

From: **Addie Washington** <washington@ospreywilds.org>

Date: Wed, Aug 16, 2023 at 3:09 PM

Subject: Re: PIP Still in effect?

To: Holly Amaya <hollyamaya@crosslakekids.org>

Cc: Erin Anderson <anderson@ospreywilds.org>, Jared Griffin <jaredgriffin@crosslakekids.org>, Annette Klang <aklang@crosslakekids.org>

Hi Holly,

It is clear there are elements of the PIP that have been completed. Those items do not need to be summarized or returned to in future meetings. However, in reviewing the PIP it seems there are a few components that occur annually or are ongoing that the board should continue to engage with:

- Related to affirming all gender identities: Staff Handbooks presented at the start of each school year, and annual training part of PD outlines for board in November
- Meeting minutes document election of officers consistent with statute and bylaws
- Administrative Evals take place in March-April of each year

While these items may not happen throughout the year, each of these components should be monitored annually. Looking over the list, these four items could be put into the rotation as the ongoing components of the PIP that should be monitored at the relevant time of year.

Finally, one other note: I notice that the PIP states: "All instructional staff receive an administrative evaluation at least once every three years (Board receive update at May meeting)."

Osprey Wilds operations performance evaluation includes an expectation that "The Board engages in periodic review of school leader throughout the school year (at least four times/year)" (Section 2.3 Management Accountability of the attached document). I see that in the related Timeline of the PIP it indicates an annual evaluation, but I wanted to ensure that the expectation from Osprey Wilds is clear on that point. In our summative review of the school's operations in the school's penultimate year of the contract, OW staff will be reviewing board documents for evidence of review of the school leader/s at least 4 times/year.

I hope this clarifies what you were wondering. Let me know what additional questions you have.

Sincerely,
Addie