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June 18, 2018

Catherine Slagle, Director  
Office of Professional Practices  
Office of Superintendent of Public Instruction  
P.O. Box 47200  
Olympia, WA 98504-7200

RE: Sadie Pritchard, Certificate Number 410062D

Dear Ms. Slagle:

The purpose of this letter is to provide the Office of the Superintendent of Public Instruction a written complaint as my obligation under WAC 181-87 to report a certificated administrator employed by Evergreen Public Schools who I have reasonable suspicion may have committed a violation of the Code of Professional Conduct.

The complaint relates to the conduct of a certificated employee, Sadie Pritchard, Certificate Number 410062D. Specifically, during an internal investigation evidence has been uncovered that Ms. Pritchard completed student coursework which may be a possible violation of WAC 181-87-050 Misrepresentation or Falsification in the Course of Professional Practice, (5) Evaluations or grading of students and/or personnel.

Ms. Pritchard may have violated WAC 181-87-060 Disregard of Abandonment of Generally Recognized Professional Standards, (1) Assessment, treatment, instruction, or supervision of students.

Further, I would like to report a possible violation of WAC 181-87-080 Sexual Misconduct with Students, (1) Any sexual advance, verbal or physical; (2) Sexual intercourse as defined in RCW 9A.44.010; (3) Indecent exposure as defined in RCW 9A.88.010; and (4) Sexual contact, i.e., intentional touching of the sexual or other intimate parts of a student except to the extent necessary and appropriate to attend to the hygienic or health needs of the student.

Finally, I would like to report a possible violation of WAC 181-86-013 Good Moral Character and Personal Fitness, (1)(c)The sexual exploitation of a child under chapter RCW 9.68A;

(d) Sexual offenses where a child is the victim under chapter RCW 9A.44 and WAC 181-86-014 Good Moral Character and Personal Fitness-Continuing Requirement.

An investigation was conducted by Jenae Gomes, Executive Director Human Resources with Evergreen Public School. A summary of the investigation may be provided upon your request.

The Vancouver Police Department have been notified and are investigating a possible relationship with a male student and Ms. Pritchard.

Thank you for your assistance and I would ask that you provide the District with the results of any investigation that you decide to undertake regarding these matters.

Sincerely,



Dr. John Steach  
Superintendent

cc: Jenae Gomes, Executive Director Human Resources  
Bill Oman, Executive Director Secondary Education  
Sadie Pritchard, Certificate Holder  
Personnel file



EVERGREEN  
SCHOOL DISTRICT

*We're guiding the future™*

June 5, 2018

TO: Dr. John Steach  
Superintendent

FROM: Jenae Gomes, Executive Director  
Human Resources

RE: Investigation Summary  
Sadie Pritchard, Evergreen High School Associate Principal

On, Thursday, May 17, 2018 a parent called to report an alleged inappropriate relationship occurring between a staff member named Sadie and a male student at EHS. The information given to me was vague with no student name, but they were extremely concerned and wanted to report the information. I called Lisa Emmerich, EHS Principal and asked her if I could go to EHS and visit with her about a phone call I had received. Shortly thereafter, I arrived at EHS and shared with Lisa what information had been relayed to me. Together, we called the parent back from my cell phone and placed her on speaker phone (with the parent's permission) and I explained both Lisa and I were in the room so we could both hear the information shared by the parent.

A timeline was developed to document a chronological order in which the investigation occurred throughout the course of this investigation.

Sadie Pritchard was interviewed on three separate occasions during investigatory conferences outlined below:

1. Friday, May 18, 2018 @ 12:30pm. Present at the investigatory conference was me, Sadie Pritchard and Gregg Brown as her representative.
  - Sadie was notified of an alleged inappropriate relationship that has been brought forward between her and a male student.
  - Sadie denied having any inappropriate relationships with any students.
  - Sadie stated that she has never been inappropriate with a student and is not attracted to high school students.
  - Sadie has a current Facebook and Twitter account but stated she does not have any Evergreen High School Students on her accounts.

## Sadie Pritchard – Investigation Summary

- Sadie stated that her husband deleted her snapchat and Instagram a couple of months ago because she was spending too much time on her social media accounts and that he didn't understand the friends or how it worked.
  - Sadie stated that she understands she is not to text students and stated she has not texted any. When asked this question multiple times in different formats she eventually admitted to texting students. She gave a list of current and previous students she texts with and listed both male and female names.
  - Sadie stated that she has not given money or gifts to students except for 5 years ago when she had gotten in trouble. After asking this question multiple times she stated that she has given gift cards, \$20 for food to someone and pays for prom pictures and student yearbooks. She also said these are receipted through the office. She has attended graduation parties for female students.
  - Sadie supervises athletic events in the evenings and said she does football, boys' basketball and boys' soccer.
  - In fall of 2017, Sadie called me to ask if I could remove a discipline letter from her personnel file. Upon researching this, I was unable to find a letter and nobody knew what the incident involved when I asked about it with HR staff and executive level staff members.
  - I questioned Sadie about this request from the fall and what the letter entailed, what the investigation involved and if there was any discipline as an outcome. Sadie shared vague details and I had to pry details of what happened. She was not forthcoming with details and couldn't remember specifics.
  - Sadie was placed on administrative leave due to the seriousness of the allegation. Not understanding enough information from the previous investigation I connected these investigations and explained removing her from the situation is an effort to protect her along with the district.
  - Sadie was provided a written administrative leave letter that I reviewed verbally. She was also provided a copy of our EAP brochure so that she could reach out to a licensed professional, should she feel the need.
2. Tuesday, May 22, 2018 @ 10:00am. Present at the investigatory conference was me, Sadie Pritchard, Gregg Brown as her representative and Krissy Minich, Human Resource Coordinator (as a note taker for me).
- In my research, I learned in 2013 Sadie was placed on administrative leave and investigated for grooming and boundary invasion behaviors. Upon the conclusion of the investigation, she was given a letter of direction with nine directives. I was able to obtain the administrative leave letter, investigation summary and letter of warning with directives.
  - When I asked Sadie about this investigation on May 18, 2018 she stated that a parent had a crazy idea that she helped their son graduate and changed his grades for him. I shared with her what the investigation report

outlined about the excessive texting with the woman's son, giving him gift cards and money, delivering a \$100 gift card to his house on his 18<sup>th</sup> birthday and assisted him with an online course. When asked about the current situation, Sadie stated that she is currently texting a few students both during and after school hours.

- Sadie was asked how we went from no texting of students, to maybe texting a couple students, to yes texting students consistently. She responded with she is confused about what is appropriate vs non-appropriate.
- Sadie stated that we would see lots of text messages if I were to review her phone record. During the course of questioning her, I found that she continued to change her story the more times the question was asked and each time she remembered something of more detail.
- Sadie acknowledged she has assigned herself as a guardian, of a male student, with no notice to any administrator, which is outside of any school process or protocol.
- Sadie was questioned about her Facebook and Instagram accounts on Friday and that evening she deleted both of her accounts. I asked her why she did this and she said her husband is trying to protect her from some crazy kid out there looking at her information and he's not a fan of her social media.
- I asked Sadie if she was hiding something and she said no way. I asked her again if she had any students on her accounts and she said only one female student. I shared with her that I had already reviewed her Facebook the day before and saw that [REDACTED] was a friend and so were quite a few other students. I explained it is hard to believe a word she says. She replied that she didn't remember who her friends on there were but they were mostly work friends and "she gets it now" but it is more about families.
- I asked her if she knew [REDACTED] and she said yes. I asked her why she asked all of his teachers from the previous year to change his grades. Sadie acknowledged that she did and explained that his records were a train wreck.
- We discussed many other details along with the pattern and history of excusing him from class. She admitted to texting him both during and outside of school, messaging him through Instagram and helping him with assignments.
- I asked her if she had actually completed an assignment for [REDACTED] and if he turned it in as his own work. During the last meeting she had said no. This meeting she said she didn't recall. I reminded her she has now changed her answer and she didn't respond.
- I shared with Sadie that I had asked I.T. to assist me with researching a specific assignment and she said she didn't recall this ever happening but maybe kids used her computer when she wasn't there. We then discussed that would also be an AUP violation.

## Sadie Pritchard – Investigation Summary

- Sadie then followed up with she has too much work to do herself than write papers or do assignments for students.
- I questioned Sadie about the directives from the letter in 2013 and she shared that she never developed meetings with her supervisor.
- We discussed at length being on noticed 5 years from before and the code of professional conduct violation, 5253 policy and procedure violation, AUP violation and needing to report her certificate to OPP.
- Sadie's final statement was "I want to share that I understand I have done it again, at least some of the things from the letter from 5 years ago."

Approximately 2 hours after this interview concluded, I received a message from [REDACTED] that he was requesting to speak to me regarding information he had relating to Sadie Pritchard. I called Bill Oman and asked him to accompany me in the interview.

At 2:00pm on May 22, 2018, Bill Oman and I met at EHS and interviewed [REDACTED] in Lisa Emmerich's office. Her office was vacant since she was out sick. We introduced ourselves and I asked [REDACTED] what information he wanted to share with me. [REDACTED] began his very first statement that he had a relationship with Sadie Pritchard.

I will summarize what [REDACTED] shared during the interview and after an hour of questioning. He stated that they met his freshman year and eventually they followed one another on Instagram. They exchanged intimate and nude pictures of one another through social media. He said they talked most of the time through Snapchat and that they are still talking but the physical part of the relationship is over.

[REDACTED] said the physical part of their relationship began in the fall/winter timeframe of 2017 and ended around January/February 2018. [REDACTED] said that Sadie performed oral sex on him and they had sexual intercourse in her office and in a classroom that is used for testing. He said the office door would be locked, lights off and that they would be along the wall that is on the left hand side as you walk into her office. [REDACTED] also said this exchange occurred at least 4 separate times.

[REDACTED] further shared that Sadie gave him money. I asked if it was in exchange for sexual favors and he said no. She would give him money for lunches, dinners, etc ... He said she did his school assignments for him and he would email her assignment instructions in google docs and then she would complete his work for him so he only had to turn in the assignment.

At the conclusion of the interview law enforcement was called along with his family.

3. Wednesday, May 23, 2018 @ 3:00pm. Present at the investigatory conference was me, Sadie Pritchard and Bill Oman, Executive Director Secondary Education.

- I called Sadie back in after the interview and information obtained from the student [REDACTED]

## Sadie Pritchard – Investigation Summary

- I outlined her pattern of dishonesty along with stating that she had displayed in a variety of answers from the previous two interviews. I asked her to listen to all of my questions and to define the pattern of each one. In the end, the pattern was dishonesty and not telling me the truth in each of the investigatory conferences.
- I shared with Sadie that I have confirmed she did do assignments for [REDACTED] by verification through I.T. confirming she had created and was last editor of a file that [REDACTED] turned in for credit.
- I asked her about all the information [REDACTED] had shared from the day before. Up until this point of the interview, Sadie was taking notes, looking at me and answering the questions. Even though I had defined a pattern for her of dishonesty, she was still answering all the questions with confidence.
- Once we began to discuss Instagram, Snapchat, pictures, gifts, money, oral sex, intercourse, her office area (describing the scenario), classroom used for a testing room (again describing the scenario), she would not look up. Her entire demeanor changed. She became red from the neck up and adjusted in her chair multiple times. However, she continued to deny the allegations.
- I then asked her about paying for [REDACTED] tuxedo for prom with her own credit card and she initially denied it. Then, when questioned again, she said that she gave her credit card number but it wasn't charged. Then, when further questioned she mentioned a \$140 charge.
- I shared with Sadie that [REDACTED] had come forward saying they had a sexual relationship and she denied it. She also denied ever giving him cash and said that she only Instagram messaged 3 times and texted [REDACTED] one time in the fall.
- Sadie said she pays for college applications for students, pays for background checks, food handler card (all items never mentioned in the previous two interviews even though asked multiple times).
- I notified Sadie that law enforcement had been notified and that she would not be returning to Evergreen High School this school year with these unresolved and outstanding allegations against her.
- I questioned her why she sent an article to her husband from her work email about cheating and rebuilding trust in February. She said that he has a friend and that it was uncomfortable to talk about. I asked her if the cheating was her and she said absolutely not.
- Sadie said that she learned from the situation 5 or 6 years ago and she is now family focused. Sadie also said she has trouble defining boundaries and that she is just trying to help students graduate.

The following individuals were interviewed, provided documentation/reports or assisted me in research during the course of this investigation:

1. Parent
2. Sadie Pritchard, Evergreen High School Associate Principal

## Sadie Pritchard – Investigation Summary

3. Lisa Emmerich, Evergreen High School Principal
4. Keenan Burris, Evergreen High School Athletic Director
5. Celeste Demera, Evergreen High School Counselor
6. Anne Christie, Evergreen High School Teacher
7. Dianna Lynch, Evergreen High School Secretary for Sadie Pritchard
8. Bryce Rea, Manager I.T. System
9. Karin Kirk, Student Records Coordinator
10. Scott Seaman, AWSP Representative
11. ██████████ Evergreen High School Student
12. John Deeder, Previous Superintendent
13. Alan Key, Clear Risk Solutions (Previous 2013 Investigator)
14. Detective Deanna Watkins, City of Vancouver Police Department

The following documents, written correspondences, Skyward electronic system and Sadie's Evergreen School District email account were reviewed and/or researched. In addition, I requested information from the student records coordinator, specific staff members from the school and our I.T. manager assisted me in the research of a student assignment. Specifics are outlined below:

- Assignment was created and completed by Sadie Pritchard for ██████████. I have obtained the instructions that were sent to her and the document with the answers that were created by her and documentation that shows where she was the last editor. I then obtained what was turned in by ██████████ and graded by the teacher.
- Students are assigned to Sadie Pritchard as her T.A. but staff have never seen some of them all year. They have spoken to those they haven't seen and the students were told that they will pass and not to worry about showing up.
- Email from ██████████ that he would text her as proof that she texts with students even when initially denying it and then she eventually admitted. ██████████ is a junior and has no reason to be working with Sadie because she works with seniors.
- Multiple emails excusing ██████████ from class because he was with her, emails requesting that he be sent down to her and multiple emails requesting teachers change his grades from the previous school year to increase his GPA.
- Summary of emails regarding ██████████ and others supporting grooming behaviors
- ██████████ guardianship emails.
- Letter of Warning from June 2013. Sadie was on notice from directives and admitted that she had violated them.
- Incident Statement from counselor after learning Sadie Pritchard was off work "due to personal reasons." (Celeste is unaware of ██████████ interview.)
- Guest Pass Document from Prom 2017 showing Sadie signed the form for the parent and the address is not their address (Further evidence of her dishonest behaviors).



Upon review of this investigation, I have concluded the following violations have occurred through evidence obtained, supporting documentation and interview statements:

1. Policy 5253, General Staff Conduct and Student Boundaries
2. Procedure 5253, General Staff Conduct and Student Boundaries
3. Network/Internet Responsible Use Agreement for Staff (AUP)
4. Code of Professional Conduct
5. 2013 Letter of Warning – Directives
6. Reasonable suspicion there was/is a physical relationship with a student. Law Enforcement is involved.

Sadie Pritchard has been dishonest during investigative interviews, completed student assignments on their behalf that were turned in for credit, groomed and violated acceptable boundaries between an administrator and student professional relationship. Sadie has excused students from class through her own administrative authority.

Sadie Pritchard provided through her own admittance, that she disregarded the directives from 2013. She used her private phone to communicate with students, she did not use district provided and monitored communication media, she did not develop in collaboration with her administrative team or obtain advance approval from her supervisor before giving a gift or money to a student, she used her personal funds to assist students with lunches and she communicated with students after hours and was not monitored. She did not work with her building principal to determine the manner of academic assistance that she would be permitted to provide students, she did not obtain advance approval to work one on one with students. Finally, she did not have any meetings with her supervisor to review her processes or pre-arrange any conversations by adding herself as a guardian without anyone's knowledge along with establishing training on maintaining proper boundaries.

I planned to recommend termination for the reasons outlined in this memo. However, in speaking with Sadie Pritchard, she elected to resign her position with Evergreen effective June 30, 2018. Sadie was placed on paid administrative leave May 18, 2018 and will remain on paid administrative leave through June 30, 2018. I collected her district keys, badge and electronic device and she has removed all of her personal belongings from Evergreen High School.

I will prepare an OPP letter for you to file with OSPI for violations of her certificate. Law enforcement is involved and will conduct their own investigation regarding the alleged relationship and determine if she has committed a criminal act, I have provided investigative support materials to the law enforcement, as requested.

cc: Bill Oman, Executive Director, Secondary Education  
Lisa Emmerich, Evergreen High School Principal  
Detective Deanna Watkins, City of Vancouver Police Department  
Personnel File