



**From the desk of Superintendent Mark J. Decker**

**February 10, 2023**

Dear QTS Staff, School Board Members and Community!

Amazing how fast time flies as QTS speeds to the finish line of June. Be sure to be familiarizing yourself with our brand new [QTS School Webpage](#) as of January 1, 2023. It is quickly becoming a portal for information for students, staff and the public. Meanwhile here is a list of news headlines for QTS and by clicking on the headline you read more details. Settle in for a comfortable read about the many moving parts happening at QTS.

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**Covid and general sickness continues to linger in the community.** QTS recently had an uptick in cases, though mild cases, the protocols are clear for Covid tests results with 5 days of isolation and mask wearing on days 6-10. Again familiarize yourself with the Quileute Nation and Clallam County rules at [www.qtschools.org](http://www.qtschools.org) calendar. Take care of yourself, wash your hands, consider masking based on your personal needs and make sure you are updated on Covid boosters.

**School closure on February 9, 2023** was a result of a high number of QTS staff absences and no QTS food services employees. Covid and general illness continue to be challenges in the post pandemic world. We will be making up the school day missed on March 17, 2023. (see student led conferences below)

**Student Led Conferences will be March 16-17, 2023 at QTS** and will follow a similar format as the Fall 2022 schedule. Reminder regular classes are not held on those days, but students are expected to attend scheduled conferences with their parents in grades K-12. Typically we see high attendance in the K6 grades

and we would like to improve our conference attendance in the upper grades. Watch for more information coming on this topic from K12 Principal Cole Peregrine.

**The Superintendent Search** continues for a new Superintendent beginning July 1, 2023. The School Board Chairperson Bonnie Jackson and QTS Human Resource Coordinator Page Foster are spearheading the process. Students, Staff and the Public will soon be able to meet the candidates and provide feedback to the School Board. Watch for upcoming information forthcoming at the end of February and March School Board Meetings. The information below is being used to develop an Annual Report, which will include the current and past Superintendents at QTS, based on human resource records:

<b>Information to be included in forthcoming Annual Report</b> <b>The current and past Superintendents at QTS</b>		
<b>Dates</b>	<b>Superintendent Name</b>	<b>Significant Events &amp; Accomplishments</b>
July 1, 2023	To Be Determined	QTS School Board Chairperson Bonnie Jackson and School Board members hire the new Superintendent.
July 1, 2020 - Current (3.25 years) <i>(Note: Superintendent Mark J. Decker job shadowed former Superintendent Mark Jacobson for 3 months (April - June 2020))</i>	Mark J. Decker	<ul style="list-style-type: none"> <li>● Shadowed Superintendent Mark Jacobson from April - June 2020 in leadership transition (all online)</li> <li>● Covid Pandemic (2020-21: Online/Hybrid; 2021-22 Post Pandemic; 2022-23; Lingering Post Pandemic)</li> <li>● New School Construction from 100% plans, breaking ground and post move in processes</li> <li>● Secured funding and helped the Quileute community develop a <a href="#">Quileute Language App</a></li> <li>● Secured a \$250,000 State Grant to support Quileute Language plan K12 involving Elders.</li> <li>● Hired a new Principal to be the instructional leader and focus on Quileute Language and Culture instruction at the K12 level. <i>(Preserve, Protect and Enhance Quileute Language and Culture)</i></li> <li>● Developed all new School Systems for the new school</li> <li>● Rebranded the school beginning with a new web page. <a href="http://www.qtschools.org">www.qtschools.org</a></li> <li>● Co-leading the archives of the old school through a community team led by James Jaime.</li> <li>● Brought a Professional Learning collaborative leadership model to the school and developed a leadership team over the years of Todd Weeks (IT), Steve Kilmer/Gus Wallerstedt (Maintenance/ Operations/ Transportation), Sabrina Dean (Business, Finance and Human Resources) and Ryan Stevens/Cole Peregrine (K12 Principal)</li> <li>● Quileute Language Curriculum 7-12 + K2 and Language APP through school archives and published books of Jay Powell and Vickie Jensen and Larry Burtness.</li> <li>● Business Systems brought online.</li> <li>● State and Federal audits had less findings over the years and a Food Service Audit has been completed.</li> <li>● Added a Career Technology Education Department in grades 7-12</li> </ul>

		<ul style="list-style-type: none"> <li>● Added Human Resources Department</li> <li>● 100% online chromebooks capabilities for students and windows laptops for all staff.</li> <li>● New servers with reliable microwave 1GB Internet Service up/down &amp; prepping for fiber connection</li> <li>● Google Applications For Learning (GAPE) and Google Classroom adopted by staff.</li> <li>● School Board Roles and Systems Developed</li> <li>● Lived in a 27 foot camper 5 days per week for 3 years.</li> </ul>
March 2014 - June 30, 2020 (5.5 years)	Mark Jacobson	<ul style="list-style-type: none"> <li>● Tribal School Compact with WA State (2016 &amp; 2020)</li> <li>● Brought the school back from near financial disaster.</li> <li>● Improved the finances of the school with funding from BIE and State</li> <li>● Developed the new School planning up to the 100% Architectural Plans</li> <li>● Funding for the model of elementary staff for every grade level at Elementary and subject area for High School.</li> <li>● Began policy/procedure development.</li> <li>● Developed the old campus facility with classroom pod structure.</li> <li>● Brought in the first internet processes.</li> <li>● Lived in a camper 5 days per week.</li> </ul>
2012 - 2014 (2 years)	Jon Claymore	Please help QTS research the significant impacts of these three past superintendents
1997 - 2012 (5 years)	Frank Hanson	
unknown	Steve Vause	

**QTS School Archives 1978 to current UPDATE** Jeff Harrison, former QTS teacher from the early days of the school, with deep ties to the LaPush community, has spent several summers and hours organizing School archived materials that were stored in the Administration Building (Old Coast Guard Building) third floor. The first 26 boxes (approximately 1/3 of the collection) were sent to Lotus Media in Seattle, WA to be digitized through a National Parks Service Grant written by Larry Burtness of the Quileute Nation Tribes. Larry is part of a team of community leaders who recently have been building on the shoulders of many before us to preserve and protect the Quileute Language. James Jaime the spokesperson and facilitator for the group has the support of Jay Powell, Vickie Jensen, Diana Reaume (Superintendent of QVSD), Mark J. Decker (Superintendent of QTS), Cole Peregrine (QTS Principal & former QVSD HS History Teacher), Keith Penn, Rio Jaime (QN Tribal Councilman - Treasurer)

**The 50 Most Important Works in Quileute** will be the 2<sup>nd</sup> book in a pivotal trilogy of Quileute language and culture materials. They include:

- OUR LAND: QUILEUTE TERRITORY (published in the fall of 2022 and handed out to community members and honored guests at the opening of the new tribal school)
- OUR LANGUAGE: THE 50 MOST IMPORTANT WORDS IN QUILEUTE (currently scheduled for printing by June of 2023)
- OUR LIFEWAYS: QUILEUTE CULTURE THEN AND NOW (scheduled for 2024)

Vickie Jensen and Jay Powell write, a year ago, we thought that 50 WORDS was “almost ready” although we soon realized the importance of adding an online teachers’ manual to be called 50 WORDS ACTIVITIES. Then

we took a break for an additional job of cataloging and scanning the boxes of manuscripts and materials we had collected over the past five decades; in the process, we discovered a wealth of additional materials to include. We also re-evaluated some of the 50 Words that had been first selected, swapping a few of them out for others of even greater relevance. That pause in the work schedule was an important time of re-thinking, even though the result of that process requires an entire re-write. It will be worth it!

We feel strongly that this book has its roots in QTS funding and application. The 50 Words Project has been funded and contracted through QTS and the Language Grant for completion as a significant part of the first-year legacy of the new tribal school. Thank you to those contributing to this body of work and publication Jay Powell, Vickie Jensen, Corine J. Selby, Terri Tavener, Lucy Taylor, Miss Ann Penn Charles, Sharon Pullen, Larry Burtness, Scott Jackson, Cole Peregrine, and Mark J. Decker.

**Student Assessments** QTS students and teachers are wrapping up Winter iReady Assessments in February. Reminder these are growth assessments given in the Fall, Winter and Spring months to track reading and math growth. These benchmark assessments are internal academic growth assessments of individual student learning. The data from these internal assessments must be thoughtfully analyzed with the student, parent and teacher. The teacher uses the data to drill down to the individual students reading and math learning levels. Principal Cole Peregrine reported recently to the School Board that caution should be used in making overarching generalizations and data comparisons due to factors like consistency in testing, covid periods, change from MAP assessment to iReady at the upper grade levels, and a student's attitude towards the testing can skew results. Furthermore, thirty-two percent (32%) of our QTS student population is identified for special needs education compared to sixteen percent (16%) for Washington State. Here is a [LINK](#) to the current data. QTS will be conducting Spring iReady assessments, along with WA State Smarter Balanced tests. Principal Cole Peregrine is working to bring about more relevant testing like PreSAT and SAT exams for older students in the high school that are pre-qualifiers for college opportunities.

Recently the BIE gave QTS for the second year in a row a waiver of the BIE Assessments. Our argument to the BIE is that students in our opinion spend too much time on testing and it is our sincere hope that the State and Feds can work together with collaborative assessment data in the coming years.

**QTS Graduation Data** has been compiled and charted showing the QTS high school graduation results for the past. Please click on this [LINK](#) to review the data. Hailey Miller, QTS Data Support continues to study and verify this document in conjunction with the Superintendent.

**Teacher & Staff Recruitment** will begin to shift into high gear in the coming months. Recruiting is changing from a conference approach to Zoom based. QTS planned to send a team to Spokane and learned that the recruiting conference had been reduced to 5 hours and 16 hours of commute time did not make sense. Reports of low attendance at the conference are concerning. Instead, we captured the database by signing up and will use the database to cold call. Staff networking continues to be our best recruitment tool. Recruiting is impacted in our ability to stay competitive with salaries to attract people to a very rural community, unless a "grow your own" program can be developed with local colleges, which is being discussed with Peninsula College, but is not coming along soon enough. Further impacts on recruitment are health care benefits which for QTS right now only cover the employee with no family options paid and housing is difficult to find for new staff. Employees with families may shy away from the jobs we offer for lack of health care for their families.

Currently, QTS is conducting searches for the following positions:

- Superintendent
- Business, Finance and Human Resources Director (Under Development)
- K12 School Counselor
- Interim Grade 7-12 History Teacher (March - June 2023)
- Grade 6 teacher

In March, certified teachers will be asked to declare their intent for the upcoming 2023-24 school year. QTS recognizes that the letter of intent is not binding but it helps QTS to develop our staffing mix and begin to build the budgets. QTS expects possible vacancies in elementary and high school.

**School Board News** involves policy review meetings being conducted, new Superintendent selection, and preparing for the April 2-6 Washington State Indian Education Conference in Toppenish, WA. The School Board recently participated in a eight hour orientation learning in detail about their roles, the district leadership team role, pre-assessment of scenarios they may find themselves facing / What steps should happen onboarding a new Superintendent?, The Change Puzzle, Time and Attention Graph, Policies/Procedures, Budgets, and Student Handbooks. The agenda was posted publicly on our [school webpage calendar](#). for further analysis, as are all agendas and announcements. Exiting Superintendent Mark Decker recommended to the QTS School Board the following Positives and Areas for Growth in the coming years.

Positives and Areas of Growth Moving Forward at QTS	
Positives	Areas of Growth
We now have a facility that changes the way we do business with our children’s education. New Beginnings INDEED.	Recruit and Hire a Business and Finance Director, Move Human Resources to stand by itself from Coordinator to Director and report directly to the Superintendent. If using a collaborative leadership model, then have both the Business & Finance Director and Human Resources at the Leadership Table.
Focus on learning and growing teachers within...continue to hire Quileutes into positions. Ideally train Quileutes as teachers who are in the community.	Hire a School Counselor
Continue Language and Culture Development. Bring in K6. Stick to Our Motto, Our Vision, Our Mission, and our Future	Continue to develop the Conditional Principal, Kindergarten, and CTE Business Teacher
Continue to develop the CTE program, Welding Shed, Fish Hatchery, Ropes Courses, Lu System (see project list link)	Continue the Policy/Procedure work at the Board level
Continue to develop Bus Drivers. If you can’t get students here, then your enrollment will drop and significant cuts will have to come.	Adopt a Student Handbook
Quileute Archives online	Develop Protocols for Community Events at QTS
Moving to Fiber Connection	Hiring qualified staffing and restructuring if recruitment falls short by combining grade levels.
Learn the complicated and challenging funding models that provide our revenue from the Bureau of Indian Education (\$2.59M) and WA State OSPI/Tribal Compact model (\$2.45M)	Budget challenges will intensify with costs and benefit for all employees (Colas / ( <a href="#">IPD</a> ) and Administration Costs

	Cautiously reducing carry over from Pre 2020 and during Covid. Invest carry over in one time purchases not recurring costs like salaries, benefits. Find ways to eliminate negative budgets and live within your means.
	Career Technology Education (CTE) programs are upside down due to the fact that enrollment will never cover the costs in salaries and supplies and most likely these trends will continue given current needs to provide job skilled programs that will lead to local jobs.  Food service attitude is to feed hungry students and the program staffing is short on some days and overstaffing on other days depending on how the meal is prepared and planned.
	Housing for new staff
	What role will the Tribe Council play with the School Board / Superintendent?
	Maintaining the facility newness (Cedar Siding, fencing, grounds, carpets, learning spaces, etc)
	Developing the Courtyard, covered play area, Design Center, Outside Play areas for 3-6, Fields that cannot be seen from the school.

**Fish Hatchery** continues to move towards completion after several minor setbacks. Targets for raising actual fish in the hatchery will most likely need to be moved back to the late Summer/Fall of 2023. Recently the electrical connections were trenched, run, and electrified and now [RedZone](#) (Tod Jones - tod\_j@hotmail.com) can come in and prepare the interior tanks and do some training with Science Teacher Alice Ryan and others. Quileute Nation Fisheries is involved in this project in egg development. Thank you Brent Ramsey, QN Hatchery Manager (brent.ramsey@quileutenation.org) and Chris Wagemann, QN Chief of Fisheries (chris.wagemann@quileutenation.org) for your patience with this project.

**Student Center Challenges** around properly caring for the furniture in the space has reached a head and QTS Administration will not be allowing grade 7-12 students to go to the student center with their breakfast and lunch go trays, until solutions come forward ideally by students on how the space can be cared for by Grade 7-12 students. Superintendent Decker directed that all of the fabric based couches be removed, cleaned and dispersed to other areas of the building. This matter will take careful and thoughtful solutions moving forward being led by our Associated Student Body (ASB) leadership, with support from staff with a final decision from our District Leadership team. Meanwhile beginning on Monday, February 13 all students will eat in the cafeteria with a few minor exceptions for lunch detention and special needs students.

**ASB monitors Fund Raisers**. Forthcoming fundraisers will not be allowed unless all parties follow the rule and guidelines for fundraising. QTS is in the process of developing a form that identifies protocols that must be explained, prior to being allowed to raise funds. The form (for example like a field trip form) will need ASB

approval first, followed by Principal and Superintendent approval. The fundraiser will be calendared for all to see. Some fundraising events will require School Board approval. More to come on this topic....

**The Business Office** has continued to be challenged since November to find a new Business, Finance and Human Resources Director and we are going into our fourth month. We had a goal to make sure our bills were paid, our employees were paid and our year end processes and W2 tax information was completed and that happened and is happening. On the other hand, leadership will be needed headed into the 2023-24 budgeting process including staffing levels, contract development, benefits, cost of living factors and budget approval in July/August. A proposal that was worked on by the business office staff and the Superintendent will be presented to the School Board on Tuesday, February 14, 2023 in Executive Session due to personnel matters. The matter is further complicated by the new Superintendent interviews.

**Old Campus and Akalat transfer to the Quileute Nation.** QN General Manager is working with the Quileute Nation to finalize insurance of the Old Campus and Akalat so QTS can transition properties. Hopefully those who are interested read the February 4 update on our school web page  
[https://www.qtschools.org/apps/news/show\\_news.jsp?REC\\_ID=833251&id=0](https://www.qtschools.org/apps/news/show_news.jsp?REC_ID=833251&id=0)

**2023-24 Calendar and recommendations to move towards a Balanced Calendar.** Please take this survey to give some feedback on the QTS 2023-24 School Calendar. [LINK](#)