

Respondent Name

Port Angeles School District Officials

Complainant Name

Lisa K Hitt

Complaint Description

[Leeza](#) (Mon, 14 Sep 2020 at 3:04 PM)

Ok, I just tried submitting for a ticket again and got through. My words may not be as eloquent as the first time and I did fill in "previously submitted" in most of the boxes. So sorry for all the troubles. Thank you again Mr. Blackhorn: your kindness and encouragement is appreciated very much. Please let me know what else I can provide as I do have other witnesses and information to provide upon request.

Respectfully, Lisa H

[Leeza](#) (Mon, 14 Sep 2020 at 2:56 PM)

previously submitted

as per Fox Blackhorn

[Lisa Hitt](#) (Mon, 14 Sep 2020 at 12:08 PM)

I just spent 2 hours filling in the online ticket, adding info, and supporting docs; when submitted, after verifying I wasn't a robot, it went to an error page stating the page was down and couldn't be reached. Please advise. It took so long, and to have to repeat the process and fail again? I will attach the info here without the precise stuff I put in the boxes.

I am Lisa Hitt, 360 460 4944. attached find evidence of 2019-2020 PASD publication inviting the public to attend school board meetings and to sign up to ask questions on levy bond and other school board action agenda items; the meeting I attended where I signed both sheets for agenda and levy bond items. I was abruptly shut down by Board member Sandy Long, who said time was up and no questions would be allowed involving the levy or agenda action items, and to meet with Supt. Brewer, which I stated does not work. At the last meeting with him, my daughter and I were told, "The school board wants you to go away, so sue us because administrators who have the whole picture have to make decisions that discriminate." A letter to the editor of the local paper which staff at paper told me they were waiting for a response from the district which went ignored. Emails I participated as an employee to produce levy bond videos from Oct, Nov, Dec, and Jan as directed by administrators. The video project was cancelled in January. Email proves supervisor Peggy Templeton used the levy bond issue as the criteria for an illegal and invalid evaluation which remains in my file despite promises to remove it. I will try and attach info as requested in the fill out form, which got erased when I submitted it due to error page. I will add witnesses as support starting with school board member Cindy Kelly who allegedly was written a note by board member Sarah Methner demanding to know why I was at the school board meeting. No one else spoke at the meeting except Steve Methner, husband of Sarah Methner, who was not held to a time limit and which Supt. Brewer informed me I would follow Steve since no one else was in the audience. Witness 1 is Cindy Kelly: 360.452.9413; 360.460.9549, ckelly@portangelesschools.org Witness 2 is former WEA Rep Barry Burnett, 360.808.1795, who attended the meeting with Superintendent who promised to support my class and goals to fix the damage done by former supervisor, Peggy Templeton, who prevented me from carrying out my contractual obligations and began a campaign so destructive I refused to sign a contract until Barry got involved. The same individuals continued to keep me from registering students for my class and all emails for help from admin went ignored. While I was still teaching, another person was recruiting students, slandering my name, before he was even hired by the school board. Barry Burnett was not given the required letter stating I had intended to resign with cause if the

harassment continued by high school personnel, or that my replacement had been hired to teach the same class and program I had developed and was prevented from teaching which violates district and state policies. Barry later told me, "Never go to see administrators alone!" "You don't want to work for people like that" and that he was not aware the school board had acted on an intended resignation, nor that one had been hired (illegally) in my place. I will submit other witness information later. Thank you, Lisa

What impact does the alleged violation(s) have on the public?

The public is not allowed to consider all information nor are comments and questions allowed at public school board meetings. The local paper staff told me some letters aren't published regarding levy bond issues because the district ignores requests to verify or respond. Some groups have been forced to place ads to get their questions or options out to the public. Invalid teaching and illegal evaluations based on levy bond participation are kept in personnel files despite promises to remove them. Meeting with Supt Brewer to ask questions and offer incontrovertible information results in being told, "The school board wants you to go away; administrators make decisions that discriminate because they have the whole picture, so go away or sue us." This creates a chilling effect and employees are taught to lie, falsify evidence, discard required documents, discredit, and deliberately harm those who question wrongdoing when it occurs. Money is wasted and facilities go to waste while public dollars go into pockets or are diverted elsewhere without the public knowing about it. (additional info previously submitted)

List of attached evidence or contact information where evidence may be found

[Leeza](#) (Mon, 14 Sep 2020 at 2:56 PM)

Previously submitted

[Lisa Hitt](#) (Mon, 14 Sep 2020 at 12:21 PM)

Discard the last file marked P Templeton evaluation in the above email from OCR/ EEOC It is an error. Attached is the correct evaluation done on levy bond as Peggy Templeton states she will use as my evaluation criteria as her attached email states.

Apologies. Again, I was able to provide detailed explanations on ticket form, attach items, prove I'm not a robot, and submitted, only to get that dratted page down and unable to reach the site. The whole world is on the internet and I am learning patience. Thanks PDC staff: it must be equally frustrating on your side. Thank you, Lisa

[Lisa Hitt](#) (Thu, 23 Jan 2020 at 3:42 PM)

Trying unsuccessfully to file a complaint. Uploads mess up the files. I've lost filled out PDC complaint forms four times today, and several times in earlier weeks. I will try again and have attached a file summary. More information is available, a collection of evidence not included here due to technical difficulties. I will keep trying to use this PDC online site to file a complaint. Thank you, Lisa Hitt

List of potential witnesses with contact information to reach them

previously submitted

Certification (Complainant)

I certify (or declare) under penalty of perjury under the laws of the State of Washington that information provided with this complaint is true and correct to the best of my knowledge and belief.

PDC

Citizen Complaint

1. Who: Port Angeles School District 121 Administrators,
Lincoln Center, 905 W. 9th St., Port Angeles, WA 98363;
360 457 8575

PASD 121 Superintendent Marty Brewer: Lincoln Center, 360 565 3702,
PASD 121 Human Resources Director/Civil Rights/Title IX/HIB/ADA EEOC Compliance:
Scott Harker: Lincoln Center, 360 565 3725
School Board President Sandy Long: 360 452 9010;
School Board Vice President Sarah Methner: 360 460 9730;

Alleged Violations:

RCW 42.17/RCW 42.17.680 (2)/RCW 42.17.130

Title WAC 390: 390-05-273/271

RCW 42.17A.555

(numerous additional federal, state, and local law/policies)

Complaint 1:

PASD Board of Directors Regular Meeting, Thursday, December 12, 2019, 7 p.m.

Citizens Steve Methner and Lisa Hitt only participants to sign public comment sheets:

Steve Methner; Lisa Hitt: Non Agenda Community Comments; and

Lisa Hitt, Agenda: Community Comments (Levy, Action Items 11, 1-16, Reports, Safety, Memorial Contributions)

Supt. Brewer instructs Lisa Hitt to present agenda and non agenda comments when Steve Methner, husband of school board VP Sarah Methner, finishes since no one else is present in the audience.

School Board President Sandy Long interrupts Lisa's comments regarding clarity on agenda items, says no questions/comments are allowed on the meeting agenda and to provide a written list/commentary to the Superintendent, a process that has failed each time. (Citizen Lisa and daughter Hayli were informed by Brewer at a face to face meeting regarding evidence of multiple violations of district, state and federal laws that high school administrators earned higher salaries to look at the big picture which allowed them to make discriminatory decisions against students with disabilities and to go away, and sue them.)

Lisa was abruptly dismissed by Board President S.Long claiming time of 3 minutes was up.

Steve Methner was not held to a 3 minute time limit, nor did SB President S.Long advise time limits, or require questions to be addressed with pre/post meetings with the Superintendent.

School board Vice President Sarah Methner writes a note to School board member Cindy Kelly asking why Lisa Hitt is attending the meeting, before Lisa located the sign up sheets for public comments.

Results: The public is left out of public education in this district. No one can ask questions of our school district elected officials even to correct false information or provide alternating view points; school district administrators are allowed to ignore district, state and federal laws.

The School Board took action at an open meeting approving items 11,1-16, ranging from 11.1 Capital Levy Resolution, to 11.16, Approval PAPA MOU (backdating Principals' salary increases.)

No equal opportunity was given for public discourse in an objective and fair presentation of the facts or viewpoints, for clarity and correction of information, or informed discussion.(RCW 42.17.130 and WAC 390-05-271-3) The district does not allow any member of the public or press to ask questions at public school meetings, resulting in non attendance and the district's refusal to allow public discourse on misinformation or clarity of information provided by the district.

Evidence: PASD Board Directors Meeting Agenda, 12/12/19; PASD Board Docs; PASD websites; District publications.

Website: portangelesschools.org; under school board, click on board docs. Meeting agenda.

Complaint 2

Citizen/former district employee Lisa Hitt and daughter/former honor roll student Hayli H. request School Board investigate discrimination and other violations of district law and policies with supportive collection of evidence offered to Superintendent M. Brewer, Feb 26, 2019.

(Brewer admits discrimination and tells mother and daughter the school board wants them to go away and/or hire an attorney and sue, April 2019.)

August/Sept 2019 Lisa discovers an invalid teaching evaluation remains in her school district personnel file. A letter regarding an investigative complaint to the district which never took place also remains in Lisa's file, despite it's false content.

The invalid teaching evaluation is based on Lisa's participation in the district's school levy in violation of RCW 42.17 680(2)

"District employees and officials shall not use student projects to influence an election's outcome." "Superintendents or Designee, Principals or Building Administrators shall not pressure or coerce employees to participate in campaign activities."

Handout, PDC, Guidelines for School Districts

Teaching Evaluation

COE invalid teaching evaluation

the description below I have described the allegations and attached available evidence to support my complaint. *

information and not responding to requests for accurate information is a normal tactic within this district's administration. As a former employee, I was asked to be the departments representative to attend school board meetings and was ordered as an employee to stop attending, and have been unfairly and illegally blacklisted by them under false pretenses when I attend. Education is about correcting false information and objectively considering all available information, not excluding it to achieve an outcome on an ignorant public.

rudely cut off by President Sandy Long told time was up and to meet with Brewer to ask questions about the levy bond and action items taken that night. Twice, I have stated to the board that meeting with the superintendent does not work so well and have requested the information I have be addressed and corrected. The superintendent informed me the school board wants me and my daughter to go away or sue them which was stated in front of my daughter and secretary Jennie Wilson when we met with them in 2019.

present when the superintendent promised to support my class and was not informed as is required that someone else was hired and recruiting students while I was still employed who taught my class exactly as i wrote it, which is also illegal. He was present about the illegal evaluation which was based on my participation in the levy bond project.
I will attach numerous other witness, including former students as soon as this gets formally ticketed.

I certify (or declare) under penalty of perjury under the laws of the State of Washington that information provided with this complaint is true and correct to the best of my knowledge and belief. *

B *I* U ☰ ☷ ▲ ▣ ☰



ASUS

PASD Board invites public to... X

PASD board meeting 12-19 ... X

PASD Brd- Meet,p2- levy bo... X

levy bond film requests ema... X

levy bond film cancelled Jan... X

P Templeton uses cancelled ... X

L Hitt - P Templeton Evaluat... X

LH invalid eval doc (1).docx ... X

Lincoln Center letter to Ed, ... X

PDC (2).docx (10.38 KB) - X

PDC.docx (9.99 KB) - X

[+ Attach a file](#)



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Privacy - Terms

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**Port Angeles School District #121
Non-Administrative Certificated Employee Appraisal Report**

Employee's Name LISA HITT School/Location NOPSC

Assignment: DIGITAL MEDIA Years in PASD: Location: SKILLS CENTER Focused YES Comprehensive NO

Observation Dates: From 09/2014 to 05/2015 Conference Date: 06/10/2015 Page 1 of 2

Report and analysis of observations, performance, and other factors which may be pertinent to performance; probationary/post probationary status, date of last evaluations, and directions.

Levels of Performance					
Level 4		Performance exceeds standards Consistently at a distinguished level.	Level 2	2.5	Performance approaches standards and/or does not consistently meet standards.*
Level 3		Performance consistently meets Standards and may occasionally exceed standards in some areas.	Level 1		Performance is below standard and is not satisfactory.*

*Any area(s) marked Level 1 or 2 require documentation. Any area(s) marked Level 1, or 8 or more areas marked Level 2 results in an overall rating of "Not Satisfactory."

Professional Criteria

Criterion 1	4	3	2	1	Criterion 5	4	3	2	1
Centering instruction on high expectations for student achievement.					Fostering and managing a safe, positive learning environment.				
1. Establishing a Culture for Learning					1. Creating an Environment of Respect and Rapport				
2. Communicating with Students					2. Managing Classroom Procedures				
3. Engaging Students in Learning					3. Managing Student Behavior				
Criterion 2	4	3	2	1	4. Organizing Physical Space				
Demonstrating effective teaching practices.					Criterion 6	4	3	2	1
1. Using Questioning and Discussion Techniques					Using multiple student data elements to modify instruction and improve student learning.				
2. Reflecting on Teaching					1. Designing Student Assessments				
Criterion 3	4	3	2	1	2. Using Assessment in Instruction				
Recognizing individual student learning needs and developing Strategies to address those needs.					3. Maintaining Accurate Records				

Port Angeles School District #121
Non-Administrative Certificated Employee Appraisal Report

Midterm
eval

Employee's Name Lisa Hitt School/Location NOPSC

Assignment: Broadcast Media/PATV Years in PASD: 6.5 Location: NOPSC Focused Criterion 3 Comprehensive

Observation Dates: From 3:15 to 3:45 Conference Date: 1/15/2014 Page 1 of 2

Report and analysis of observations, performance, and other factors which may be pertinent to performance; probationary/post probationary status, date of last evaluations, and directions.

Levels of Performance									
Level 4	Performance exceeds standards Consistently at a distinguished level.	Level 2	Performance approaches standards and/or does not consistently meet standards.*						
Level 3	Performance consistently meets Standards and may occasionally exceed standards in some areas.	Level 1	Performance is below standard and is not satisfactory.*						
*Any area(s) marked Level 1 or 2 require documentation. Any area(s) marked Level 1, or 8 or more areas marked Level 2 results in an overall rating of "Not Satisfactory."									
Professional Criteria									
Criterion 1	4	3	2	1	Criterion 5	4	3	2	1
Centering instruction on high expectations for student achievement.					Fostering and managing a safe, positive learning environment.				
1. Establishing a Culture for Learning					1. Creating an Environment of Respect and Rapport				
2. Communicating with Students					2. Managing Classroom Procedures				
3. Engaging Students in Learning					3. Managing Student Behavior				
Criterion 2					4. Organizing Physical Space				
Demonstrating effective teaching practices.					Criterion 6				
1. Using Questioning and Discussion Techniques					Using multiple student data elements to modify instruction and improve student learning.				
2. Reflecting on Teaching					1. Designing Student Assessments				
Criterion 3					2. Using Assessment in Instruction				
Recognizing individual student learning needs and developing Strategies to address those needs.					3. Maintaining Accurate Records				
1. Demonstrating Knowledge of Students		X+			4. Establish Student Growth Goal(s)				
2. Demonstrating Flexibility And Responsiveness		X			5. Achievement of Student Growth Goal(s)				
3. Establish Student Growth Goal(s)	X				Criterion 7				
4. Achievement of Student Growth Goal(s)	X				Communicating and collaborating with parents and the school community.				
Criterion 4					1. Communicating with Families				
Providing clear and intentional focus on subject matter content and curriculum.					Criterion 8				
1. Demonstrating Knowledge of Content and Pedagogy					Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning.				
2. Setting Instructional Outcomes					1. Participating in a professional Community.				
3. Demonstrating Knowledge of Resources					2. Growing and Developing Professionally				
4. Designing Coherent Instruction					3. Showing Professionalism				
					4. Establish Team Student Growth Goal(s)				

I certify that I have supervised and evaluated the professional performance of the above named probationary post probationary employee and I certify that to date this school year his/her overall performance is is not satisfactory.

Signature of Employee
Date

Date

Ron Craig Roy
Print/Type Name of Supervising Administrator and Signature

A response will be made within timelines established in the applicable negotiated agreement.

A response was submitted on _____

Date

Signature of Supervising Administrator Receiving Response Date

*A signature on this summary does not necessarily mean the licensed employee agrees with the opinions expressed, but merely indicates the employee has read the analysis, had an opportunity for discussion with his/her immediate supervisor, and understands that the privilege of discussing it with the Human Resources Division.

6-9-14
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Mid-term

PORT ANGELES SCHOOL DISTRICT NO. 121
PORT ANGELES, WASHINGTON

PROFESSIONAL GROWTH EVALUATION
FORMATIVE PROGRESS REPORT

Name: Lisa Hitt Date: 5/21/2013

Building: NOPSC Certificate Assignment: Broadcast Media

Supervisor: Ron Craig Grade Level: 11-12

GOALS: (e.g., Teacher, Student, Program, or Organizational)

1. Establish relationships with sending districts
2. Lisa Will understand TPEP & be ready for the statewide changeover
3. Work towards go live with PATV
4. Begin work towards continued certification (CTE)

PROCEDURES

(Initial/Date)

LH 10/15/12 1. Goal conference held with staff member.

LH 12/12 2. Mid-year assessment conference held with staff member.

LH 6/10 3. Year-end assessment conference held with staff member.

LH 6/10 4. Signatures of both staff member and supervisor.

Based on the routine observations conducted this year, this employee's overall performance has been Satisfactory (satisfactory/unsatisfactory) and he/she has met statutory requirements.

This employee will be on the PGO evaluation cycle for the next school year.

Lisa Hitt 6/10/13
Employee's Signature/Date

Ron Craig
Supervisor's Signature/Date

Note: Both signatures are required. Signing of this instrument acknowledges participation in, but not necessarily concurrence with, the contents of the report.

PORT ANGELES SCHOOL DISTRICT NO. 121
PORT ANGELES, WASHINGTON

PROFESSIONAL GROWTH EVALUATION
FORMATIVE PROGRESS REPORT

Name: Lisa Holt Date: 10/7/11

Building: NOPSC Certificate Assignment: Digital media

Supervisor: Cindy Cumb Grade Level: 9-12

GOALS: (e.g., Teacher, Student, Program, or Organizational)

1. Complete Video Production Framework
2. Recruit Advisory board members / students
3. Identify & secure funding for video production
4. Promote new course to area high schools.

PROCEDURES

(Initial/Date)

10/7/11 1. Goal conference held with staff member. cc LH

2/6/12 2. Mid-year assessment conference held with staff member. cc LH

5/15/12 3. Year-end assessment conference held with staff member. cc ED

5/15/12 4. Signatures of both staff member and supervisor. cc LH

Based on the routine observations conducted this year, this employee's overall performance has been exceptional (satisfactory/unsatisfactory) and he/she has met statutory requirements.

This employee will be on the PGE evaluation cycle for the next school year.

Lisa Holt 10-7-11
Employee's Signature/Date

Cindy Cumb
Supervisor's Signature/Date

Note: Both signatures are required. Signing of this instrument acknowledges participation in, but not necessarily concurrence with, the contents of the report.

Digital Media

Lisa Hitt

2011-2012 Goals

September 20, 2011

1. Complete new framework: CIP Code 100202: Video Production Technology/Technician: **In Progress.**
2. Submit to OSPI for Approval: *INC.*
3. Get new Alden computers/software installed: *INC.*
4. Recruit new advisory board members: (KONP/WAVE Broadband/others) **in progress/complete.**
5. Get Digital Media link on NOPSC for student recruitment: **in progress/INC**
6. Build collaborative bridges/resources in community for PA-TV: **in progress.**
7. Identify priority remote broadcast locations for sports/performing arts: (PAHS gym, auditorium, Civic Field) **in progress/complete.**
8. Visit South Kitsap High School: SK-TV, Wolf Tracks, (Mike Downing) *INC.*
9. Identify and secure funding for equipment and cable costs for PA-TV: **in progress/INC.**
10. Create/submit new framework for work based ALE remote broadcasting digital media course for remote tapings/editing/productions for PA-TV. **In progress/INC.**
11. Promote new course/recruit students for PA-TV ALE class. *INC.*
12. Reorganize equipment cabinets, work stations, materials, files and recycle/dispose dated and damaged, or unusable equipment and assorted crap: **in progress/INC.**

PROFESSIONAL ASSESSMENT INSTRUMENT

NAME: Lisa Hitt

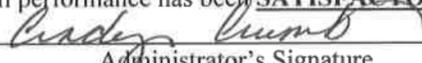
SCHOOL North Olympic Peninsula Skills Center

Type of Evaluation

CERTIFICATE ASSIGNMENT: Digital Media

Annual
 90-Day
 Other

It is my judgment, based upon adopted criteria, that this teacher's overall performance has been **SATISFACTORY** during the evaluation period covered in this report:


 Administrator's Signature

This evaluation is based upon observation for the purpose of evaluation which occurred on the dates and for the duration indicated as follows: 5/9/2011; 1:30-2:45 and 5/20/2011; 12:30-1:00.

CRITERIA (refer to list of adopted criteria)	STRENGTHS, WEAKNESSES, SUGGESTIONS FOR IMPROVEMENT (Comments must be made in each category)
PROFESSIONAL PREPARATION AND SCHOLARSHIP	Ms. Hitt has the necessary professional and educational preparation necessary to teach the digital media class at the skills center.
KNOWLEDGE OF SUBJECT MATTER	Ms. Hitt has a good understanding and knowledge of the curriculum and frameworks that guide her digital media class. In collaboration with her advisory members she also understands and can integrate industry standards and skills into curriculum and classroom lesson plans
INSTRUCTIONAL SKILL	Ms. Hitt uses a variety of instructional methods during her lessons. She organizes her lessons to take into consideration the abilities and interest of her students. During one observation Ms. Hitt is reviewing an oral pop quiz to see how much previous information they have retained. She makes sure everyone has a chance to ask and answer questions. She then transitions to looking at student work with the whole class giving feedback. Great use of time during this transition. Students make the transition smoothly. Approximately 20 minutes later she transitions from looking at student work to introducing the guest speaker. Students hear how they can help with a webpage for a nonprofit organization.
WORK STATION MANAGEMENT	Ms. Hitt's work station and classroom are well organized. Students have easy access to classroom materials, equipment and computers. The classroom is a productive environment where students can work on individual and group projects.
HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEM	Ms. Hitt treats students with respect and dignity. She handles discipline and attendance issues fairly and consistently; communicating with parents and administrator when necessary. She has a positive attitude and works towards a solution that will work for all concerned.
INTEREST IN TEACHING/CONTENT	Ms. Hitt is interested in providing relevant and real-life curriculum to her students. She works with community members and her advisory board to provide real-life experiences. This year Ms. Hitt is working with her advisory board in order for students to work in a movie.
EFFORT TOWARD IMPROVEMENT WHEN NEEDED	Ms. Hitt is open to feedback from her colleagues and supervisor. She has demonstrated that she is willing to work on a continuing basis to improve her teaching and her program. I appreciate her willingness to work on her frameworks and the reappraisal progress that is required of CTE teachers.

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings.

 5-26-11

PORT ANGELES SCHOOL DISTRICT NO. 121
 PORT ANGELES, WASHINGTON
 PROFESSIONAL ASSESSMENT INSTRUMENT

Name Lisa Hitt
 Certificate Assignment Digital Media

Type of Evaluation
 Annual
 90-Day
 Other

It is my judgment, based upon adopted criteria that this teacher's overall performance has been **satisfactory** during the evaluation period covered in this report.

 6/1/10
 Director's Signature Date

This evaluation is based upon observations for the purpose of evaluation which occurred on the dates and for the durations indicated as follows: October 14, 2009 (12:45 – 1:15) and March 24 (1:50 - 2:20)

CRITERIA (refer to list of adopted criteria)	STRENGTHS, WEAKNESSES; SUGGESTIONS FOR IMPROVEMENT (Comments must be made in each category)
PROFESSIONAL PREPARATION AND SCHOLARSHIP	Ms. Hitt possesses and maintains appropriate academic background in the subject area, and she considers students' abilities when establishing her long range objectives.
KNOWLEDGE OF SUBJECT MATTER	Ms. Hitt holds a bachelor's and master's degree, and she has a variety of related work experience.
INSTRUCTIONAL SKILL	Ms. Hitt's strengths lie in her ability and willingness to use a variety of materials and approaches. She understands the elements of effective lessons and works at monitoring student progress. She is consistently walking around the room to check on students individually or while they work in small groups on projects.
CLASSROOM MANAGEMENT	Ms. Hitt has continued to have software and hardware problems throughout year. She has worked around the technology problems to ensure that student learning is not sacrificed and that the needed instructional equipment and materials are prepared. There are displays throughout the room that reflect the instructional content of the program.
HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS	Ms. Hitt has established acceptable classroom student behavior. This was demonstrated during the observations by the students knowing the procedures for classroom discussions, demonstrations, and individualized practice. She communicates with sending school counselors regularly regarding student progress. Not only does she communicate with the sending high schools she is constantly in communications with parents.
INTEREST IN TEACHING PUPILS	Ms. Hitt regularly communicates with parents about student successes as well as problems. She individualizes student instruction as

	appropriate.
EFFORT TOWARD IMPROVEMENT WHEN NEEDED	Ms. Hitt takes an active interest in curriculum and software changes as they occur.

ADDITIONAL COMMENTS:

None

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings.

Lisa Hitt 6-1-10
Teacher's Signature Date

PORT ANGELES SCHOOL DISTRICT NO. 121
 PORT ANGELES, WASHINGTON
 PROFESSIONAL ASSESSMENT INSTRUMENT

Name Lisa Hitt
 Certificate Assignment Digital Media

Type of Evaluation
 Annual
 90-Day
 Other

It is my judgment, based upon adopted criteria that this teacher's overall performance has been **satisfactory** during the evaluation period covered in this report.

[Signature] Director's Signature 5/29/09 Date

This evaluation is based upon observations for the purpose of evaluation which occurred on the dates and for the durations indicated as follows: October 30, 2008 (12:45 – 1:15) and May 26 (1:50 - 2:20)

CRITERIA (refer to list of adopted criteria)	STRENGTHS, WEAKNESSES; SUGGESTIONS FOR IMPROVEMENT (Comments must be made in each category)
PROFESSIONAL PREPARATION AND SCHOLARSHIP	<p>Ms. Hitt possesses and maintains appropriate academic background in the subject area, and she considers students' abilities when establishing her long range objectives.</p> <p>She also holds a bachelor's and a master's degree.</p>
KNOWLEDGE OF SUBJECT MATTER	<p>Ms. Hitt holds a bachelor's and master's degree, and she has a variety of related work experience.</p>
INSTRUCTIONAL SKILL	<p>Ms. Hitt uses a variety of instructional strategies and equipment when presenting content. During the first observation, she used the classroom discussion as well as the computer and the projector to demonstrate how companies conduct advertising campaigns</p> <p>During the second observation, students were working either individually or in small groups on projects..</p>
CLASSROOM MANAGEMENT	<p>Ms. Hitt has had to work through software and hardware problems throughout year. Even with the software and hardware problems she has ensured that instructional equipment and materials are prepared before the lesson.</p> <p>Her classroom is orderly and relaxed. She attractively displays the room with materials that reflect the instructional content of the program.</p>
HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS	<p>Ms. Hitt has established acceptable classroom student behavior. This was demonstrated during both observations by the students knowing the procedures for classroom discussion and whole group demonstrations.</p>

	She communicates with sending school counselors regularly regarding student progress.
INTEREST IN TEACHING PUPILS	Ms. Hitt displays a caring attitude toward her students. She regularly communicates with parents about student successes as well as problems.
EFFORT TOWARD IMPROVEMENT WHEN NEEDED	Ms. Hitt is receptive to suggestions.

ADDITIONAL COMMENTS:

None

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings.

Lisa Hitt
Teacher's Signature

6-1-09
Date

PORT ANGELES SCHOOL DISTRICT NO. 121
 PORT ANGELES, WASHINGTON
 PROFESSIONAL ASSESSMENT INSTRUMENT

Name Lisa Hitt
 Certificate Assignment Digital Media

Type of Evaluation
 Annual
 90-Day
 Other

It is my judgment, based upon adopted criteria that this teacher's overall performance has been **satisfactory** during the evaluation period covered in this report.



 Director's Signature

This evaluation is based upon observations for the purpose of evaluation which occurred on the dates and for the durations indicated as follows: October 30, 2008 (12:45 – 1:15)

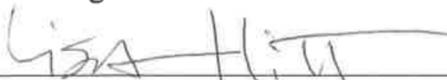
CRITERIA (refer to list of adopted criteria)	STRENGTHS, WEAKNESSES; SUGGESTIONS FOR IMPROVEMENT (Comments must be made in each category)
PROFESSIONAL PREPARATION AND SCHOLARSHIP	Ms. Hitt considers students' abilities when establishing her long range objectives. She also holds a bachelor's and a master's degree.
KNOWLEDGE OF SUBJECT MATTER	Ms. Hitt holds a bachelor's and master's degree, and she has a variety of related work experience. She is also working on integrating the reading and writing GLEs into her curriculum. I would recommend that Ms. Hitt actively work with her advisory committee to assist her in staying current with the digital media field.
INSTRUCTIONAL SKILL	Ms. Hitt uses a variety of instructional strategies and equipment when presenting content. During the October 30 observation, she used the classroom discussion as well as the computer and the projector to demonstrate the advertising.
CLASSROOM MANAGEMENT	Ms. Hitt ensures that instructional equipment and materials are prepared before the lesson. She has worked through software and hardware problems all year. Her classroom is orderly and relaxed. She attractively displays the room with materials that reflect the instructional content of the program.
HANDLING OF STUDENT DISCIPLINE AND ATTENDANT PROBLEMS	Ms. Hitt has clearly established parameters of acceptable student behavior and supervises for consistent enforcement. This was demonstrated during the observation by the students knowing the

	procedures during the classroom discussion.
INTEREST IN TEACHING PUPILS	Ms. Hitt displays a caring attitude toward her students. She regularly communicates with parents not only student behavior problems but also student success.
EFFORT TOWARD IMPROVEMENT WHEN NEEDED	Ms. Hitt attempts to implement suggestions for improvement.

ADDITIONAL COMMENTS:

None

My signature below indicates that I have seen this evaluation. It does not necessarily indicate agreement with the findings.



Teacher's Signature

Port Angeles School District No. 121

Short Form Evaluation

Staff Member Lisa Hitt Assignment Debate Administrator Scott Harker

School Year 2007-2008 Worksite PAHS

Through routine observation:

Ms. Hitt's overall performance has met statutory requirements.

Date: 6-9-08 Staff Member Lisa Hitt

Date: 6/1/08 Administrator [Signature]

Next Year:

PGO

Summative

Short Form

Original to Personnel
Copy to Staff Member



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

915 2ND AVE., SUITE 3310
SEATTLE, WA 98174-1099

REGION X
ALASKA
AMERICAN SAMOA
GUAM
HAWAII
IDAHO
MONTANA
NEVADA
NORTHERN MARIANA
ISLANDS
OREGON
WASHINGTON

April 23, 2020

Via E-Mail Only: SEAT-PSEAT6-FAX@EEOC.GOV

Ms. Nancy Sienko
Director
Equal Employment Opportunity Commission
909 First Avenue, Suite 400
Seattle, Washington 98104

Re: Complainant: Lisa Hitt
Agency Complaint No.: 10201166
Date Received: March 23, 2020

Dear Ms. Sienko:

On March 23, 2020, the U.S. Department of Education, Office for Civil Rights (OCR) received a complaint against Port Angeles School District 121 (district) alleging sex, disability and age discrimination in employment. Federal regulations require OCR to refer this complaint to your office for processing under Title VII of the Civil Rights Act of 1964.

OCR has notified the complainant and the district of this referral and that EEOC will consider the date of filing to be the date the complaint was filed with OCR unless an earlier complaint was filed with EEOC.

Please find enclosed with this letter a copy of the complaint file. This referral and the notices to the complainant and the district conclude OCR's consideration of this complaint.

If you have any questions regarding this referral, please contact me by telephone at (206) 607-1626, or by e-mail at monique.malson@ed.gov.

Sincerely,

Monique Malson
Program Manager

Enclosures

cc: Complainant (w/o enclosures)

Lisa Hitt

From: Tina Smith-O'Hara
Sent: Tuesday, January 06, 2015 9:28 AM
To: Lisa Hitt
Cc: Nolan Duce; Marc Jackson; Kelly Pearson; Peggy Templeton; Ron Jones
Subject: video for levy and bond cancelled - see below - thank you and students for your patience and willingness

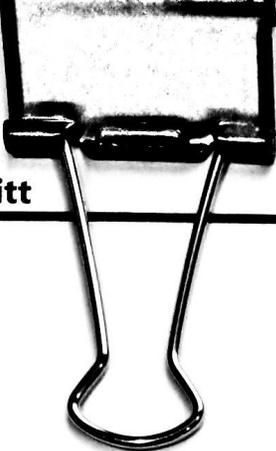
Lisa,

The video sequences for the levy and bond have been cancelled ... After weighing timing and benefit, I've decided to efforts in to other means we feel more beneficial to information dissemination.

Thank you and your students for your patience and willingness for participation!

Best, Tina

Tina Smith-O'Hara
Communications and Community Relations Coordinator
Port Angeles School District
360.565.3703
tsmithohara@portangelesschools.org
www.portangelesschools.org



Lisa Hitt

Originals Tina's
Oct → 2014 Jan Levy-bond

From: Ron Jones
Sent: Thursday, October 30, 2014 7:30 AM
To: Tina Smith-O'Hara; Lisa Hitt
Cc: Kelly Pearson
Subject: Re: filming for bond info - I met Anthony Rodrigues today - let's get him invol

Next week is pretty open for me.

From: Tina Smith-O'Hara
Sent: Wednesday, October 29, 2014 9:56 PM
To: Lisa Hitt; Ron Jones
Cc: Kelly Pearson
Subject: Re: filming for bond info - I met Anthony Rodrigues today - let's get him involved!

Lisa, this will be scripted. Let's you, Ron, and I meet first.... Tina

Tina Smith-O'Hara
Communications and Community Relations Coordinator
Port Angeles School District
360.565.3703
www.portangelesschools.org

From: Lisa Hitt
Sent: Wednesday, October 29, 2014 3:06:47 PM
To: Tina Smith-O'Hara; Ron Jones
Subject: RE: filming for bond info - I met Anthony Rodrigues today - let's get him involved!

Ron Jones and I and Anthony can try and coordinate something next week; maybe during Rider News class

From: Tina Smith-O'Hara
Sent: Wednesday, October 29, 2014 2:40 PM
To: Lisa Hitt; Ron Jones
Subject: RE: filming for bond info - I met Anthony Rodrigues today - let's get him involved!

Can I meet with both of you briefly next week? Name a time and place convenient for you – I'll travel the Tina

From: Lisa Hitt
Sent: Wednesday, October 29, 2014 2:39 PM
To: Tina Smith-O'Hara; Ron Jones
Subject: RE: filming for bond info - I met Anthony Rodrigues today - let's get him involved!

L Hitt document provided to Superintendent and WEA Rep.

Why Final Evaluation is Invalid:

1. There have been no pre or post conferences all year long. There was no midterm evaluation.
2. The post conference did not occur within 45 days of the classroom observation, nor ever.
3. COE demonstrates LH collaborated with more than one entity with positive results.
4. PT chose TPEP evaluation criteria without collaboration via email on levy bond issue. **(Dec 19)**
5. COE demonstrates email from TSOH **(Dec 16)** the levy bond filming will be postponed till early January, and only if TSOH provides script. TSOH cancels the levy bond filming in January. (COE, levy bond emails beginning Oct thru Sept, Oct, Nov, Dec, Jan. Demonstrates Lisa and her students were available during all dates and times: it was the administrators who were not prepared. PT blamed me for the levy videos not getting filmed and based her evaluation on it.
6. **It is illegal to base any evaluation of an employee on whether they did or did not participate in levy efforts.**
7. COE demonstrates PT forbid collaboration with Rider News/Ron Jones, and all such hours be tracked and identified as volunteer hours, which is illegal PT (3/16/15) (At end of semester Rider News students are dropped; no effort was made by PT or secretary to retain students.)
6. PT used the levy bond project as the single criteria for final evaluation, but did not view the student produced videos despite emails to PT. PT quoted several people as evidence for her evaluation. "The District Office was counting on it! And it didn't happen." Quotes TSOH.

("stuck a mic in Mr. Duce's face.") (Note: Superintendent Jackson was present during this walk-through with Mr. Duce, and no microphone was produced nor did filming take place.

7. COE demonstrates levy bond videos successfully produced by Rider News/PATV students and PT received emails to view them.

8. PT had no classroom notes at the final evaluation. Criteria 2 require documentation. PT scored me with two 2s but provided no documentation except hearsay.

9. PT did not evaluate the TPEP 8 collaborative effort with colleague nor the ones established.

10. COE, witness statements, demonstrate PT slanders employee's character and professionalism.

9. PT misinterprets/reports false statements of classroom observation. Witnesses and COE demonstrate their perception of events to be consistent and the opposite of PT's statements. (Video Game Taboo ground rules collaborative class interaction example) ("twenty minutes, violation of contract to go over an hour")

9. COE demonstrates no opportunities for professional growth provided.

* No monthly staff meetings ever occurred all academic year.

11. PT remarks employee should be concerned about health at end of evaluation but can offer no explanation nor advice. PT forced me to sign in at desk every time I entered/exited the building, but no other employee had to do so. However, this evidenced I was working more hours than a full time employee while honoring all class times and activities as a half time employee.

12. PT did not evaluate all employees.

Additional concerns:

PT's summary doc (3/16/15) proved invalid by COE. HR emails response dismissing it)

PT announces in fall secretary will list credit equivalencies for Broadcast Media on registration form. This has not happened. When questioned, PT invited employee to sue her and then demanded a meet with HR, Dr. Gabbard, and employee for employee's "failure to return emails in a timely fashion" and to sign PT's version of CTE certification requirements. COE proved all emails were answered almost immediately.

Last fall 2014, PT's secretary Diane Hall refused to provide a bus pass application to advanced student. She then verbally and physically assaulted me. Safe schools protocol followed. Incident reported. Advice: "Stay out of sight of secretary or get a protection order."

- Advanced student is earning GED at PC where it is free. It would have cost him \$25 to take it at NOPSC (Room 139 where studio was located and replaced with PC GED program.)
- Students from Sequim drive to PA to get bus pass. Doors locked at 4:30. Secretary calls students because bus pass wasn't used. Parents call teacher.

PT created classes that duplicate mine (Photoshop).

PT created a new skills class at the high school (Sports Medicine) that competes with all classes in the 12:30 class slot.

Employee was told Broadcast Media could not be at the high school even if it occurred after hours at 3 PM despite growth goals and framework established criteria. Quoted by PT and CTE Director Cindy Crumb who claimed collaborative effort with Rider News teacher Ron Jones was

objected to by business teacher Lisa Joslin, sister of Administrator Charles Lisk. My students were placed in his class after enrolling in my classes because PT and secretaries, including PASD secretary Jeannie Hill, (who told my daughter not to turn in scholarship application because she was too autistic) destroyed and did not make copies of them as required for registration.

Students and parents had to re-register for my class and were told I was being fired, or the class was eliminated, or given no explanation despite previously registering for it. COE

PT created a class that competes with Broadcast Media and has been tentatively assigned to Room 139 at the same time the studio is expected to operate.

PT promised Advisory Board Member Darwin Gearey and myself (via emails) help with the moving and installation of Mr. Gearey's 100K turnkey studio. No help came.

Lisa Hitt

From: Peggy Templeton
Sent: Friday, December 19, 2014 1:42 PM
To: Lisa Hitt
Subject: Long time no see.

Heard you are working on the bond and levy video. I would love to see it when you are done so I can use it as part of your evaluation "evidence."

Have a great holiday.

Peggy

Director Cindy Kelly

Phone: 360.452.9413/360.460.9549

Email: ckelly@portangelesschools.org

Term Expires 11/21 - Position #2

Director Sarah Methner

Phone: 360.460.9730

Email: smethner@portangelesschools.org

Term Expires: 11/21 – Position #1

Board Meetings

Regular meetings are usually scheduled on the second and fourth Thursday of each month, as noted in the following calendar pages. Only one meeting is usually scheduled in July. Meetings are usually held at the Lincoln Center, 905 W. 9th Street, beginning at 7:00 p.m. All meetings are open to the public.

Community members are invited to attend Board meetings in order to be more involved in their school district. All formal action and decision-making take place at public meetings. Time is set aside for questions and comments from the public. A sign-up sheet is provided at the meeting site for this purpose.

Agendas are available on BoardDocs through the Port Angeles School District website at www.portangelesschools.org by the Monday prior to the meeting. Meeting minutes are available on BoardDocs or at the

PORT ANGELES
SCHOOL DISTRICT

Thursday, December 12, 2019
PASD Board of Directors Regular Meeting

Lincoln Center 905 W 9th Street, Reception 6:00 p.m.; Regular Meeting 7:00 p.m.; Executive Session after Regular Meeting

1. Location/Time

1.01 Lincoln Center, 905 W 9th Street, Reception 6:00 p.m.: Regular Meeting 7:00 p.m.; Executive Session after Regular Meeting

2. Call to Order 7:00 p.m.

2.01 Roll Call

2.02 Flag Salute

3. Oath of Office 7:05 p.m.

3.01 Recognition of outgoing Board Directors

3.02 Oath of Office for School Board Director Positions #3, #4 and #5

3.03 - - Break - -

4. Board Reorganization 7:15 p.m.

4.01 Board Reorganization

4.02 Nomination of the Approval of Board President

! Same one - S

4.03 Nomination of the Approval of Board Vice President

! Same one - S

5. Agenda Discussion 7:20 p.m. NO ROTATION

5.01 Agenda Approval

6. Consent Agenda 7:25 p.m.

6.01 Consent Agenda Approval

6.02 Approval of Minutes

6.03 Approval of Personnel Action

6.04 Approval of Vouchers and Budget Reports

6.05 Approval of Perkins Grant - \$ CTE

6.06 Approval of Bilingual Program

7. Awards, Recognition, and Presentations 7:30 p.m.

7.01 Port Angeles Education Foundation (PAEF) Grants Presentation and Update

7.02 PASD Student of the Month - Principal Mininger/Board President

7.03 Jefferson Elementary Report - Joyce Mininger

7.04 NOHN/PASD School Based Health Center - Past/Present/Future Report

8. Board Correspondence 7:45 p.m.

8.01 Distribution of Correspondence

9. Business/Financial Reports 7:50 p.m.

9.01 November Financial Report - Kira Acker ?

9.02 Enrollment Report - Kira Acker

9.03 End of Year Budget/Finance Report - Kira Acker

10. Human Resources Report 8:05 p.m.

10.01 Public Records Report - Scott Harker ??

11. Action Items 8:10 p.m.

11.01 Second Approval of Resolution 1920-06

11.02 Approval of Pro/Con Committees for Capital Levy Project

11.03 Approval of Board Committees

11.04 Approval of PAEF Grants to PASD

11.05 Approval of Revision to School Improvement Plans

11.06 Approval of the Second Reading of Policy 2255 - Alternative Learning Experience

11.07 Approval of the Second Reading of Policy 3115 - Homeless Students

11.08 Approval of the Second Reading (Adoption) of Policy 3205 - Sexual Harassment of Students Prohibited

11.09 Approval of the Second Reading of Policy 3244 - Prohibition of Corporal Punishment

11.10 Approval of the second reading of Policy 5310 - Compensation

11.11 Approval of the Second Reading of Policy 5521 - Teacher Assistance Programs

11.12 Approval of the First Reading of Policy 4040 - Public Access to District Records

11.13 Approval of the First Reading of Policy 4215 - Use of Tobacco, Nicotine Products and Delivery Devices

11.14 Approval of the First Reading of Policy 5404 - Family and Medical Leave to Family, Medical, and Maternity Leave

11.15 Approval of the First Reading of Policy 6112 - Rental of Lease of District Real Property

11.16 Approval of Port Angeles Principal's Association (PAPA) MOU

ONLINE ACCESS *

LIST DENIED
OPP. TO COMMENT
NO QUESTIONS, TIME IS UP!
Supt. Brewer

(L. HITT - SIGNS
COMMENTS
ON AGENDA
ACTION ITEMS
+ LEVY, *

NON-
AGENDA.

SAYS - "you
follow SM,
on 12, COMM
COMMENTS"

NO ONE
ELSE
SIGNS

LEVY

*

12. Community Comments

12.01 Community Comments on Non-Agenda Items - S. Methner - PACE

13. Board Comments

13.01 Board of Directors' Comments

13.02 Superintendent's Report - Marty Brewer

14. Items for Next Agenda

L. HITT - S.B. BULLYING; LEVY;
SAFETY; CLARITY - MEMORANDA
- DEFINITIONS
Agenda: 11. Action Items
LIT/PUB/DOCS 1-16
DON'T MATCH