06 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #34

Dear Ms. Davenport and All.

**Email #34: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School Fall of 2022: After a bullying incident happened at school, this parent went to the middle school and told the principal about it. The principal said that he would reach out to her son and help him with his feelings and this discriminatory incident, but the principal never reached out to her son nor her to follow-up.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:08 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #35

Dear Ms. Davenport and All.

**Email #35: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap School Bus Transportation: (Poulsbo Middle School, Poulsbo Elementary) Fall 2022: In the bus, some students throw things and bully the children, and the bus driver doesn't do anything to these misbehaving students. One student, who was the only Hispanic on the bus, was told to pick up what other kids had thrown.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school



sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:11 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #36

Dear Ms. Davenport and All.

**Email #36: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School and North Kitsap High School 2021 - 2022: One parent reported that there had not been so much racism as now (currently) from teachers and bus drivers when he e went to school here in North Kitsap School District 20 years ago. He reported that his daughter has been called a "Beaner" and told to "Go back to Mexico."

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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[www.daniellecastillejo.com](http://www.daniellecastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:13 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #37

Dear Ms. Davenport and All.

**Email #37: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

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Poulsbo Middle School and North Kitsap High School 2021 - 2022: One parent reported that there had not been so much racism as now (currently) from teachers and bus drivers when he e went to school here in North Kitsap School District 20 years ago. He reported that his daughter has been called a "Beaner" and told to "Go back to Mexico."

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school

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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:16 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #38

Dear Ms. Davenport and All.

**Email #38: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Kingston High School Fall 2022: Another parent reported that two of her children have been bullied at the high school. Her son did not tell his parents about it until his sister became upset because the school hadn't done anything about it after they had talked to the teacher or the principal.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescastillejo.com](http://www.daniellescastillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:18 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #39

Dear Ms. Davenport and All.

**Email #39: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High.](#)" During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2019 - 2021: Another parent said that her son never got the help he needed. When he left high school 2 years ago, he was confused as to what he should go into – he never had any vocational help. When he said he wanted to be an Engineer, his teacher asked him why he was there, questioning why he thought HE could go into Engineering. This parent wanted to know why that teacher was still working at NKHS.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for



a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
(360) 649 - 0222

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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:20 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #40

Dear Ms. Davenport and All.

**Email #40: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2021: A Latina mother went to the parent teacher conference, where the teacher wouldn't look at her, but only looked at the interpreter.

North Kitsap High School 2021: Another teacher told a student in their freshman year, "Why do you think you will go to the university?" in disbelief.

North Kitsap High School 2021: Another parent said that her daughter's teacher sounded surprised when she shared that her daughter was going to go to college, "Oh, your daughter must be smart." Her daughter had maintained very high grades, yet the teacher still seemed surprised that she was going to college.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:22 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #41

Dear Ms. Davenport and All.

**Email #41: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbBF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbBF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School/North Kitsap High School 2019-2023: There was an expectation from teachers and students that food one parent brought into the school for her child must be tamales.

North Kitsap High School: A graduate of NKSD from the class of 2021 said that she never was exposed to anything in her school career about her culture.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

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2. We ask the District to immediately comply with their policy 3207P:

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sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:24 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #42

Dear Ms. Davenport and All.

**Email #42: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

Poulsbo Middle School 2020-2022: A parent has a list of all the students who bullied her middle school son, after the principal did nothing after she had talked to him. She had asked the principal to support her son. The principal, however, said that her son had an A average overall, and so questioned why her son needed support since his grades were really good. After that, the bullying continued, and his grades went down. The principal of North Kitsap High School has offered to help.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)
2. We ask the District to immediately comply with their policy 3207P:  
"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for

a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:27 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #43

Dear Ms. Davenport and All.

**Email #43: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap High School 2020-2022: The Latinx students also are not given opportunities to try out for sport teams in high school. The parent said that when his son went to the high school after being on a basketball team, he was told that there was no room for him to apply in that sport. When he then said that he wanted to be on the football team, he was also told there was no room for someone like him but that he could be on the soccer team.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for



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I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
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<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:29 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Violation of Policy 3207 - Parent Statement November 22, 2022 Statement - Follow Up (Town Hall) - Email #44

Dear Ms. Davenport and All.

**Email #44: Violation of Policy 3207 - Follow up to November 22, 2022 Statement, follow up to Town Hall February 7, 2023,**

**There was no response from the district to any of our parents regarding the following concern:**

On November 22, 2022, there was a meeting, documented here by The Kitsap Sun, "[Latino parents/students say they face racism, discrimination at North Kitsap High](#)." During the meeting, many violations of district and state policy regarding harrassment, language access, and more were reported. The stories of these Latino/a/s parents were recorded in notes, located here: [https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG\\_SC5Skk3qFNrnbbF/edit](https://docs.google.com/document/d/1Vkmb8J-zQ2BUvNWG_SC5Skk3qFNrnbbF/edit)

**The Complaints from November 22, 2022**

North Kitsap School District 2018 - Present: Consistent interference with student's education and equitable access to education through bullying on public school transportation, classroom discrimination, and unchecked peer - to -peer identity bullying.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

We ask North Kitsap School District to immediately comply with the following laws:

1. PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING (Policy 3207)

2. We ask the District to immediately comply with their policy 3207P:

"North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed. In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.

The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability, or other distinguishing characteristics."

I ask the district to write an email and record communication immediately to parents to state how they will learn and pursue knowledge of the Latino community they are serving, to give a copy of Dr. Evan's strategic plan in Spanish and immediately accessible, to regularly engage in equity and diversity training, and to comply with the Federal and State laws aforementioned.

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she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:51 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]WA State Multilingual Learner Policies and Practices Guide (page 36): - Non Compliance, Email #45

Dear Ms. Davenport and All.

**Email #45: Violation of Policy 3207/WA STATE MULTILINGUAL Learner Policies and Practices - follow up to Town Hall February 7, 2023,**

NK has two EL endorsed teachers that oversee the program, teacher to student ratio should be 1:50, NK's ratio is 1 to over 150. (not in compliance)

We ask the NK School District to immediately address this ratio of non compliance.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance with this ration.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 12:58 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]WA State Multilingual Learner Policies and Practices Guide (page 36): - Non Compliance, Email #46

Dear Ms. Davenport and All.

**Email #46: Violation of Policy 3207/WA STATE MULTILINGUAL Learner Policies and Practices - follow up to Town Hall February 7, 2023,**

Teachers trained in Sheltered Instruction Observation Protocol (SIOP) and Guided Language Acquisition Design (GLAD), these are research based language acquisition teaching strategies programs. NK teachers do not use these research based practices to support students in content classes. Administrators are not trained in language acquisition and cannot properly support and/or evaluate staff. Students do not have access to “robust, effective English language development instruction as well as meaningful access to content.”

We ask the NK School District to immediately address this issue of non compliance.

**WA State Multilingual Learner Policies and Practices Guide (page 36):**

Civil Rights Staffing Guidance—School districts have an obligation to provide the personnel and resources necessary to effectively implement their chosen TBIP program models. This obligation includes having highly qualified teachers to provide English language development services, trained and supported core content teachers who provide meaningful access to rigorous, grade-level content, administrators trained in second language acquisition who can evaluate these teachers, and adequate and appropriate materials for the TBIP program.

---

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**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance with this researched based language acquisition teaching strategy programming.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:05 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #47

Dear Ms. Davenport and All.

**Email #47: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

The district adopted K-3 curriculum as mandated by the above law. The district did not purchase enough curriculum for all students/schools. In 2021 the district stopped using the curriculum purchased and transitioned to only using literacy intervention curriculum. EL supports should include the use of curriculum that is based on sound education theory and research based for language acquisition not literacy intervention. NK is not using curriculum/Instructional materials to support students in core content and/or to teach English.

We ask the NK School District to immediately address this issue of non compliance.

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings.  
Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance when curriculum purchases.**



Danielle S. Castillejo  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:08 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #48

Dear Ms. Davenport and All.

**Email #48: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

The program is not sufficiently staffed and funded as students are only served once or twice a week for 15 minutes. They have inadequate staffing and staff rotate between buildings. Some students are not receiving services because of insufficient staffing.

**We ask the NK School District to immediately address this issue of non compliance with sufficient staffing as soon as possible.**

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

---

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect compliance when staffing.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:12 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Castañeda v. Pickard - Violation of Law/Precedent at North Kitsap School District - Email #49

Dear Ms. Davenport and All.

**Email #49: Violation of Policy Castañeda v. Pickard - follow up to Town Hall February 7, 2023,**

Parents should be surveyed yearly and invited to participate in an annual program evaluated to determine effectiveness, parents have not been asked to participate in the evaluation. Parents state the program is not meeting their needs.

**We ask the NK School District to immediately address this issue of non compliance with immediate evaluation and listening to parents.**

**Definitions of Laws: Castañeda v. Pickard** English language development instruction must be designed to meet individual needs for sustained progress toward reaching English proficiency in the least amount of time (Castañeda v. Pickard, 1981, U.S. Court of Appeals). Castañeda v. Pickard provides a three-pronged test to guide districts in designing, evaluating, and improving their English language development program for multilingual/English learners:

Program designed must be based on sound educational theory and/or high-quality research findings. Program must be sufficiently staffed and funded.

District is obligated to evaluate the effectiveness of the services provided and make adjustments to ensure students are achieving language proficiency and academic success.

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**I ask the district to write an email immediately to parents with this information, and provide access to resources for them on when they can expect an evaluative process.**

Danielle S. Castillejo

she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 1:21 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Lau v. Nichols - Violation of Law/Precedent at North Kitsap School District - Email #50

Dear Ms. Davenport and All.

**Email #50: Violation of Policy Lau v. Nichols - follow up to Town Hall February 7, 2023,**

EL

students are not provided appropriate support in their core classes, they do not have meaningful access to rigorous content. Newcomers or newly arrived students do not have access to core content as they are placed in core content classes and expected to complete the same assignments without proper interventions/educational scaffolding. They do not speak, read or understand English so they can't access the content, many fail several classes. Recommend analyzing data, see how many ELL students fail history, math, ELA, science and health.

**We ask the NK School District to immediately address this issue.**

**Definitions of Laws:** Lau v. Nichols Eligible multilingual/English learners must be provided appropriate supports for meaningful access to rigorous content (Lau v. Nichols, 1974, U.S. Supreme Court). Updated July 2022 3 Plyler v. Doe The U.S. Supreme Court ruled in

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents with this information.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 14, 2023 2:51 PM  
**To:** Laurynn Evans; Sarah Albertson; Brenda Calderon; Dionne Deschenne; nmoffatt@nkschools.org; bwaggoner@nkschools.org; BMartinez@nkschools.org; MDesmond@nkschools.org; REckert@nkschools.org; Robert Harris; Rachel Davenport; Annie Sayo; Ed Stern  
**Subject:** [External]Former District Employee/Parent at North Kitsap School District - Email #51  
**Attachments:** IMG\_1252.jpg; IMG\_1253.jpg

Dear Ms. Davenport and ALL;

**Email #51: Former District Employee/Parent at North Kitsap School District**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), Copied on this email are Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris.

I ask the district to write an email immediately to provide a written plan on their diversity and equity goals, implementations, and future trainings to make North Kitsap a place of belonging.

**NOTE:**

Hello

Thank you for this meeting tonight. I am here as a citizen and as a parent and grandparent.

My work in anti-racism is now going on thirty plus years- right here in North Kitsap.

I encourage you to look at the prior work of former Superintendent Gene Medina who hired Raymond Reyes of

Gonzaga University + audit North Kitsaps District cultural climate, Based on the findings of the audit workshops were conducted educate and encourage cultural competency of North Kitsap School District staff. Work was also done to improve relations between suquamish+s'Kiallam Tribe .

I am a former employee of North Kitsap School District - there is much to say and so much to do.

My hope is to support you of and encourage you to look into the work that has been done ask "why has the work stopped and hopefully yoke the knowledge of people like Gene Medina who has done this work before.

My phone number is (310) 697-4668.

Cynthia Drover

--

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I encourage you to look at the prior work of former Superintendent Gene Medina who hired Raymond Reyes of ~~Suquamish~~ <sup>School</sup> Gonzaga University to audit North Kitsap's <sup>School</sup> District cultural climate. Based on the findings of the Audit - workshops were conducted to educate and encourage cultural competency of North Kitsap School District staff. Work was also done to improve relations between Suquamish + S'Klallam Tribe.

I am a former employee of North Kitsap School District - there is much to say and so much to do. My hope is to support you and encourage you to look into the work that has been done - ask "why has the work stopped" and to hopefully yoke the knowledge of people like Gene Medina who has done this work before -

→

My phone number is (360) 697-4668.

~~Receipt~~

Cynthia Drover

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:08 AM  
**To:** Rachel Davenport; Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Cover Letter and Folder - NonDiscrimination 3210/3210P

Dear Ms. Davenport;

Attached is a folder with multiple emails (total 52 as of February 15, 2023).

Each email is a separate complaint from a parent, student, or community member.

We are communicating with the North Kitsap School District's designated civil rights compliance coordinator (Ms. Rachel Davenport), because each of the 52 complaints filed, so far, indicate a potential violation of the district's nondiscrimination policy. According to the "Nondiscrimination Law & Policy" , Mexican, Latino/a/x, and other students from a different national origin are protected classes:

"Discrimination is the unfair or unequal treatment of a person or a group because they are part of a defined group, known as a protected class. Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class. Protected class refers to a group of people who share common characteristics, and who are protected from discrimination and harassment under federal and state laws. In Washington, discrimination based on these protected classes is prohibited.

Sex

**Race and color**

**Religion and creed**

**National origin**

Sexual orientation

Gender identity and gender expression

Disability and the use of a trained dog guide or service animal

Honorably discharged veteran or military status

<https://www.k12.wa.us/policy-funding/equity-and-civil-rights/nondiscrimination-law-policy>

Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), **the North**

**Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.**

In addition, according to policy 3207P, which states the following, "Communicate with the school district's designated civil rights compliance coordinator. If a written report of harassment, intimidation, or bullying indicates a potential violation of the district's nondiscrimination policy [Policy 3210], or if during the course of an investigation, the district becomes aware of a potential violation of the district's nondiscrimination policy, the compliance officer must promptly notify the district's civil rights compliance coordinator. At that time, the compliance officers must promptly notify the complainant that their complaint will proceed under both this policy / procedure and the nondiscrimination policy / procedure. The investigation and response timeline for the nondiscrimination procedure begin when the school district knows or should have known that a written report or investigation or Harassment, Intimidation, or Bullying involves a potential violation of the district's nondiscrimination policy." **The North Kitsap School District is not in compliance with prohibiting discrimination in its public schools.**

Thank you for taking the time to read, advocate, and listen. There will be an additional folder with additional complaints in the coming days as families continue to come forward with their experiences. The February 7th, 2023 Town Hall participants and the participants of the November 22, 2022 meeting are compiling solutions for the District that work toward resolving the aforementioned issues.

Thank you!  
Danielle

FOLDER ATTACHED: [https://drive.google.com/drive/u/0/folders/1ObMbD\\_Oey-GjtUhjYsxGq5NcCLn9oZgu](https://drive.google.com/drive/u/0/folders/1ObMbD_Oey-GjtUhjYsxGq5NcCLn9oZgu)

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- This happened during a football game. So I was joking around with my boyfriend and his friend was next to him. I don't know what happened but he got irritated and he said "Putā" while looking straight at me (so it was directed towards me) mind you he's white, he's a ginger. It hurt me & I cried. He's never apologized. (don't worry my boyfriend defended me he got mad at him too)

students/people at school (North Kitsap)

- There were many other (~~football players~~) that called me that too. Not my first occurrence

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:08 AM  
**To:** Rachel Davenport; Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Cover Letter and Folder - NonDiscrimination 3210/3210P

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Sex

**Race and color**

**Religion and creed**

**National origin**

Sexual orientation

Gender identity and gender expression

Disability and the use of a trained dog guide or service animal

Honorably discharged veteran or military status

<https://www.k12.wa.us/policy-funding/equity-and-civil-rights/nondiscrimination-law-policy>

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**Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.**

In addition, according to policy 3207P, which states the following, "Communicate with the school district's designated civil rights compliance coordinator. If a written report of harassment, intimidation, or bullying indicates a potential violation of the district's nondiscrimination policy [Policy 3210], or if during the course of an investigation, the district becomes aware of a potential violation of the district's nondiscrimination policy, the compliance officer must promptly notify the district's civil rights compliance coordinator. At that time, the compliance officers must promptly notify the complainant that their complaint will proceed under both this policy / procedure and the nondiscrimination policy / procedure. The investigation and response timeline for the nondiscrimination procedure begin when the school district knows or should have known that a written report or investigation or Harassment, Intimidation, or Bullying involves a potential violation of the district's nondiscrimination policy." **The North Kitsap School District is not in compliance with prohibiting discrimination in its public schools.**

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Danielle

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:22 AM  
**To:** Rachel Davenport  
**Cc:** Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Email #53 - #56 Complaints RE: Non Discrimination/Language Access  
**Attachments:** scan\_l\_2023-02-14-14-10-54.pdf

Dear Ms. Davenport;

Thank you for bearing with us - here are four additional complaints to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) These are in one scanned document, with **four separate complaints - #53, #54, #55, and #56**. At the end of the day, I will create a new folder for these additional complaints and send you the link to that folder. Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Poulsbo Middle School by teachers, administrators and other students.

**(The Document is Attached)**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment at Poulsbo Middle School, and provide access to resources for parents and translation, training for teachers to treat Latino parents equally when communicating with them at school conferences and outside of class. Additionally, I ask Poulsbo Middle School to immediately communicate with Latino parents about the gun violence threat from February 3, 2023, and give access to Latino youth to counseling services.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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I go to Paultsbo middle school. on Friday February 3rd, we had a shooting threat. That was very scary. I wish there was metal detectors to detect all weapons. I wish the school would do something about it. this is not first threat the students safety is first. Thank you for your support

A lot of the times they always believe whites over the hispanics. some thing with African Americans. Once I was called up to the office because I was accused of calling one African American girl The N-word slur. and I almost got in trouble for it.

I made me think on how come when something similar happened to me some did anything I its not right.

I feel as ~~whites~~ whites get away with a lot of things. A friend told me how she had her phone ~~use~~ on her desk not using it and the teacher yelled at her. But then when a white kid was full on using their phone and the teacher saw she told them it was okay ~~into~~ the dining shop. There is so much more that happens or we should put a stop to it because we can't stay quiet forever

one day I sat next to a white girl and she said "I don't want to sit next to this 'beaver' unprovoked. Everyone in the class heard and called her out ~~for~~ for it. We had a sub that day so she wasn't able to do much. A bunch of other students and I went to the office to report it. Later on the principal Joshua Emmons at Poulsbo middle school ~~called~~ called me into the office to talk one on one. Once I explained to him what had happened he proceeded to say "That slur is a very old slur" and as well told me not to make it a "big deal" and told me not to cause any more problems practically dismissing ~~me~~ me. I wasn't listened to at all. And from what I know they didn't say anything to the girl at all. This happened last year around November

Peers, including hispanic peers, would call me names, especially because of my height they would call me giraffe. I didn't want to school because I was bullied so much. I was afraid of going to school. Sometimes my Mexican friends treated me the worst.



*[Handwritten mark]*



A quien corresponda.

les agradezco por toda su ayuda y su apoyo algunas veces pedida ayuda con el maestro de mi hijo. El a veces contesta los mensajes y solo dice que el niño va bien en la escuela que no tiene tareas retrasadas que todo esta bien.

Pero cuando faltan semanas para las conferencias nos manda un mensaje y diciendo que el niño no esta entregando trabajos y cuando llega el niño a casa trae muchas pero muchas hojas de trabajos que no estan terminados. Y cuando las fechas de los trabajos y de cuando se le manda preguntar que como iba. es que desde antes del mensaje no se entregaban los trabajos.

En la conferencia la pregunta que si el niño no esta entregando las tareas asignadas sera por que ocupa ayuda que que podríamos hacer.

El solo dijo si sabe no ocupa ayuda nada mas se ase guaja. esa palabra mala me mensiono varias veces refiriendose a mi hijo como guaja (cabeza guesa) la verdad no supimos que hacer por nuestra cuenta lo pagamos a una persona para que lo ayudara y le ayudo mucho. Pero me gustaria que el maestro nos pudiera ayudar. Vidulandscapool

Muchas gracias por su ayuda.

**From:** Danielle wayfindingtherapy.com <danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:28 AM  
**To:** Rachel Davenport  
**Cc:** Annie Sayo; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Dionne Deschenne; Nancy Moffatt; Robert Harris; Sarah Albertson; Laurynn Evans; Ed Stern  
**Subject:** [External]Fwd: 1 School Announcement or Opportunity for Your Child

Dear Ms. Davenport.

**Again, this is email complaint #57.**

School communication is not provided in Spanish or other languages in the district representing students of other national origins. There is a phone service in use in other local school districts, and email service, that communicates with families in their language (Russian, Spanish, Mandarin, etc.). I wonder why North Kitsap School District has ended these accessible formats for families across our district - would you speak to these recent changes?

**Below is a recent district email without accessibility.**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Sports, music and extracurricular activities help facilitate belonging. Belonging is often the antidote to school violence, suicidality, and depression.**

Thank you,  
Danielle

Begin forwarded message:

**From:** North Kitsap High School <[school@peachjar.com](mailto:school@peachjar.com)>  
**Date:** February 4, 2023 at 2:16:26 PM PST  
**To:** [luiscastillejo@gmail.com](mailto:luiscastillejo@gmail.com)  
**Subject:** 1 School Announcement or Opportunity for Your Child



**North Kitsap School District**

## NKHS SPRING SPORTS

### **2023 NORTH KITSAP HIGH SCHOOL SPRING SPORTS**

### **REGISTRATION OPEN**

**HOW TO REGISTER:**  
**NKHS.NKSCHOOLS.ORG/ATHLETICS**  
*\*\*All students must be a registered NKSD student\*\**

### **FEATURING**

**Girls Tennis · Boys Soccer · Boys  
and Girls Golf · Baseball · Fastpitch ·  
Boys and Girls Track**

### **COACH CONTACTS**

**Jeff Weible - Baseball**  
jweible@nkschools.org  
**William "Clay" Blackwood – Fastpitch**  
wblackwood@nkschools.org  
**Jay DeVries - Girls Tennis**  
jdevries@nkschools.org  
**Greg St. Peter – Boys Soccer**  
gstpeter@nkschools.org  
**David Snyder – Boys and Girls Track**  
djsnyder@nkschools.org  
**Dan Weedin- Boys Golf**  
dweedin@nkschools.org  
**Anh Tran– Girls Golf**  
atran@nkschools.org

### **START DATE**

**FEBRUARY 27<sup>TH</sup>**

### **PHYSICAL ON FILE**

Valid for two years.

### **CONCUSSION TESTING**

**Feb 7th & 9th 3:00-4:30**

\*Room 803

**Feb 15th 2:00-3:00**

\*Room 502

**Bring Charged Laptop**

**Test Takes 30-45 min**

**NO Sign Up Required**

### **ATHLETIC OFFICE**

**Matt Stanford**  
**Athletic Director**  
**360-396-3125**  
mstanford@nkschools.org

**Susanna Leche**  
**Athletic Secretary**  
sleche@nkschools.org



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## All Current Opportunities

Peachjar provides all of your child enrichment opportunities in one convenient place.



[View All Flyers](#)

Sent with ❤️ from Peachjar  
15373 Innovation Dr Suite 160 San Diego, CA 92128

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Flyers are sent to the email address you provided to your child's school:  
luiscastillejo@gmail.com

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:33 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Fwd: Graduation Requirement - High School and Beyond Plan

Dear Ms. Davenport.

**This is email complaint #58: Graduation Requirements/Announcements**

School communication is not provided in Spanish or other languages in the district representing students of other national origins.

**Below is a recent district email without accessibility.**

(Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), the North Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.)

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Graduating from High School is a necessary and important step towards pursuing higher education. Parents and students need to have access to this information, so they can address what or if something will keep their student from graduating.**

Please keep me informed as to when this email about graduation requirements, and communication with limited English Speaking families has been completed.

Thank you,  
Danielle

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

From: **Luis Castillejo** <[luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)>

Date: Wed, Feb 15, 2023 at 7:17 AM

Subject: Fwd: Graduation Requirement - High School and Beyond Plan

To: <[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)>

Sent from my iPhone

Begin forwarded message:

**From:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

**Date:** January 30, 2023 at 11:45:41 AM PST

**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)

**Subject:** Graduation Requirement - High School and Beyond Plan

**Reply-To:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

This email is regarding: LUCA CASTILLEJO.  
-----

Seniors ~

I hope this email finds you well. In the upcoming weeks, I will be returning to your English class to work on the required tasks for your High School and Beyond. Please remember that completion of your High School and Beyond Plan is a graduation requirement.

If you do not have a scheduled English class at North Kitsap High School, please use this link to make an appointment with me, in order to complete your High School and Beyond Plan. If you cannot find a time that works for your schedule, please email me at [HMaass@nkschools.org](mailto:HMaass@nkschools.org).

â€‹You can schedule an appointment on-line:  
<https://heathermaass.youcanbook.me>

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**District:** NORTH KITSAP S. D. #400

**District Web Site:** <http://www.nkschools.org>

**State:** WA

**District Code:** 18400

North Kitsap School District

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:36 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Fwd: OC "What's Next" Transition Tour

Dear Ms. Davenport;

**Email Complaint #59: Access to post High School Education**

School communication is not provided in Spanish or other languages in the district representing students of other national origins.

**Below is a recent district email without accessibility.**

(Additionally, according to Executive Order 13166, The Civil Rights Act of 1964, Equal Educational Opportunities Act of 1974 (The Section is charged with enforcing the Equal Educational Opportunities Act of 1974 (EEOA). Section 1703(f) of the EEOA requires state educational agencies (SEAs) and school districts to take action to overcome language barriers that impede English Language Learner (ELL) students from participating equally in state and district educational programs. As part of its efforts to enforce the EEOA, the Section investigates complaints that SEAs or school districts are not providing adequate services to ELL students or are failing to take appropriate action in other ways.), the North Kitsap School District is NOT in compliance with Federal Laws that protect students and families with limited-English proficiency.)

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**Please immediately review this recent email and send it out to all families in the appropriate language. Higher education opportunities and spaces should be given to Latino families, not just English speaking families. Parents and students need to have access to this information, so they can help their student pursue higher education if they would like to..**

Please keep me informed as to when this email about Olympic College in Bremerton, and communication with limited English Speaking families has been completed.

Thank you,  
Danielle



Sent from my iPhone

Begin forwarded message:

**From:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)  
**Date:** January 25, 2023 at 8:45:54 AM PST  
**To:** [luiscastillejo@ymail.com](mailto:luiscastillejo@ymail.com)  
**Subject:** OC "What's Next" Transition Tour  
**Reply-To:** [hmaass@nkschools.org](mailto:hmaass@nkschools.org)

This email is regarding: LUCA CASTILLEJO.

-----  
Students will visit Olympic College in Bremerton for a campus tour, an employer forum and two presentations by Olympic College Professional-Technical faculty. Some presentations have not yet been confirmed, but we'll do our best to accommodate your top choices. On the Google Form posted in your Class of 2023 Google Classroom, **please prioritize your top FIVE program choices after completing the information below and clicking NEXT.**

**DETAILS:**

- Students will meet in the Future Readiness Center at 7:50AM on 3/7/23.
- Students will depart from North Kitsap High School at 8:00 AM.
- Students will return to North Kitsap High School by 2:30 PM.
- Students should bring their own lunch or bring money to buy lunch at Olympic College.

**SPACE IS LIMITED and seniors will be given priority. A completed permission slip is required to reserve your space. Spaces will be filled in the order completed permission slips are received.**

Permission slips will be available in the Future Readiness Center on February 7th.

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**District:** NORTH KITSAP S. D. #400  
**District Web Site:** <http://www.nkschools.org>  
**State:** WA  
**District Code:** 18400

North Kitsap School District

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 9:52 AM  
**To:** Rachel Davenport; Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #60 & #61 Complaints RE: Non Discrimination - Language Access  
**Attachments:** scan\_2storiessolutionsl\_2023-02-14-14-11-20.pdf

Dear Ms. Davenport;

Here are **2 (two) additional email complaints (#60 and #61)** to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) This is a scanned document, Please follow 3210/3210P for investigation procedures.

**(The Document is Attached)**

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to this parent, explaining the strategic plan in accessible format for addressing racism, discrimination, and provide access to resources for parents and translation, as well as communicate with Poulsbo Middle School Latino families about the recent gun violence threat.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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You might ask the district for a 2, 3 or 5 year plan to meet the needs of the students and parents. If you do this you will want to speak to working with the district to prioritize action items. You might also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.

mi nombre es 

mi Sugerencia es que quisiera  
mas Seguridad en las escuelas  
por favor detector de metal  
en las puertas para que nuestros  
hijos esten Seguros

**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:30 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #62 - Town Hall February 7, 2023, Public Statement - Discrimination, Racial Profiling by Teacher

Dear Ms. Davenport;

**Email Complaint #62: Discrimination, Racial Profiling (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #62 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

██████████ spoke. She went to Wolfle Elementary and Kingston high school, and now goes to North Kitsap High. When she started school, she didn't know English, and school has always been hard for her because she didn't always know the English word and was embarrassed. When she went to Kingston HS, there was a lot of racism, and a teacher called her "puerca" (pig) and "Marrana" (a pig that wallows in its waste). It was very hard for her and she started a protest because she didn't feel heard. When she reported this incident, her teacher said that she was lying. She asked, "What could she do as a 17-year-old?" She was told to stay far away from that teacher. A teacher kicked her out of her classroom, saying that she needed help with a classroom project, for which this teacher wasn't even her teacher. She thus changed schools."

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment at Kingston High School, and provide access to resources for parents and translation, training for teachers to treat Latino parents equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)

[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:35 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #63 - Town Hall February 7, 2023, Public Statement - Discrimination, ELL Access

Dear Ms. Davenport;

**Email Complaint #63: Discrimination, ELL Access (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #63 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

Person who wanted to remain anonymous, shared in writing some things witnessed. “The district has withheld providing interpreters for families, has not provided information in their native language. Parents take their older children out of school to interpret at parent teacher conferences. While the district has interpreters in the district, they don’t make them available, because they don’t want to pay them. Interpreters are not provided for parent teacher conferences. The teachers need to use the phone to have interpretation.”

“Instruction in English is only provided in the schools for 10 or 15 minutes 1 or 2 times a week, which is not sufficient for the students to learn English. There is no plan for intervention. The material being used is not best practice for the students learning English. Many times the students are working on the same material as the teachers are teaching in the classroom, without allowance for help for understanding the language. The strategies that the students need to have to exit the program are not being taught, and for this reason they are not able to do well on the exam. The students are not getting the support that they are supposed to get. I wrote this letter so others will know what is happening in the district. “

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment in the District, and provide access to resources for parents and translation, training for teachers to**

**treat Latino parents equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 10:41 AM  
**To:** Rachel Davenport; Laurynn Evans  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #64 - Town Hall February 7, 2023, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #64: Discrimination, (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #64 to be filed under NonDiscrimination and Language Access - violations of both ELL Access and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT:**

██████████ went to Vinland, Poulsbo Middle School, and now is at North Kitsap High School. She has experienced racism in each school. Last year, when she was in Yakima as a cheerleader for the State Basketball, when the cheerleaders were listening to a song that said the N word, but did not say the N word, her cheer coach decided to say the N word anyway. ██████████ went to the school staff, who didn't listen to her, but instead suspended her for two months. The school did not respond to the complaint until her mother threatened to report it to the newspaper. While they eventually responded, they should not have had to threaten to take it to the newspaper. As people of color, ██████████ said we need to start speaking up, so that the school will start listening to not only the parents, but also to the youth.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to write an email immediately to parents addressing the environment in the District, and treat students of color equally.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, February 15, 2023 1:50 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #65 - Town Hall February 7, 2023, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #65: Discrimination, (See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #65 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Poulsbo Middle School by teachers, administrators and other students.

**STATEMENT:**

Middle school student reported that he had sat next to a girl, who said that she didn't want to sit next to a "Beaner," He reported it to the office staff. Joshua Emmons, the principal called him into his office and said that is an old slur, and not to cause any more problems. The girl who said this slur never was talked to. This happened last year in November.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to immediately address the environment in Poulsbo Middle School, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.**

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 7:55 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #66 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #66: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #66 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

██████████ a Latinx community member whose children had gone previously to NKSD, said that someone should tell the teachers at a teacher meeting that they should treat the Hispanic children fairly, and that none of the children should be discriminated against. The teachers need to be educated, so that they don't use stereotypes when they make comments. They should respect all races. It doesn't matter the color of the skin, they all have the same rights, the teachers get paid the same amount for each student they teach. They need to respect their students and that disrespect impacts students' self-esteem.

- When ██████████ had reached out to Kingston High School, there was no response. Her daughter changed to Bainbridge Island School District. She did not want her children to grow up in the bully atmosphere.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

**I ask the district to immediately address the environment in Kingston High School, and train**

teachers, administrators and staff on the importance of NOT using racial and ethnicity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

[REDACTED] a Latinx community member whose children had gone previously to NKSD, said that someone should tell the teachers at a teacher meeting that they should treat the Hispanic children fairly, and that none of the children should be discriminated against. The teachers need to be educated, so that they don't use stereotypes when they make comments. They should respect all races. It doesn't matter the color of the skin, they all have the same rights, the teachers get paid the same amount for each student they teach. They need to respect their students and that disrespect impacts students' self-esteem.

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 7:57 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #67 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #67: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #67 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at Kingston High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

One parent taught her daughter to defend herself, teaching her to respond with sarcasm at racist comments, and that she would bully her own daughter if she complained again without having stood up for herself. The teachers then accused her daughter of being an angry student instead of seeing someone who learned to stand up for herself. She said students should not be discriminated against. A community member said that teachers should look inside themselves and should change their attitude. It isn't just that they shouldn't say anything racist, but they should accept each child as someone of value.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 8:00 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #68 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #68: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #68 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at North Kitsap High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

A graduate of NKSD said that she never was exposed to anything in her school career about her culture. The school said in NK-Cares that everyone is the same. She said that it is important to acknowledge that there are differences and to cherish these, that differences are good. No one is encouraged at NKSD to identify with their culture. She lost a lot of her Spanish-speaking skills and her culture while going to NKSD. At the university where she goes to there is an Ethnic Center. She didn't have to adapt there and act like she was a white person. If she had been able to go to an Ethnic Center like this, she would have found support. She had no support from the teachers. The only reason she continued to attend school in North Kitsap was because her counselor supported her. The Ethnic Center would support all the students who came from a different ethnic group and lift them up.

--

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I

am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 8:02 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #69 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #69: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #69 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally any school bullying taking place at North Kitsap High School by teachers, administrators and other students.

**STATEMENT: November 22, 2022 and February 7, 2023**

Students pretend to be white in the schools in order to fit in and not be discriminated against. They are not taught not to be proud of their culture, but instead to be ashamed of it. This causes division in the families.

-Student graduates shared, two graduates - there has been no response.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo

she/her  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:02 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #70 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #70: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #70 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of access to critical information at North Kitsap Schools.

**STATEMENT: November 22, 2022 and February 7, 2023**

The use of Skyward doesn't work for parents because the instructions are in English. This parent sends emails to the school, does not get responses, and is told to use Skyward.

- This parent reports there have been no responses to their requests since November 2022.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff on the importance of NOT using racial and identity slurs or justifying them.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:05 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #71 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #71: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

Complaint #71 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of diversity training at North Kitsap Schools. Additionally, there is an environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

The ASB program is not good - inclusive-(students are elected to be part of this but some are not told about it) – one student had been in it for years and was the only student of color there. Whenever she had an idea, the others did not listen to her. When, however, some white student gave the same idea, the teacher and other students said it was a good idea. When this girl asked to do something, she was always told, “no, we have it covered.” The only time she was allowed to do something was during her last year in high school when they needed a landscaper. Then, they asked her to find one because they figured she would know all the landscapers. There is no representation there for the students of color, and the body of students of color believe this program is only for white students. Many students of color were never given the opportunity to apply to this program.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:09 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #72 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #72: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that Latino students are given equal opportunity in sports programs - and all students regardless of race or national origin.**

Complaint #72 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate additionally lack of equal access to try out for extra curricular sports and other programs at North Kitsap Schools. Additionally, there is an environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

The Latinx students also are not given opportunities to try out for sport teams in high school. One parent said that when his son went to the high school after being on a basketball team, he was told that there was no room to apply in that sport. When he then said that he wanted to be on the football team, he was also told there was no room for someone like him but that he could be on the soccer team.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the environment in North Kitsap Schools, and train teachers, administrators and staff and give access to sports activities regardless of race or gender or national origin.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:14 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #73 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #73: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that Latino students are given the opportunity to identify their own ethnicity, national origin and language immediately.**

Complaint #73 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

Parents indicated that they have seen some NKSD surveys that say that their race is Mexican, or Chicano. That is not a race. The school system is making assumptions as to the race and language of students because of their last names.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:18 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #74 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #74: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that the Superintendent (Dr. Evans) allow appropriate staff to respond to complaints, as mandated by law, and not restrict information that will help the Latino community move forward in education and resolving issues.**

Complaint #74 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On Thursday, October 6th, at 10 a.m. there was a planned meeting with the Superintendent, Dr. Lauryn Evans, which she did not attend at the last minute. During the meeting, one of the administrators shared her screen via zoom, and on the screen was an email from Dr. Lauryn Evans stating that, “No one copied on the email should respond to Danielle’s email.” They quickly removed this email. We held the meeting without her. The witnesses to the meeting are: [Dr. Eliza Cortez Bast](#), [Chastity Malatesta](#) (of Bainbridge Black), [Rev. Dr. Susie Biel](#) (also leader in KITSAP ERACE COALITION), Community Advocate [Deanna Gemmer](#).

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff and hold the Superintendent accountable for restricting the response of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, February 16, 2023 9:26 AM  
**To:** Laurynn Evans; Rachel Davenport  
**Cc:** Dionne Deschenne; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email Complaint #75 - Town Hall February 7, 2023, - Follow up to November 22, 2022, Public Statement - Discrimination

Dear Ms. Davenport;

**Email Complaint #74: Discrimination, Follow up to November 22, 2022**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**We ask that the North Kitsap Schools answer communications with Latino community members and respond within the law and policy guidelines set by the community. We also ask that the North Kitsap Schools not discriminate based on national origin, ethnicity or race. We ask that the North Kitsap School District adhere to the following federal laws:**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #75 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On October 6, 2022 - Luis Castillejo shared that on many prior instances, detailed in the meeting with the school district, that he was not able to access information on behalf of his children. Luis shared that he is a very brown, Mexican man, with an accent, but speaks fluent English. He reported that at Poulsbo Middle School, he was not able to advocate on behalf of his children, but was given multiple different answers, multiple different times. Luis Castillejo also reported that it wasn't until his light skinned wife, Danielle, sent emails and asked, that a response was given.

There was no follow up to Luis Castillejo's report of discrimination and racism at Poulsbo Middle School following this meeting.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff in their responses of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, February 20, 2023 7:00 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #76 - Statement from Community Member  
w/Contact Information

Dear Ms. Davenport;

**Here is email #76:**

Just a short note that I hope will be useful to you and your organization. The 23rd Legislative District Democrats of Washington State are working toward a future where we live up to our platform - a portion I have quoted below,

We believe that human rights apply to all persons, regardless of ethnicity, gender, LGBTQ+ status, gender identity, religion, political beliefs, and citizenship status. We believe that diversity is our strength, and equity and inclusion are a must, with equal access to opportunity in all areas of our community.

I understand that there was an important community gathering on February 7 at ChocMo regarding the concerns of the Latino/a/x community and the NKSD. Specifically, incidents of bullying and inadequate communication with the Hispanic/Latinx students and their families are longstanding and of great concern.

The 23rd Legislative District Democrats Diversity Equity and Inclusion (DEI) Committee's mission is to "come alongside people and organizations of diversity, taking actions to support real equity and inclusion." Currently, I am an Executive Board member with the 23rd Legislative District Democrats representing the area encompassed by the North Kitsap School District, and co-chair of the Diversity Equity and Inclusion Committee. We are very interested in learning more about your concerns.

Personally, as a former educator in the NKSD and parent of a former Wolfle Elementary, Kingston Junior High, and Kingston High School graduate, I want the NKSD to be a great school district. I am disappointed that this level of distress in the Latino/a/x/Hispanic community has not been adequately addressed. Please include me in your future communications regarding these matters.

You are welcome to contact me directly with any questions regarding.

Sincerely,  
Ginny Bell

Executive Board Member  
23rd Legislative District Democrats  
Diversity Equity and Inclusion (DEI) Committee Co-chair  
[WeedThenMulch@Gmail.com](mailto:WeedThenMulch@Gmail.com)  
360-265-6498

Ginny Bell  
Mobile Phone 360-265-6498

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 21, 2023 2:56 PM  
**To:** Rachel Davenport  
**Cc:** Sarah Albertson; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Laurynn Evans; Ed Stern  
**Subject:** [External]Email #77: Parent Complaint of Racial Bullying at Vinland Elementary

Dear Ms. Davenport;

**Email Complaint #77: Racial Bullying at Recess at Vinland Elementary School 2021-2023**

Complaint #76 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the systemic environment that is hostile towards the Latino/a/x community - we ask that this is immediately addressed through education and relationship building.

**STATEMENT: November 22, 2022 and February 7, 2023**

On February 21, 2023 - Anonymous Mother (undocumented) submits the following statement on behalf of her daughter at Vinland Elementary School from 2021-2023 (currently). At recess, her daughter is the target of two white elementary girls, who follow her and call her "Ugly Mexican" and sometimes pull her hair. This mother is willing to come forward with her name if there is a statement about protection for undocumented immigrants and the protection of her identity. She lives in Poulsbo, Washington.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, and NAACP President Robert Harris).

I ask the district to immediately address the systemic racist environment in North Kitsap Schools, and train teachers, administrators and staff in their responses of staff to issues of discrimination.

Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 7:57 AM  
**To:** Rachel Davenport  
**Cc:** Lauryynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #78: Teacher Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #78: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Teacher Statement on English Language Learner Access for students (current in class):**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint #78 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Teacher with over 20 years experience**

I have 2 EL kids in my classroom. They are being pulled out for EL services for sometimes 30 minutes, once per week -- Often they are pushed in and they sit with her doing the same thing we are doing in class. They are not receiving the EL support they need. There is no program or curriculum, and I am not trained to deliver EL services. I don't see any evidence of a program at this point.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, and engage the solutions presented.

Thank you!  
 Danielle S. Castillejo  
 she/her  
 (360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:01 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #79: Teacher (#2) Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #79: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Teacher Statement (#2) on English Language Learner Access for students (current in class):**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #79 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Teacher (#2) with over 20 years experience**

I have 4 kids that are on the (EL) list that I asked for. Only 1 of my students is being served and on a good week she gets pulled out 2 times a week. The others are not being served. She is pulled out for about 20 minutes and they work on a 4th dose of SIPPS and phonics. She is not working on something she doesn't understand. I don't feel she is being served well because it's not consistent and the EL teacher is not in the building for availability.

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:06 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #80: Parent Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #80: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent Statement on English Language Learner Access for child:**

[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)

[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)

[Executive Order 13166](#)

Complaint #80 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement**

I have "muy poquito." knowledge of the EL program, very little. La verdad no se who provides support. No tengo idea. Pues para empezar me gustaría saber más del programa y ver que es lo que les están enseñando para ver si yo puedo ayudar a mis hijos en casa. También me gustaría tener comunicación con alguien que hable mi idioma y me pueda entender. Después de este cuestionario me doy cuenta que tengo mucho que aprender sobre la educación de mis hijos.

Well, to begin with, I would like to know more about the program and see what they are teaching them to see if I can help my children at home. I would also like to have communication with someone who speaks my language and can understand me. After this questionnaire I realize that I have a lot to learn about my children's education.

"Información en español estaría muy bien. A veces me pierdo de fechas importantes y eventos especiales porque no me mandan las notas en español igual con las llamadas. También un intérprete en persona para las conferencias no alguien por teléfono que no hable bien el español."

"Information in Spanish would be very good. Sometimes I miss important dates and special events because they don't send me the notes in Spanish same with the calls. Also, an interpreter in person for conferences not someone on the phone that doesn't speak good Spanish."

I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:10 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #81: Parent Statement on EL Program - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #81: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent (#2) Statement on English Language Learner Access for child:**  
[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint #81 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement (#2)**

I know EL. I know it's an extra support for children leaning English as their second language. My son has mentioned to me, and it sounds like it's about 2 days a week for about 30 minutes.

I'm don't think they follow a curriculum because its random things my son tells me they worked on. For example, he tells me that they read a book of his choice out in the hall by the bathroom. He doesn't like it because he gets easily distracted by kids that are walking by to use the bathroom. It sounds like there is no assigned classroom or adequate area for them to work at. Sometimes she supports him in the classroom and assist with what everyone else is working on.

There is something I would like to add about the EL TOSA that serves my child. My son told me that a male teacher was serving him with EL support. I thought maybe they had hired a new EL person and didn't think much of it. Later I ran into the EL TOSA, and she commented that her nephew was visiting, and he was volunteering at the school. Her exact words were "I have instructed my nephew on what to work on with EL kids so they can get served by him." She then explained how she would be busy testing and he would help out. That really threw me off because if he is a volunteer he should not be used to serve and do the job for someone that has the title of an EL TOSA. For a couple of weeks maybe more he was being served by this gentleman that was a volunteer and maybe not even qualified to work with EL kids.

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:13 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #82: Parent Statement on EL Program - Vinland Elementary - Lack of Access for Students

Dear Ms. Davenport.

**Email Complaint #82: English Language Learners/Access, Follow up on Town Hall, February 7, 2023**  
**(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement**

**Parent (#3) Statement on English Language Learner Access for child:**  
[Title VI of the Civil Rights Act of 1964\(link is external\)](#) (34 C.F.R. Part 100)  
[Title IV of the Civil Rights Act of 1964\(link is external\)](#) (42 U.S.C. §2000c, et seq.)  
[Executive Order 13166](#)

Complaint #82 to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement (#3)**

I was told that because my kids were in the dual language program they did not qualify for EL services. I was told teachers in the program were trained to provide that service and because they spoke both languages there was nothing to worry about. Last week my kids came home mentioning that the 5th grade teacher had been gone. Later while speaking to other parents, I found out that he would not be back for the rest of the school year. The teacher that is taking his position is not bilingual. I also see and hear of how busy the EL teachers are with loads of kids to serve. My question is, "do EL kids on that classroom now qualify for services and how are they going to be served?"

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I have cc'd community members working with families that need access to important district communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Friday, February 24, 2023 8:19 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #83: Parent - Volunteer - Statement on EL Program - Suggestions - Lack of Access for Students

Dear Ms. Davenport.

**Email #83:** English Language Learners/Access, Follow up on Town Hall, February 7, 2023  
(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Statement

**Parent - Volunteer (#4) Statement on English Language Learner Access for child:**

Title VI of the Civil Rights Act of 1964(link is external) (34 C.F.R. Part 100)

Title IV of the Civil Rights Act of 1964(link is external) (42 U.S.C. §2000c, et seq.)

Executive Order 13166

**Email #83** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent - Volunteer - Statement (#4)**

Some of the things I believe could improve.

Having better communication with families in their native language.

Having an EL para at every school to provide services to students on a regular basis as part of their day. The district took that away a couple years ago and the services have not been consistent or successful.

Students would also benefit from a curriculum like the one that was being used when every school had an EL para. The curriculum worked well, and kids were exiting the program due to the increase in vocabulary and understanding of the English language.

A designated classroom would be ideal. Many EL kids use resources around them and for that reason they are always aware of what is going on around them. Working in the hall creates lots of distractions and is not a very healthy learning environment.

You are seen as being "different" or being left out because communication is a problem. I understand the frustration of the families not speaking the language and not receiving support in their native language.

I hope for the best outcome for these kids and families.

It's time they receive what they are entitled, deserve and need.

It's time for Equity.

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I have cc'd community members working with families that need access to important district

communications. As our solutions are forthcoming from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris).

I ask the district to immediately address the English Language program in North Kitsap Schools, and utilize the EL resources we currently have, communicate with parents on how they can support their children and the district, and engage the solutions presented.

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Tuesday, February 28, 2023 8:26 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #84: Parent/s Report - Free and Reduced Lunch Program - Billing Not Translated/Students at Risk for Not Graduating

Dear Ms. Davenport;

**Email #84:** English Language Learners/Access, Follow up on Town Hall, February 7, 2023  
(See youtube link: <https://www.youtube.com/live/PrQ1voPeb8o?feature=share>) & Free and Reduced Lunch Program - Billing not translated, applications unclear, and students at risk for not graduating

**Email #84** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the English Language program, understand how it is currently operating, and make adjustments to comply with the law/s.

**STATEMENT: Parent Statement - Lunch Program (Free and Reduced)**

Family at Pearson elementary: Can Provide Name - Family feels unsafe

The family qualified for free and reduced lunch for a year, the following year they did not apply because they did not know that their application expired. They were sent renewal reminders in English only. They did not reapply, four months later they were sent a bill for hundreds of dollars. They did not understand and their children continued to eat breakfast and lunch at school. Their balance continued to grow and now all the kids have such a huge balance that the parents cannot afford to pay it off. The biggest problem is that the kids will not be able to graduate/receive their diploma if they don't pay all their fines.

(A couple problems here: The family did not receive the communication in their language. This is not the only family this happened to, it's just one of the families our group has become aware of.)

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the Free and Reduced Lunch program in North Kitsap Schools, and utilize the translation resources we currently have, and communicate with parents on how they can rectify their lunch balances. *I have heard that there was a community organization to help pay the school lunch balances. Where is this application with the community support at?***

**We ask the district to immediately communicate to all families in the top 3 language groups at North Kitsap Schools (in translated communication), the school lunch balances, and present solutions. If you need help with solutions for current lunch/breakfast balances, the Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Thursday, March 2, 2023 8:05 AM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #85: Student/s Report at North Kitsap High School, week of February 28, 2023 - Teacher Discrimination

Dear Ms. Davenport;

**Email #85:** North Kitsap High School, week of February 28 2023 - English Teacher told a Mexican student about his showing her his career choice, "So you aren't going to be a drug dealer."

**Email #85** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers.

**STATEMENT: Student/s English North Kitsap High School**

English Teacher told a Mexican student about his showing her his career choice, "So you aren't going to be a drug dealer." This was heard and reported by multiple students.

Ms. Pippin's class.

(The problem is persistent and pervasive - this is AFTER a town hall, media attention, and filing multiple reports with the district. This is not one single teacher or administrator - this is clearly a systemic issue.)

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions, and will send an additional solution to address the balances of many students and families from the Lunch program. The Latino Parent group is willing to meet. The African American parent group is willing to meet. And, many others. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo  
she/her  
(360) 649 - 0222

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[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:03 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern; Dionne Deschenne  
**Subject:** [External]Email #86: Student/s Report at North Kitsap High  
School, week of March 13, 2023 - Career Counseling  
Discrimination

Dear Ms. Davenport.

**Email #86:** , week of March 13 2023 - Received from a North Kitsap High School teacher that wants to remain anonymous: re: access to equal support for college education opportunities.

Counselors don't support Latino students in applying to college, and even discourage students from applying to ranked universities, despite these students' academic achievement and ability. Students ask for and do not receive scholarship application support. Students are also the ones advocating for Spanish Fafsa nights, which should be automatically offered. When they are offered, they are far later than the English language nights, meaning there are less scholarships available.

**Email #86** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers. Also please investigate equal access for students' support.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:06 PM  
**To:** Rachel Davenport; Laurynn Evans; Breane Martinez; Mike  
Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner;  
Nancy Moffatt; Robert Harris; Annie Sayo; Sarah Albertson; Ed  
Stern; Dionne Deschenne  
**Subject:** [External]Email #87: Teach report, NKSD, week of March 13, 2023  
- English Language Discrimination

Dear Ms. Davenport.

**Email #87:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Students were kept in the newcomer class years after they had graduated from this program. One student last year remained in that class even though they are fluent in conversational English and approaching grade level in English reading. They used that class as a study hall every day for a year.

**Email #87** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures, and investigate the Teacher understanding of discrimination, racially motivated stereotypes, slurs, and pursue education for teachers. Also please investigate equal access for students' support.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes and degrading language by staff towards Latino students and other students.**

**We have sent solutions. If you need help with solutions for current racially motivated targeting, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:12 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #88: Teach report, NKSD, week of March 13, 2023  
- Cultural Appropriation

Dear Ms. Davenport.

**Email #88:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Last year, displays were put up in the high school celebrating El Dia de Los Tres Reyes Magos and El Dia de Los Muertos, holidays of significant cultural and religious significance. There was no information with the displays to help students understand the meaning of these holidays, and not all Latinos celebrate them. It was more of a culture appropriation display than a celebration without context.

**Email #88** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

---

I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:15 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #89: Teach report and Student collaborations,  
NKSD, week of March 13, 2023 - Racism and Cultural Lack of  
Awareness

Dear Ms. Davenport.

**Email #89:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

In Spanish class, students are asked to pick "Spanish names," which is retraumatizing for many students who have anglicized their names so their teachers can pronounce them, or, if they don't have a name on the list of Spanish names, makes students feel like they aren't "Latin enough." It also leads to the ridicule of traditional and familial names.

**Second part to Email #89:**

Students with disabilities in the Latino community are further labeled as "difficult" or "weird." One young lady, who is known for advocating for herself, requesting, for example, to sit closer to the board, was labeled "the angry Latina" by teachers and administrators.

**Email #89** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

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**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Monday, March 13, 2023 4:17 PM  
**To:** Rachel Davenport  
**Cc:** Laurynn Evans; Breane Martinez; Mike Desmond; Richard Eckert;  
Brenda Calderon; Barbara Waggoner; Nancy Moffatt; Robert  
Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Subject:** [External]Email #90: Teacher report and Student collaborations,  
NKSD, week of March 13, 2023 - Racism and Cultural Lack of  
Awareness

Dear Ms. Davenport.

**Email #90:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Language learners were called "annoying" and "difficult" by teachers who have never taught them-- they were simply called that because teachers had heard their interests or needs differed from the majority. For example, one student who loves boxing, as it's a popular sport in his home country, was called angry and violent by a teacher who had never met him.

**Email #90** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

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**From:** Danielle wayfindingtherapy.com  
<danielle@wayfindingtherapy.com>  
**Sent:** Wednesday, March 15, 2023 12:51 PM  
**To:** Laurynn Evans; Robert Harris; Annie Sayo; Sarah Albertson; Ed Stern  
**Cc:** Rachel Davenport; Breane Martinez; Mike Desmond; Richard Eckert; Brenda Calderon; Barbara Waggoner; Nancy Moffatt  
**Subject:** [External]Re: Email #90: Teacher report and Student collaborations, NKSD, week of March 13, 2023 - Racism and Cultural Lack of Awareness  
**Attachments:** SOLUTIONS LETTER.pdf

Dear Dr. Evans.

Thank you for your email and more detailed explanations and requests. I will reach out to these folks and ask if they feel safe enough to give their names and add specificity to their complaints as you requested.

Sadly, since before our November 22, 2022 meeting (documented notes and news articles previously sent), Latino parents have directly communicated their concerns to teachers, principals, school counselors, school transportation personnel, and at other times the district. During these attempts to communicate with aforementioned employees, many reported (I can send those details in a separate set of emails if need be) no response, being dismissed, proposed solutions without implementation, and fear for their student's academic and emotional safety in the classroom with teachers when their concerns were dismissed.

Please reinstate the Education Equity Council with representation from all of our communities of Color. (I will attach our solutions letter.)

It is of critical importance that NKSD's immediate response to the NK Latino Parent Group, in light of ongoing racism against its Latino students, is swift, and proactive - such as the collaborative solutions our group proposes. Awaiting the investigator's conclusions after examining individual complaints does not relieve the District of this responsibility.

Community trust is of utmost concern for all public servants, separate and apart from the underlying facts giving rise to these violations of our civil rights.

Equitable solutions to issues of belonging, racism, and discrimination are not only trust building for Latino communities, but for other communities of Color and for European-American communities.

We look forward to your response to the proposed solutions.

Thank you,  
Danielle

On Wed, Mar 15, 2023 at 11:34 AM Evans, Laurynn <[levans@nkschools.org](mailto:levans@nkschools.org)> wrote:

Greetings,

We are acknowledging receipt of additional emails from you dated March 13, 2023. We noticed that at the close of these emails (86-90), you added some comments in bold. As mentioned previously, the district has retained counsel and an investigator to look into the concerns presented in the 90 emails that have been sent to us. During the investigation, we are not able to discuss the concerns surfaced, resolution of those concerns, or possible solutions based on those concerns.

We are committed to following up on all concerns via the appropriate path. It is difficult to ascertain if the incidents referenced in your most recent emails are currently taking place or if you were made aware of the concerns referenced just this past week. If these new emails represent historical issues of which you are now aware, they will be included in the general investigation that is already going to take place in reference to your prior emails. If the additional emails you have sent on March 13, 2023 reference new issues that are happening currently in NKSD, it is imperative that we receive a direct, specific, and detailed report from the person who has the concern or the victim of alleged discriminatory acts. A timely, first-hand report best helps us address issues in real-time. We are committed to providing a safe space for people to share such concerns. We have translators available and ready. Please encourage staff, students, or families to contact us directly so that we might respond to any and all new concerns emerging.

Regards,

Dr. Laurynn Evans

Superintendent

North Kitsap School District

On Mon, Mar 13, 2023 at 4:17 PM Danielle [wayfindingtherapy.com](http://wayfindingtherapy.com)  
<[danielle@wayfindingtherapy.com](mailto:danielle@wayfindingtherapy.com)> wrote:

Dear Ms. Davenport.

**Email #90:** the week of March 13 2023 - Received from a NKSD teacher that wants to remain anonymous:

Language learners were called "annoying" and "difficult" by teachers who have never taught them-- they were simply called that because teachers had heard their interests or needs differed from the majority. For example, one student who loves boxing, as it's a popular sport in his home country, was called angry and violent by a teacher who had never met him.

**Email #90** to be filed under NonDiscrimination and Civil Rights (Discrimination can also occur when a school's policy is neutral on its face and is administered in an even handed manner but has a disparate impact—i.e., a disproportionate and unjustified effect—on students of a particular protected class.) Please follow 3210/3210P for investigation procedures.

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I have cc'd community members working with families that need access to important district communications. Our solutions were sent from our recent Town Hall (February 7th, 2023), I am concerned in the meantime, that these violations are negatively impacting families and students (Including Brenda Calderon and Annie Sayo of KAIRE, Dionne Deschenne of the Kitsap Council of Human Rights, and NAACP President Robert Harris). We have not heard back about engaging those solutions and this is something additionally, we need to address.

**We ask the district to immediately address the persistent use of stereotypes towards Latino students and other students.**

**We have sent solutions. If you need help with solutions, our communities are willing to come together and work towards solutions. The Latino parent group is willing to work with you.**

Thank you!  
Danielle S. Castillejo

--

[www.wayfindingtherapy.com](http://www.wayfindingtherapy.com)  
[www.daniellescaillejo.com](http://www.daniellescaillejo.com)  
(360) 649-0222

REGARDING THE CONFIDENTIALITY OF EMAIL TRANSMISSIONS:

This electronic message transmission contains information which may be confidential or privileged and may contain Patient Identifiable information. The information is intended to be for the use of the individual or entity named above.

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**CAUTION:** This email is not from a North Kitsap School District email address or it originates from outside of the district.

ALWAYS exercise caution when clicking links and NEVER provide your username, password, personal information, or confidential data if requested from an unknown source.

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# Kitsap Latino Community

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Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY  
Kitsap Latino Community

February 22, 2023

Dear Ms. Davenport and North Kitsap School Board,

First, I want to express our gratitude that you have acknowledged the receipt of our 77 emails, and that you are taking the time to investigate the allegations of discrimination against a protected class. We are so grateful to know that we are not alone. We invite the North Kitsap School Board to urgently consider practical solutions with the Latino Community. The North Kitsap Latino community offers the school district, community based, practical solutions to form a partnership. A partnership we recognize is built with other communities of color, including immigrants of other national origins, African American students, AAPI students, and Indigenous students.

We are in the process that the educational system prescribes (OSPI) to use our voices to communicate our concerns with the North Kitsap School District. Our request would be that you would meet with the Latino Parent Group, implement these solutions as soon as possible, and work with us on a timeline.

We are asking the North Kitsap School District for two things (generally):

1. Equal Access to Education for English Language Learners
2. Pursuit of a Culture of Belonging - educating and providing learning for teachers on nondiscrimination

**Here are the practical ways to achieve these goals in partnership with our Community:**

**1. Equity Concern Form**

Equity Concern form: English Sample

Equity Concern form: Spanish Sample

This form could be public facing for staff, students, parents and community members. It should be submitted to the equity facilitator, and have an administrator monitor submissions. Names are redacted before bringing it to the equity council, council and admin use a set protocol and equity lens tool to work towards investigation/resolution. If this is an HR or union concern, the submission will be forwarded to those departments.

(This form also notifies all im/migrants in North Kitsap School District that this school district is a welcoming district. Therefore, submission of this form is an inclusive and protected process. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.)

*\*(see solution 7 for Education Equity Council)*

**2. Translation and Interpreting: Critical communication (critical needs to be defined) will be translated in the top three languages**

Critical communication (critical needs to be defined collectively with Ethnic Communities) will be translated in the top three languages other than English. Interpreters will be made available for parents to communicate with administrators and/or educators. Google form/other digital devices will not be used to schedule services as this is a barrier for some families. Furthermore, based on data collected annually by the district, the district will translate the top three languages by year.

**3. EL Language Acquisition Student Supports, Curriculum**

- EL students will receive language support on a regular basis, at least 4 days a week for a minimum of 20 minutes a day.
- EL students will be placed in classrooms with teachers that are trained in best practice such as EL endorsed, SIOP and/or GLAD trained.
- Staff will be monitored to ensure strategies are used during instruction, accountability that strategies are used.
- Administrators will monitor and evaluate staff.
- The district will ensure that all students have access to core content, this means that research based practices are being used during instruction to ensure full core content access (access means that kids understand what is being taught).
- EL staff will use language acquisition curriculum that support all four domains; speaking, listening, reading and writing skills.

**4. Professional development for all administrators, teachers, paraprofessionals and any staff that come in contact with students and families.**

Professional development on the following topics should be attended by those listed. It should be mandated and facilitated by administrators and/or someone with the educational background and experience in racial justice/equity work:

**PD on the following but not limited to:**

- difference between equality and equity
- Impact of racial trauma
- Understanding student needs and how to support them
- Staff will be paid to attend.

**5. Ethnic/Race Community Liaisons: NKSD needs a community liaison to provide direct support to families.** We know that the Suquamish and Port Gamble S<sup>ʷ</sup>Klallam Tribes have a liaison, and we need a liaison for the following communities to provide advocacy, communicate community needs, create safety and belonging, and address

depression, anxiety, and mental health: African American, AAPI, Latino/a/x, and the Indigenous liaisons.

6. **The Latino community would like to see the 2, 3 and 5 year plan that is currently in place to meet the needs of both students of color and their parents.** If you do not have a current plan, we would ask that the Community Liaisons speak with families, and in collaboration with the District, prioritize action items to create a 2, 3 and 5 year plan. We also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.
7. **Education Equity Council: Reinstate the Equity Council, including the 4-6 community liaisons from the district.** The equity council will review the “Equity Concern Forms” from solution #1, that are presented to the council. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.

These solutions are important to the leaders in our school district, because belonging, education, access to learning, the need to fight poverty, homelessness, drug addiction and gun violence are essential. Lack of stable housing, mental health care concerns, and poverty are areas that are historically and currently (also) linked to racism, racial trauma and systems of oppression. We are advocating for our school district to be proactive. When the Kitsap County Health Department declared racism a public health crisis, the county recognized this need.

Although not all of the school shootings are connected to race, they are connected to a sense of loneliness, lack of belonging - isolation. I know I speak on behalf of the Latino community and many others when I express an urgent desire to address the roots of school gun violence, depression, and youth mental health, rather than wake up to the phone call that tells me my children are in a school lockdown. Our students are leading the way for us, asking our generation to provide safety, learning opportunities, and model something different. Let us follow their lead and work together.

Sincerely,

Kitsap Advocating for Im/migrant Rights and Equality  
WAYFINDING THERAPY - Danielle S. Rueb - Castillejo  
Kitsap Latino Community

## **PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING**

The board is committed to a safe and civil educational environment for all students, employees, parents/legal guardians, volunteers and community members that is free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentional electronic, written, verbal, or physical act including but not limited to one shown to be motivated by characteristic in RCW 28A.640.010 and 28A.642.010, or other distinguishing characteristics, when the act:

- A. Physically harms a student or damages the student's property;
- B. Has the effect of substantially interfering with a student's education;
- C. Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or
- D. Has the effect of substantially disrupting the orderly operation of the school.

Nothing in this section requires the affected student to actually possess a characteristic that is a basis for the harassment, intimidation or bullying. "Other distinguishing characteristics" can include but are not limited to physical appearance, clothing or other apparel, socioeconomic status and weight. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s).

### **Behaviors/Expressions**

This policy recognizes that 'harassment,' 'intimidation,' and 'bullying' are separate but related behaviors. Each must be addressed appropriately. The accompanying procedure differentiates the three behaviors, however, this differentiation should not be considered part of the legal definition of these behaviors

Harassment, intimidation or bullying can take many forms including, but not limited to, slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, threats or other written, oral, physical or electronically transmitted messages or images.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules.

### **Training**

This policy is a component of the district's responsibility to create and maintain a safe, civil, respectful and inclusive learning community and will be implemented in conjunction with comprehensive training of staff and volunteers. Specific training requirements are included in the accompanying procedure.

### **Prevention**

The district will provide students with strategies aimed at preventing harassment, intimidation and bullying. In its efforts to train students, the district will seek partnerships

with families, law enforcement and other community agencies.

**Interventions**

Interventions are designed to remediate the impact on the targeted student(s) and others impacted by the violation, to change the behavior of the aggressor, and to restore a positive school climate. The district will consider the frequency of incidents, developmental age of the student, and severity of the conduct in determining intervention strategies. Interventions will range from counseling, correcting behavior and discipline, to law enforcement referrals.

**Students with Individual Education Plans or Section 504 Plans**

If allegations are proven that a student with an Individual Education Plan (IEP) or Section 504 Plan has been the aggressor or target of harassment, intimidation or bullying, the school will convene the student's IEP or Section 504 team to determine whether the incident had an impact on the student's ability to receive a free, appropriate public education (FAPE). The meeting should occur regardless of whether the harassment, intimidation or bullying incident was based on the student's disability. During the meeting, the team will evaluate issues such as the student's academic performance, behavioral issues, attendance, and participation in extracurricular activities. If a determination is made that the student is not receiving a FAPE as a result of the harassment, intimidation or bullying incident, the district will provide additional services and supports as deemed necessary, such as counseling, monitoring and/or reevaluation or revision of the student's IEP or Section 504 plan, to ensure the student receives a FAPE.

**Retaliation/False Allegations**

Retaliation is prohibited and will result in appropriate discipline. It is a violation of this policy to threaten or harm someone for reporting harassment, intimidation, or bullying, or participating in an investigation.

It is also a violation of district policy to knowingly report false allegations of harassment, intimidation, and bullying. Students or employees will not be disciplined for making a report in good faith. However, persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

**Compliance Officer**

The superintendent will appoint a compliance officer as the primary district contact to receive copies of all formal and informal complaints and ensure policy implementation. The name and contact information for the compliance officer will be communicated throughout the district. The district compliance officer will participate in at least one mandatory training opportunity offered by OSPI.

The superintendent is authorized to direct the implementation of procedures addressing the elements of this policy.

**Policy 3207**  
**Section: 3000- Students**

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Legal References	<u>RCW 28A.300.285 Harassment, intimidation, and bullying prevention policies and procedures — Model policy and procedure — Training materials — Posting on web site — Rules — Advisory committee</u> <u>WAC 392-190-059 Harassment, intimidation and bullying prevention policy and procedure – School districts.</u>
Cross References	<u>2161 - Special Education and Related Services for Eligible Students</u> <u>3200 - Rights and Responsibilities</u> <u>3205 – Sexual Harassment of Students Prohibited</u> <u>3210 - Nondiscrimination</u> <u>3211 - Transgender Students</u> <u>3241 - Classroom Management, Corrective Actions Or Punishment</u>
Management Resources	<u>Office for Civil Rights Dear Colleague Letter: Responding to Bullying of Students with Disabilities (OCR 10/21/2014)</u> Policy & Legal News August 2020 Policy & Legal News July 2019 <u>2014 - December Issue</u> <u>2010 - December Issue</u> 2008 - April Issue 2002 - April Issue

Revised: February 27, 2020

Revised: June 25, 2015

Revised: March 26, 2014

Revised: November 13, 2014

Revised: June 23, 2011

3000 Series Revised and Adopted October 10, 2002

North Kitsap School District

## NONDISCRIMINATION

The North Kitsap School District will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on sex, race, creed, religion, color, national origin, immigration status, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Questions or complaints of alleged discrimination can be directed to the district's Title IX/RCW 28A.640 Compliance Officer and ADA Coordinator and/or the 504 Coordinator: address - 18360 Caldart Ave NE, Poulsbo WA 98370 and phone - (360) 396-3001.

Conduct against any student that is based on one of the categories listed above that is sufficiently severe, persistent or pervasive as to limit or deny the student's ability to participate in or benefit from the district's course offerings, educational programming or any activity will not be tolerated. When a district employee knows, or reasonably should know, that such discriminatory harassment is occurring or has occurred, the district will take prompt and effective steps reasonably calculated to end the harassment, prevent its recurrence and remedy its effects.

The district's nondiscrimination statement will be included in all written announcements, notices, recruitment materials, employment applications, and other publications made available to all students, parents, or employees. The statement will include: 1) notice that the district will not discriminate in any programs or activities on the basis of any of the above-listed categories; 2) the name and contact information of the district's compliance officer designated to ensure compliance with this policy; and 3) the names and contact information of the district's Section 504 and Title IX compliance officers.

The district will annually publish notice reasonably calculated to inform students, students' parents/guardians (in a language that they can understand, which may require language assistance), and employees of the district's discrimination complaint procedure.

The superintendent will designate a staff member to serve as the compliance officer for this policy. The compliance officer will be responsible for investigating any discrimination complaints communicated to the district.

The district will provide training to administrators and certificated and classroom personnel regarding their responsibilities under this policy and to raise awareness of and eliminate bias and discrimination based on the protected classes identified in this policy.

### Cross References:

Board Policy 2020	Course Selection and Adoption of Instructional Materials
Board Policy 2030	Service Animals in Schools
Board Policy 2140	Guidance and Counseling
Board Policy 2150	Co-Curricular Program
Board Policy 2151	Interscholastic Activities
Board Policy 3211	Transgender Students
Board Policy 4217	Effective Communication
Board Policy 4260	Use of School Facilities



## Legal References:

RCW 28A.640	Sexual Equality
RCW 28A.642	Discrimination prohibition
RCW 49.60	Discrimination - Human rights commission.
WAC 392-190-020	Training-Staff Responsibilities – Bias awareness
WAC 392-190-060	Compliance - School district designation of responsible employee - Notification
WAC 392-400-215	Student Rights.
20 U.S.C. §§ 7905	Boy Scouts of America Equal Access Act
42 U.S.C. §§ 12101-12213	Americans with Disabilities Act

## Management Resources:

<i>Policy News</i> , August 2007	Washington's Law Against Discrimination
<i>Policy News</i> , June 2011	Washington's laws on discrimination
<i>Policy News</i> , December 2012	End of the year technical edits
<i>Policy and Legal News</i> , April 2013	Revisions to nondiscrimination policy helps districts demonstrate compliance
<i>Policy and Legal News</i> , December 2014	Nondiscrimination in schools addressed in revised WACs
<i>Policy Alert</i> , January 2015	
<i>Policy and Legal News</i> , March 2016	Other Policy Updates

Revised: February 23, 2017

Revised: February 26, 2015

Revised: November 13, 2014

Revised: March 28, 2013

Revised: January 26, 2012

Revised: January 10, 2008

3000 Series Revised and Adopted June 24, 1999

North Kitsap School District

**Policy 4218**  
**Community Relations**

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### **LANGUAGE ACCESS PROGRAM**

The Board of Directors is committed to improving meaningful, two-way communication and promoting access to district programs, services and activities for students and their parents and families. The board recognizes that students whose family members have limited English proficiency (LEP) might also speak or be learning multiple languages and are assets to the community. It is crucial that the district seeks to address language barriers and do so free of charge. To that end and as required by law, the district will develop and adopt a plan for implementing and maintaining a language access program that is culturally responsive, provides for systematic family engagement developed through meaningful stakeholder engagement, and is tailored to the district's current population of students and families who have limited English proficiency.

At a minimum, the district's plan for a language access program will adhere to the principles of an effective language access program for culturally responsive, systematic family engagement, which are:

- **Accessibility and equity.** This means that schools provide access to all; two-way communication is a priority and is woven into the design of all programs and services.
- **Accountability and transparency.** This means that the language access program and decision-making processes at all levels are: Open, accessible, and usable to families; readily available; continuously improved based on ongoing feedback from families and staff; and regulated by a clear and just complaint process.
- **Responsive culture.** This means that schools are safe, compassionate places where each family's opinions are heard, needs are met, and contributions are valued. School staff are humble and empathetic towards families.
- **Focus on relationships.** This means that schools seek to understand families without judgment on an individual level, building trust through respectful relationships that recognize the unique strengths that each family and student possesses.

The district will implement its Language Access Program by the 2023-2024 school year.

#### **Identification of Families Needing Language Access Services**

The district will accurately and in a timely manner identify parents/family members of students with limited English proficiency and provide them information in a language they can understand regarding the language service resources available within the district.

#### **Oral Interpretation**

The district will take reasonable steps to provide parents/family members with limited English proficiency with competent oral interpretation of materials or information about any program, service, and activity provided to parents who do not have limited English proficiency and to facilitate any interaction with district staff significant to the student's education. The district will provide such services upon request and/or when it may be reasonably anticipated by District staff that such services will be necessary.

**Policy 4218**  
**Community Relations**

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**Written Translation**

The district will provide a written translation of vital documents for each limited English proficient group that constitutes at least 5 percent of the district's total parent population or 1000 persons, whichever is less. For purposes of this policy, "vital documents" include, but are not limited to, those related to:

- registration, application, and selection;
- academic standards and student performance;
- safety, discipline, and conduct expectations;
- special education and related services, Section 504 information, and McKinney-Vento services;
- policies and procedures related to school attendance;
- requests for parent permission in activities or programs;
- opportunities for students or families to access school activities, programs, and services;
- student/parent handbook;
- the District's Language Access Program and related services or resources available;
- school closure information; and
- any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or District policy.

If the district is unable to translate a vital document due to resource limitations or if a small number of families require the information in a language other than English such that document translation is unreasonable, the district will still provide the information to parents in a language they can understand through competent oral interpretation.

**Staff**

The Superintendent will designate a staff member to serve as the Language Access Liaison / Coordinator, who will monitor and facilitate compliance with state and federal laws related to language access and family engagement. The Language Access Coordinator's name and contact information will be widely shared so parents, school staff, and community members may contact them to inquire about language access services.

All school administrators, particularly those who have the most interaction with the public such as registrars and enrollment staff, certificated staff, and other appropriate staff as determined by the Language Access Coordinator/Liaison will receive guidance on meaningful communication with parents/family members with limited English proficiency, best practices for working with an interpreter, how to access an interpreter or translation services in a timely manner, language services available within the district and other information deemed necessary by the Language Access Coordinator to effectuate the language access plan and program.

Appropriate district staff, as determined by the Language Access Coordinator will also receive guidance on the interaction between this policy and the district's policy on effective communication with students, families, and community members with disabilities.

**Policy 4218**  
**Community Relations**

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**Review and Update**

The Board will annually review the district's spending on language access services and consider whether budget adjustments are needed to effectively engage with families who would benefit from Language Access services.

The district will provide effective communication for students' families who are deaf, deaf and blind, blind, hard of hearing, or need other communication assistance according to 4217 – Effective Communication.

- Cross references:           2110 Transitional Bilingual Instruction  
                                   3210 Nondiscrimination  
                                   4129 Family Involvement  
                                   4217 Effective Communication  
                                   6000 Program Planning, Budget Preparation, Adoption, and  
   Implementation
- Legal references:           Chapter 28A.642 RCW Discrimination prohibition  
                                   Chapter 28A.155 RCW Special Education  
                                   Chapter 49.60 RCW Discrimination – Human Rights Commission  
                                   Chapter 392-400 WAC Discipline  
                                   WAC 392-400-215 Student rights  
                                   Title VI of the Civil Rights Act of 1964
- Management resources:   Policy & Legal News June 2022  
                                   Policy & Legal News July 2019  
                                   2016 – July Issue  
                                   OSPI website: *Interpretation and Translation Services*

Revised: December 8, 2022

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Adoption Date: January 12, 2017

Classification: Priority



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## PROHIBITION OF HARASSMENT, INTIMIDATION AND BULLYING

### A. Introduction

North Kitsap School District strives to provide students with optimal conditions for learning by maintaining a school environment where everyone is treated with respect and no one is physically or emotionally harmed.

In order to ensure respect and prevent harm, it is a violation of district policy for a student to be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process. The school community includes all students, school employees, school board members, contractors, unpaid volunteers, families, patrons, and other visitors. Student(s) will not be harassed because of their race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or gender identity, mental or physical disability, or other distinguishing characteristics.

Any school staff who observes, overhears, or otherwise witnesses harassment, intimidation or bullying or to whom such actions have been reported must take prompt and appropriate action to stop the harassment, intimidation, or bullying, and to prevent its reoccurrence.

### B. Definitions

**Aggressor** is a student, staff member, or other member of the school community who engages in the harassment, intimidation or bullying of a student.

**Harassment, intimidation or bullying** is means an intentional electronic, written, verbal, or physical act that:

- Physically harms a student or damages the student's property.
- Has the effect of substantially interfering with a student's education.
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment.
- Has the effect of substantially disrupting the orderly operation of the school.

Conduct that is "substantially interfering with a student's education" will be determined by considering a targeted student's grades, attendance, demeanor, interaction with peers, participation in activities, and other indicators.

**Harassment** refers to any malicious act, which causes harm to any person's physical or mental well-being. It can be discriminatory harassment, malicious harassment, or sexual harassment.

**Intimidation** refers to implied or overt threats of physical violence.

**Bullying** refers to unwanted aggressive behavior(s) by another youth or group of youths that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated. Bullying may inflict harm or distress on the targeted youth including physical, psychological, social, or educational harm. Bullying can also occur through technology and is called electronic bullying or cyberbullying

Conduct that may rise to the level of harassment, intimidation and bullying may take many forms, including, but not limited to: slurs, rumors, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, ostracism, physical attacks or threats, gestures, or acts relating to an individual or group whether electronic, written, oral, or physically transmitted messages or images. There is no requirement that the targeted student actually possess the characteristic that is the basis for the harassment, intimidation or bullying.

**Retaliation** occurs when an individual is intimidated, threatened, coerced, or discriminated against for reporting harassment, intimidation, or bullying, or participating in an investigation.

**Staff** includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, classified staff, substitute and temporary teachers, volunteers, or paraprofessionals (both employees and contractors).

**Targeted Student** is a student against whom harassment, intimidation or bullying has allegedly been perpetrated.

### C. Relationship to Other Laws

This procedure applies only to RCW 28A.300.285 – Harassment, Intimidation and Bullying prevention. There are other laws and procedures to address related issues such as sexual harassment or discrimination.

At least four Washington laws may apply to harassment or discrimination:

1. RCW 28A.300.285 – Harassment, Intimidation and Bullying
2. RCW 28A.640.020 – Sexual Equality
3. RCW 28A.642 – Prohibition of Discrimination in Public Schools
4. RCW 49.60.010 – The Law Against Discrimination

The district will ensure its compliance with all state laws regarding harassment, intimidation or bullying. Nothing in this procedure prevents a student, parent/guardian, school or district from taking action to remediate harassment or discrimination based on a person's membership in a legally protected class under local, state, or federal law.

### D. Prevention

#### 1. Dissemination

In each school and on the district's website the district will prominently post information on reporting harassment, intimidation and bullying; the name and contact information for making a report to a school administrator; and the name and contact information for the district compliance officer. The district's policy and procedure will be available in each school in a language that families can understand.

Annually, the superintendent or designee will ensure that a statement summarizing the policy and procedure is provided in student, staff, volunteer, and parent handbooks, is

available in school and district offices and/or hallways or is posted on the district's website.

Additional distribution of the policy and procedure is subject to the requirements of Washington Administrative Code 392-400-226.

**2. Education**

Annually students will receive age-appropriate information on the recognition and prevention of harassment, intimidation or bullying at student orientation sessions and on other appropriate occasions. The information will include a copy of the Incident Reporting Form or a link to a web-based form.

**3. Training**

Staff will receive annual training on the school district's policy and procedure, including staff roles and responsibilities, how to monitor common areas and the use of the district's Incident Reporting Form. The district compliance officer will participate in at least one mandatory training opportunity offered by OSPI. Staff will receive annual training on the school district's policy and procedure, including at a minimum, staff roles and responsibilities, how to monitor common areas and the use of the district's Incident Reporting Form.

**4. Prevention Strategies**

The district will implement a range of prevention strategies including individual, classroom, school, and district-level approaches.

Whenever possible, the district will implement evidence-based prevention programs that are designed to increase social competency, improve school climate, and eliminate harassment, intimidation and bullying in schools.

**E. Compliance Officer**

The district compliance officer will:

1. Serve as the district's primary contact for harassment, intimidation and bullying. If the allegations in a written report of harassment, intimidation, or bullying indicate a potential violation of Policy 3207, the district staff member who receives the report must promptly notify the district compliance officer.
2. Provide support and assistance to the principal or designee in resolving complaints;
3. Receive copies of all Incident Reporting Forms, discipline Referral Forms, and letters to parents providing the outcomes of investigations;
4. Communicate with the school district's designated civil rights compliance coordinator. If a written report of harassment, intimidation, or bullying indicates a potential violation of the district's nondiscrimination policy [Policy 3210], or if during the course of an investigation, the district becomes aware of a potential violation of the district's nondiscrimination policy, the compliance officer must promptly notify the district's civil rights compliance coordinator. At that time, the compliance officers must promptly notify the complainant that their complaint will proceed under both this policy / procedure and the nondiscrimination policy / procedure. The investigation and response timeline for the nondiscrimination procedure begin when the school district knows or should have known



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that a written report or investigation of Harassment, Intimidation, or Bullying involves a potential violation of the district's nondiscrimination policy;

5. Be familiar with the use of the student information system. The compliance officer may use this information to identify patterns of behavior and areas of concern;
6. Ensure implementation of the policy and procedure by overseeing the investigative processes, including ensuring that investigations are prompt, impartial, and thorough;
7. Assess the training needs of staff and students to ensure successful implementation throughout the district, and ensure staff receive annual fall training;
8. Provide the OSPI School Safety Center with notification of policy or procedure updates or changes on an annual basis; and
9. In cases where, despite school efforts, a targeted student experiences harassment, intimidation or bullying that threatens the student's health and safety, the compliance officer will facilitate a meeting between district staff and the child's parents/guardians to develop a safety plan to protect the student. A sample student safety plan is available on the OSPI website: [www.k12.wa.us/SafetyCenter/default.aspx](http://www.k12.wa.us/SafetyCenter/default.aspx).

#### **F. Staff Intervention**

All staff members will intervene when witnessing or receiving reports of harassment, intimidation or bullying. Minor incidents that staff are able to resolve immediately, or incidents that do not meet the definition of harassment, intimidation or bullying, may require no further action under this procedure, other than tracking, to ensure they are not repeated.

#### **G. Filing an Incident Reporting Form**

Incident Reporting Forms may be used by students, families, or staff to report incidents of harassment, intimidation or bullying. A sample form is provided on the Office of Superintendent of Public Instruction's (OSPI) School Safety Center website: [www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx](http://www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx)

Any student who believes he or she has been the target of unresolved, severe, or persistent harassment, intimidation or bullying, or any other person in the school community who observes or receives notice that a student has or may have been the target of unresolved, severe, or persistent harassment, intimidation or bullying may report incidents verbally or in writing to any staff member.

#### **H. Addressing Harassment, Intimidation, or Bullying- Reports**

##### **Step 1: Filing an Incident Reporting Form**

In order to protect a targeted student from retaliation, a student need not reveal his identity on an Incident Reporting Form. The form may be filed anonymously, confidentially, or the student may choose to disclose his or her identity (non-confidential).

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**Status of Reporter****a. Anonymous**

Individuals may file a report without revealing their identity. No disciplinary action will be taken against an alleged aggressor based solely on an anonymous report. Schools may identify complaint boxes, use online reporting processes, or develop other methods for receiving anonymous, unsigned reports. Possible responses to an anonymous report include enhanced monitoring of specific locations at certain times of day or increased monitoring of specific students or staff. (Example: An unsigned Incident Reporting Form dropped on a teacher's desk led to the increased monitoring of the boys' locker room in 5th period.)

**b. Confidential**

Individuals may ask that their identities be kept secret from the accused and other students. Like anonymous reports, no disciplinary action will be taken against an alleged aggressor based solely on a confidential report. (Example: A student tells a playground supervisor about a classmate being bullied but asks that nobody know who reported the incident. The supervisor says, "I won't be able to punish the bullies unless you or someone else who saw it is willing to let me use their names, but I can start hanging out near the basketball court, if that would help.")

**c. Non-confidential**

Individuals may agree to file a report non-confidentially. Complainants agreeing to make their complaint non-confidential will be informed that due process requirements may require that the district release all of the information that it has regarding the complaint to any individuals involved in the incident, but that even then, information will still be restricted to those with a need to know, both during and after the investigation. The district will, however, fully implement the anti-retaliation provision of this policy and procedure to protect complainants and witnesses.

**Step 2: Receiving an Incident Reporting Form**

All staff are responsible for receiving oral and written reports. Whenever possible staff who initially receive an oral or written report of harassment, intimidation or bullying will attempt to resolve the incident immediately. If the incident is resolved to the satisfaction of the parties involved, or if the incident does not meet the definition of harassment, intimidation or bullying, no further action may be necessary under this procedure.

All reports of unresolved, severe, or persistent harassment, intimidation or bullying will be recorded on a district Incident Reporting Form and submitted to the principal or designee, unless the principal or designee is the subject of the complaint.

**Step 3: Investigations of Unresolved, Severe, or Persistent Harassment, Intimidation and Bullying**

All reports of unresolved, severe, or persistent harassment, intimidation or bullying will be investigated with reasonable promptness. Any student may have a trusted adult with them throughout the report and investigation process.

1. Upon receipt of the Incident Reporting Form that alleges unresolved, severe, or persistent harassment, intimidation or bullying, the school or district designee will begin the investigation. If there is potential for clear and immediate physical harm to the complainant, the district will immediately contact law enforcement and inform the parent/guardian.
2. During the course of the investigation, the district will take reasonable measures to ensure that no further incidents of harassment, intimidation or bullying occur between the complainant and the alleged aggressor. If necessary, the district will implement a safety plan for the student(s) involved. The plan may include changing seating arrangements for the complainant and/or the alleged aggressor in the classroom, at lunch, or on the bus; identifying a staff member who will act as a safe person for the complainant; altering the alleged aggressor's schedule and access to the complainant, and other measures.

If, during the course of an investigation, the district employee conducting the investigation becomes aware of a potential violation of the district's nondiscrimination policy [Policy 3210], the investigator will promptly notify the district's civil rights compliance officer. Upon receipt of this information, the civil rights compliance officer must notify the complainant that their complaint will proceed under the discrimination complaint procedure in WAC 392-190-065 through WAC 392-190-075 as well as the HIB complaint procedure. The notice must be provided in a language that the complainant can understand. The investigation and response timeline for the discrimination complaint procedure will follow that set forth in WAC 392-190-065 and begins when the district knows or should have known that a written report of harassment, intimidation or bullying involves allegations of a violation of the district's nondiscrimination policy.

3. Within two (2) school days after receiving the Incident Reporting Form, the school designee will notify the families of the students involved that a complaint was received and direct the families to the district's policy and procedure on harassment, intimidation and bullying.
4. In rare cases, where after consultation with the student and appropriate staff (such as a psychologist, counselor, or social worker) the district has evidence that it would threaten the health and safety of the complainant or the alleged aggressor to involve his or her parent/guardian, the district may initially refrain from contacting the parent/guardian in its investigation of harassment, intimidation and bullying. If professional school personnel suspect that a student is subject to abuse and neglect, they must follow district policy for reporting suspected cases to Child Protective Services.
5. The investigation will include, at a minimum:
  - a. An interview with the complainant;
  - b. An interview with the alleged aggressor;
  - c. A review of any previous complaints involving either the complainant or the alleged aggressor; and

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- d. Interviews with other students or staff members who may have knowledge of the alleged incident.
6. The principal or designee may determine that other steps must be taken before the investigation is complete.
  7. The investigation will be completed as soon as practicable but generally no later than five (5) school days from the initial complaint or report. If more time is needed to complete an investigation, the district will provide the parent/guardian and/or the student with weekly updates.
  8. No later than two (2) school days after the investigation has been completed and submitted to the compliance officer, the principal or designee will respond in writing or in person to the parent/guardian of the complainant and the alleged aggressor stating:
    - a. The results of the investigation;
    - b. Whether the allegations were found to be factual;
    - c. Whether there was a violation of policy; and
    - d. The process for the complainant to file an appeal if the complainant disagrees with results.

Because of the legal requirement regarding the confidentiality of student records, the principal or designee may not be able to report specific information to the targeted student's parent/guardian about any disciplinary action taken unless it involves a directive that the targeted student must be aware of in order to report violations.

If a district chooses to contact the parent/guardian by letter, the letter will be mailed to the parent/guardian of the complainant and alleged aggressor by United States Postal Service with return receipt requested unless it is determined, after consultation with the student and appropriate staff (psychologist, counselor, social worker) that it could endanger the complainant or the alleged aggressor to involve his or her family. If professional school personnel suspect that a student is subject to abuse or neglect, as mandatory reporters they must follow district policy for reporting suspected cases to Child Protective Services.

If the incident cannot be resolved at the school level, the principal or designee will request assistance from the district.

#### **Step 4: Corrective Measures for the Aggressor**

After completion of the investigation, the school or district designee will institute any corrective measures necessary. Corrective measures will be instituted as quickly as possible, but in no event more than five (5) school days after contact has been made to the families or guardians regarding the outcome of the investigation. Corrective measures that involve student discipline will be implemented according to district policy 3241, *Classroom Management, Corrective Actions or Punishment*. If the accused aggressor is appealing the imposition of discipline, the district may be prevented by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded.

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If in an investigation a principal or principal's designee found that a student knowingly made a false allegation of harassment, intimidation or bullying, that student may be subject to corrective measures, including discipline.

**Step 5: Targeted Student's Right to Appeal**

1. If the complainant or parent/guardian is dissatisfied with the results of the investigation, they may appeal to the superintendent or designee by filing a written notice of appeal within five (5) school days of receiving the written decision. The superintendent or designee will review the investigative report and issue a written decision on the merits of the appeal within five (5) school days of receiving the notice of appeal.
2. If the targeted student remains dissatisfied after the initial appeal to the superintendent or designee, the student may appeal to the school board by filing a written notice of appeal with the secretary of the school board on or before the fifth (5) school day following the date upon which the complainant received the superintendent or designee's written decision.
3. An appeal before the school board or disciplinary appeal council must be heard on or before the tenth (10th) school day following the filing of the written notice of appeal to the school board. The school board or disciplinary appeal council will review the record and render a written decision on the merits of the appeal on or before the fifth (5th) school day following the termination of the hearing, and will provide a copy to all parties involved. The board or council's decision will be the final district decision.

**Step 6: Discipline/Corrective Action**

The district will take prompt and equitable corrective measures within its authority on findings of harassment, intimidation or bullying. Depending on the severity of the conduct, corrective measures may include counseling, education, discipline, and/or referral to law enforcement.

Corrective measures for a student who commits an act of harassment, intimidation or bullying will be varied and graded according to the nature of the behavior, the developmental age of the student, or the student's history of problem behaviors and performance. Corrective measures that involve student discipline will be implemented according to district policy 3241, *Student Discipline*.

If the conduct was of a public nature or involved groups of students or bystanders, the district should strongly consider schoolwide training or other activities to address the incident.

If staff have been found to be in violation of this policy and procedure, school districts may impose employment disciplinary action, up to and including termination. If a certificated educator is found to have committed a violation of WAC 181-87, commonly called the Code of Conduct for Professional Educators, OSPI's Office of Professional Practices may propose disciplinary action on a certificate, up to and including revocation. Contractor violations of this policy may include the loss of contracts.

**Step 7: Support for the Targeted Student**

Persons found to have been subjected to harassment, intimidation or bullying will have appropriate district support services made available to them, and the adverse impact of the harassment on the student will be addressed and remedied as appropriate.

**I. Immunity/Retaliation**

No school employee, student, or volunteer may engage in reprisal or retaliation against a targeted student, witness, or other person who brings forward information about an alleged act of harassment, intimidation or bullying. Retaliation is prohibited and will result in appropriate discipline.

**J. Other Resources**

Students and families should use the district's complaint and appeal procedures as a first response to allegations of harassment, intimidation and bullying. However, nothing in this procedure prevents a student, parent/guardian, school, or district from taking action to remediate discrimination or harassment based on a person's membership in a legally protected class under local, state or federal law. An harassment, intimidation or bullying complaint may also be reported to the following state or federal agencies:

- OSPI Equity and Civil Rights Office  
360.725.6162  
Email: [equity@k12.wa.us](mailto:equity@k12.wa.us)  
[www.k12.wa.us/Equity/default.aspx](http://www.k12.wa.us/Equity/default.aspx)
- Washington State Human Rights Commission  
800.233.3247  
[www.hum.wa.gov/index.html](http://www.hum.wa.gov/index.html)
- Office for Civil Rights, U.S. Department of Education, Region IX  
206.607.1600  
Email: [OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)  
[www.ed.gov/about/offices/list/ocr/index.html](http://www.ed.gov/about/offices/list/ocr/index.html)
- Department of Justice Community Relations Service  
877.292.3804  
[www.justice.gov/crt/](http://www.justice.gov/crt/)
- Office of the Education Ombudsman  
866.297-2597  
Email: [OEOinfo@gov.wa.gov](mailto:OEOinfo@gov.wa.gov)  
[www.governor.wa.gov/oeo/default.asp](http://www.governor.wa.gov/oeo/default.asp)
- OSPI Safety Center  
360.725-6044  
[www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx](http://www.k12.wa.us/SafetyCenter/BullyingHarassment/default.aspx)

**K. Other District Policies and Procedures**

Nothing in this policy or procedure is intended to prohibit discipline or remedial action for inappropriate behaviors that do not rise to the level of harassment, intimidation or bullying as defined herein, but which are, or may be, prohibited by other district or school rules.

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## **Nondiscrimination**

Anyone may file a complaint against the district alleging that the district has violated anti-discrimination laws. This complaint procedure is designed to assure that the resolution of real or alleged violations are directed toward a just solution that is satisfactory to the complainant, the administration and the board of directors. This grievance procedure will apply to the general conditions of the nondiscrimination policy (Policy 3210) and more particularly to policies dealing with guidance and counseling (Policy 2140), co-curricular program (Policy 2150), service animals in schools (Policy 2030) and curriculum development and instructional materials (Policy 2020). As used in this procedure:

- A. Grievance means a complaint which has been filed by a complainant relating to alleged violations of any state or federal anti-discrimination laws.  
Complaint means a written, signed charge alleging specific acts, conditions or circumstances, which are in violation of the anti-discrimination laws.
- B. The time period for filing a complaint is one year from the date of the occurrence that is the subject matter of the complaint. However, a complaint filing deadline may not be imposed if the complainant was prevented from filing due to: 1) Specific misrepresentations by the district that it had resolved the problem forming the basis of the complaint; or 2) Withholding of information that the district was required to provide under WAC 392-190-065 or WAC 392-190-005. Complaints may be submitted by mail, fax, e-mail or hand-delivery to any district, school or to the district compliance officer responsible for investigating discrimination complaints. Any district employee who receives a complaint that meets these criteria will promptly notify the compliance officer.
- C. Respondent means the person alleged to be responsible or who may be responsible for the violation alleged in the complaint.

The primary purpose of this procedure is to secure an equitable solution to a justifiable complaint. To this end, specific steps will be taken. The district is prohibited by law from intimidating, threatening, coercing or discriminating against any individual for the purpose of interfering with their right to file a grievance under this policy and procedure and from retaliating against an individual for filing such a grievance.

- A. **Informal Process for Resolution**  
Anyone with an allegation of discrimination may request an informal meeting with the compliance officer or designated employee to resolve their concerns. Such a meeting will be at the option of the complainant. If unable to resolve the issue at this meeting, the complainant may submit a written complaint to the compliance officer. During the course of the informal process, the district must notify complainant of their right to file a formal complaint.
- B. **Formal Process for Resolution**

### **Level One: Complaint to District**

The complaint must set forth the specific acts, conditions or circumstances alleged to be in violation. Complaints may be sent to the ADA/504 Coordinator at 18360 NE Caldart Avenue, Poulsbo WA, 98370. Upon receipt of a complaint, the compliance officer will provide the complainant a copy of this procedure. The compliance officer will investigate the allegations within 30 calendar days. The school district and complainant may agree to

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resolve the complaint in lieu of an investigation. The officer shall provide the superintendent with a full written report of the complaint and the results of the investigation.

The superintendent or designee will respond to the complainant with a written decision as expeditiously as possible, but in no event later than 30 calendar days following receipt of the written complaint, unless otherwise agreed to by the complainant or if exceptional circumstances related to the complaint require an extension of the time limit. In the event an extension is needed, the district will notify the complainant in writing of the reason for the extension and the anticipated response date at the time the district responds to the complainant, the district must send a copy of the response to the office of the superintendent of public instruction.

The decision of the superintendent or designee will include: 1) a summary of the results of the investigation; 2) whether the district has failed to comply with anti-discrimination laws; 3) if non-compliance is found, corrective measures the district deems necessary to correct it; and 4) notice of the complainant's right to appeal to the school board and the necessary filing information. The superintendent's or designee's response will be provided in a language the complainant can understand and may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964.

Any corrective measures deemed necessary shall be instituted as expeditiously as possible, but in no event later than 30 calendar days following the superintendent's mailing of a written response to the complaining party unless otherwise agreed to by the complainant.

### **Level Two – Appeal to the Board of Directors**

If a complainant disagrees with the superintendent's or designee's written decision, the complainant may appeal the decision to the district board of directors by filing a written notice of appeal with the secretary of the board within ten (10) calendar days following the date upon which the complainant received the response.

The board shall schedule a hearing to commence by the twentieth (20th) calendar day following the filing of the written notice of appeal, unless otherwise agreed to by the complainant and the superintendent or for good cause. Both parties shall be allowed to present such witnesses and testimony as the board deems relevant and material. Unless otherwise agreed to by the complainant, the board will render a written decision within thirty (30) calendar days following the filing of the notice of appeal and provide the complainant with a copy of the decision. The decision of the board will be provided in a language the complainant can understand, which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act. The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The district will send a copy of the appeal decision to the office of the superintendent of public instruction.



**Level Three - Complaint to the Superintendent of Public Instruction**

If a complainant disagrees with the decision of the board of directors, or if the district fails to comply with this procedure, the complainant may file a complaint with the superintendent of public instruction.

A complaint must be received by the Superintendent of Public Instruction on or before the twentieth (20) calendar day following the date upon which the complainant received written notice of the board of directors' decision, unless the Superintendent of Public Instruction grants an extension for good cause. Complaints may be submitted by mail, fax, electronic mail, or hand delivery.

A complaint must be in writing and include: 1) A description of the specific acts, conditions or circumstances alleged to violate applicable anti-discrimination laws; 2) The name and contact information, including address, of the complainant; 3) The name and address of the district subject to the complaint; 4) A copy of the district's complaint and appeal decision, if any; and 5) A proposed resolution of the complaint or relief requested. If the allegations regard a specific student, the complaint must also include the name and address of the student, or in the case of a homeless child or youth, contact information.

Upon receipt of a complaint, the Office of the Superintendent of Public Instruction may initiate an investigation, which may include conducting an independent on-site review. OSPI may also investigate additional issues related to the complaint that were not included in the initial complaint or appeal to the superintendent or board. Following the investigation, OSPI will make an independent determination as to whether the district has failed to comply with RCW 28A.642.010 or Chapter 392-190, WAC and will issue a written decision to the complainant and the district that addresses each allegation in the complaint and any other noncompliance issues it has identified. The written decision will include corrective actions deemed necessary to correct noncompliance and documentation the district must provide to demonstrate that corrective action has been completed.

All corrective actions must be completed within the timelines established by OSPI in the written decision unless OSPI grants an extension. If timely compliance is not achieved, OSPI may take action including but not limited to referring the district to appropriate state or federal agencies empowered to order compliance.

A complaint may be resolved at any time when, before the completion of the investigation, the district voluntarily agrees to resolve the complaint. OSPI may provide technical assistance and dispute resolution methods to resolve a complaint.

**Level Four - Administrative Hearing**

A complainant or school district that desires to appeal the written decision of the Office of the Superintendent of Public Instruction may file a written notice of appeal with OSPI within thirty (30) calendar days following the date of receipt of that office's written decision. OSPI will conduct a formal administrative hearing in conformance with the Administrative Procedures Act, Chapter 34.05, RCW.

### C. Mediation

At any time during the discrimination complaint procedure set forth in WAC 392-190-065 through 392-190-075, a district may, at its own expense, offer mediation. The complainant and the district may agree to extend the discrimination complaint process deadlines in order to pursue mediation.

The purpose of mediation is to provide both the complainant and the district an opportunity to resolve disputes and reach a mutually acceptable agreement through the use of an impartial mediator. Mediation must be voluntary and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be used to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not:

- 1) Be an employee of any school district, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or
- 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the district or charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a district representative who has authority to bind the district.

### D. Preservation of Records

The files containing copies of all correspondence relative to each complaint communicated to the district and the disposition, including any corrective measures instituted by the district, will be retained in the office of the compliance officer for a period of six years.

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### Language Access Program Procedure

The following procedures are intended to implement Policy 4218, establish meaningful, two-way communication between the district and parents/family members with limited English proficiency, and promote access for such parents/family members to the programs, services, and activities of the district.

#### A. Definitions

1. Persons with “**limited English proficiency**” are individuals who are unable to communicate effectively in English either verbally or in writing, or both, because their primary language is not English, and they have not developed fluency in the English language. A person with limited English proficiency may have difficulty in one or more of four domains of language: speaking, listening, reading, and writing. Staff are urged to remember that limited English proficiency may be context-specific e.g., a parent may have sufficient English language skills to understand, communicate and/or exchange basic information with a teacher, but they may not have sufficient skills to communicate detailed, specific information needed in a particular context, like an IEP meeting, a 504 meeting, or a student discipline hearing.
2. “**Primary language**” means the primary language spoken by a student’s parent or guardian, or the predominant language spoken in the student’s home. Parents may have more than one primary language and/or dialect.
3. “**Language services**” refers to a broad spectrum of services used or required to facilitate communication and understanding between speakers of different languages, and typically includes interpretation and translation services.
4. “**Interpretation**” means the process of fully understanding, analyzing, and processing a spoken or signed message and faithfully rendering it into another spoken or signed language.
5. “**Interpreter**” means a spoken language or sign language interpreter working in a public school, as defined in RCW 28A.150.010, to interpret for students’ families, students, and communities in educational settings outside the classroom.
6. “**Translation**” means the process of communicating the meaning of a written source-language text into an equivalent target language text in such a way that the content of both texts can be considered the same.
7. “**Qualified Interpreter**” means an interpreter who is able to interpret effectively, accurately, and impartially, both receptively and expressively using necessary specialized vocabulary.

## B. Language Access Program

The district's language access program will include completion of the following activities:

- Adopting or developing a language access plan that outlines how the district will identify language access needs, allocate resources, establish standards for providing language access services, and monitor the effectiveness of the language access program
- Using the resources listed by OSPI for Interpretation and Translation, established in RCW 28A.300.130 for developing, implementing, and evaluating the district's language access policy, procedures, and plan. The processes for developing and evaluating the language access policy, procedures, and plan must engage staff, students' families, and other community members in ways likely to result in timely and meaningful feedback, for example partnering with community-based organizations and providing translation and interpretation in languages that are understood by students' families;
- Reviewing, periodically, the district's language access policy and procedures to incorporate necessary updates;
- Collaborating with community-based organizations on how to work effectively with interpreters and families; and
- Reviewing, updating, and publishing, at least annually, information about the school district's language access plan, policy and procedures, and language access services, including the need for, and spending on, language access services. The information must include notice to families about their right to free language access services and the contact information for any school district language access coordinator and any building points of contact for language access services. The information must be translated into common languages understood by students' families.

### **Developing a Language Access Plan**

The district will develop a language access plan for ensuring the district complies with the language access policy adopted by the board and all other language access requirements. The language access plan will establish the following:

- Who is responsible for implementing the plan, including district-level administrators, workgroups, committees, or other district and school staff who will be responsible for overseeing the language access work in the district and schools, developing and modifying the language access plan, establishing and implementing operational procedures (i.e., how staff may access interpretation and translation services), and monitoring and evaluating the effectiveness of the District's language access plan and services.
- Staff training on the district's language access policy, procedure, and plan, including the frequency, curriculum, and target personnel who will participate in the training.
- Identification of the language access needs in the district and the services that will be provided. The plan will include a list of the languages that students, parents, and families communicate in and the prevalence of those languages. The plan will also identify the languages in the district that vital publications most commonly must be regularly translated into, in alignment with this procedure.

- How the District will conduct outreach to parents and communities with language assistance needs and the actions needed to implement an effective system for gathering feedback.
- What resources will be allocated for the provision of language access services.
- A description of the timeframe, objectives, and benchmarks for work to be undertaken.
- The district's approach to monitoring and evaluating the effectiveness of the district's language access plan and services, and the district's process for modifying the language access plan and operating procedures in response to feedback and changing language needs.
- In developing and modifying the language access plan, the district will use self-assessment data and other collected feedback and data required in this procedure and/or the policy adopted by the board.
- In developing the language access plan, the district will adhere to the standards for providing language access services as outlined in this procedure and the policy adopted by the board.

#### **C. Identification of Families Needing Language Access Services**

1. Upon student enrollment and periodically through a student's education, schools will utilize a survey to identify parents who need language access services and the languages in which they may need assistance. The survey will be translated into the most commonly known languages spoken in the district and will be included in the standard enrollment packet provided to all district parents.
2. Schools must determine within thirty (30) days of a student's enrollment the primary language spoken by the parent of each student enrolled in the school, and if such language is not English, whether the parent requires language services in order to communicate effectively with the school or district.
3. Schools will maintain an appropriate and current record of students' families' primary language, and use that information to inform its language access plan and program.

#### **D. Interpretation and Translation Services**

1. The district will collaborate with community-based organizations on how to work effectively with interpreters and families.
2. Each school and district office will, consistent with this policy and procedure, provide free oral interpretation services to those parents/family members who require language services to communicate effectively during any interaction with the district that is significant to the student's education. Additionally, each school and district office will provide free translation of vital documents as required below.
3. All interpretation and translation will be provided by competent professionals. The district will take reasonable steps to ensure that interpreters and translators

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have the knowledge in both languages of any specialized terms or concepts to be used in the communication at issue, and that they have been trained in the role of an interpreter or translator, the ethics of interpreting and translating, and the need to maintain confidentiality.

The district will take reasonable steps to ensure that the interpreter utilized is trained regarding the role of an interpreter, the ethics of interpreting and translating, and the need to maintain confidentiality.

4. The parent is welcome to invite additional persons for support and that person may participate in discussions. Although a parent may decline the district's offer to provide an interpreter, the district or school should consider whether having a qualified interpreter present as the communication lead is still required. Students and other minor children under the age of 18 may not serve as interpreters for school staff and parents during any formal or informal meeting or process.
5. The district will facilitate staff access to appropriate interpretation and translation services in order to communicate with parents and families with limited English proficiency consistent with federal and/or state law and this policy and procedure. The district will strive to be aware of and plan for the language access needs within the district. For a planned program, activity, meeting, or event, staff should initiate the request for language aid or services at least three days ahead of time. The district or school will take steps to respond to such a request as soon as possible after it is received. For unplanned and urgent communication, staff should request language assistance and try to arrange for such as soon as it is known that language assistance is needed. If an interpreter cannot be found that day, the school, or district should maintain open communication with the requester to schedule an interpreted meeting as soon as possible. If no interpreter can be present, district staff should utilize remote interpreting services to communicate with parents and families.
6. The following interpretation and translation services are currently available in the district: in person, dial in, technology assisted.

District staff will be informed of when and how to access interpretation and translation services available within the district and the administrator responsible for ensuring the availability of such services as well as their contact information for questions or concerns, or to obtain information or assistance regarding interpretation and translation services.

7. District administrators, including those involved with registration and enrollment, certificated staff, and other appropriate staff as determined by the superintendent, will receive guidance and information regarding:
  - a. the rights of parents and families with limited English proficiency under state and federal law to language access services provided by the district;

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- b. the importance of meaningfully and effectively communicating with parents and families with limited English proficiency;
  - c. the most effective ways to communicate with parents and families with limited English proficiency regarding the district's available language services;
  - d. the importance of utilizing competent translation and interpretation services when communicating with parents and families with limited English proficiency;
  - e. the availability of translation and interpretation services within the district, whether through in-person interpretation, telephonic services, online services, or videoconferencing;
  - f. the mechanisms and processes for accessing translation and interpretation services when working with parents and families with limited English proficiency, including ensuring the correct language service is being accessed, checking for parent/family understanding once interpretation has commenced, and proper vetting of translations for audience-appropriate content; and
  - g. the process for reporting concerns or complaints.
8. **Interpretation Services:** Whenever requested by a parent or families or whenever school staff or district officials can reasonably anticipate that interpretation services are necessary to meaningfully communicate with parents or families regarding important information about the student's education or school activities, the district will provide interpretation services in accordance with this procedure.

Such interpretation services may be provided either at the location where the parent or family member is seeking to communicate or by electronic means, such as telephone or video conferencing.

Upon three days' notice that such services are required, the district will provide interpretation services at public meetings organized or sponsored by the district (e.g., board meetings).

9. **Translation of Vital District Documents:** The district will identify vital documents that are distributed or electronically communicated to all or substantially all parents containing important information regarding a student's education, including but not limited to:
- a. registration, application, and selection;
  - b. academic standards and student performance;

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- c. safety, discipline, and conduct expectations;
- d. special education and related services, Section 504 information, and McKinney-Vento services;
- e. policies and procedures related to school attendance;
- f. requests for parent permission in activities or programs;
- g. opportunities for parents to access school activities, programs, and services;
- h. student/parent handbook;
- i. the district's Language Access Plan and related services or resources available;
- j. school closure information; and
- k. any other documents notifying parents of their rights under applicable state laws and/or containing information or forms related to consent or filing complaints under federal law, state law, or district policy.

The district will provide a written translation of vital documents for each language group that constitutes at least 5 percent of the district's total parent population or 1000 persons, whichever is less. If the district is unable to translate a document due to resource limitations or if a small number of parents require the information in a language other than English such that document translation is unreasonable, the district will still provide the information to parents in a language they can understand, such as through oral interpretation of the document.

Written translations of vital documents by machine/computer translation programs will not be used or issued to parents and families with limited English proficiency without prior review and editing by a certified translator for those languages where testing for certification exists. For all languages where testing for certification does not exist, the district will use a qualified translator as determined by the district.

All documents and information posted or issued by the district for parents and families should contain a notice in appropriate language(s) that free translation and/or interpretation services are available and how to request a free translation or interpretation of the document.

9. **Translation of Student-Specific Documents:** The District will take all reasonable steps to provide parents and families, in a language they can understand, a translation of any document that contains individual, student-specific information regarding, but not limited to, a student's:



- a. health;
- b. safety;
- c. legal or disciplinary matters; and
- d. entitlement to public education, eligibility for special education services, placement in the English Language Learner Program, the Highly Capable Program, accelerated courses such as Advanced Placement, or any other non-standard academic program.

10. **Alternatives to Translation:** When translation for a document otherwise required to be translated is unavailable or cannot be done, such as in an emergency situation, a school or District office will provide an attached notice to parents and families in appropriate language(s) that free translation and/or interpretation services are available and how to request a free translation or interpretation of the document.

#### D. Providing Information to Parents and Families

1. The district will review, update, and publish, at least annually, information about the school district's language access plan, policy and procedures, and language access services. The information must include notice to families about their right to free language access services and the contact information for any school district language access liaison/coordinator and any building points of contact for language access services. The information must be translated into common languages understood by students' families.
2. The district will notify staff at least annually of this policy. Staff will regularly be provided with written guidance regarding how and when interpretation and translation services should be accessed, and such guidance will be updated as needed to reflect available services.
3. Parents and families will also be annually notified regarding the process for filing complaints through the district's nondiscrimination policy and procedure if they believe that such services have not been appropriately provided.
4. The district will take steps to ensure that, at the time of enrollment, information regarding available interpretation and translation services and the district's complaint process is provided to any parent (s) or family members when there is reason to believe that the student's parent(s) or family members may have ~~LEP~~ limited English proficiency (e.g., results of home language survey, a parent or family member's request for an interpreter). The district will take reasonable steps to provide information required by this section in the primary language spoken predominantly in the home.
5. Schools and district offices will post in a conspicuous location at or near the primary entrance to the school or office a sign in primary languages spoken in the district concerning the rights of parents to translation and interpretation services

and how to access such services.

6. To the extent practicable, the district website will provide information in designated languages concerning the rights of parents to translation and interpretation services under federal and state law and how to access such services.

### **Discrimination Complaints**

Discrimination based on national origin, which includes language and limited-English proficiency, is prohibited. The language access liaison/coordinator will communicate with the district's Civil Rights Compliance Coordinator. Anyone may file a complaint alleging discrimination based on language or the district's failure to provide language access services using the complaint process outlined in the district's Nondiscrimination Procedure 3210P.

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**North Kitsap School District**