

No Board value statement since this is EL-1 external report.

**Issaquah School District
Executive Limitations Monitoring Report**

***EL-1 (External) Global Executive Constraint
August 22, 2024**

**Delayed monitoring from June 2024 due to completion of audit.*

The Superintendent certifies that the District is in compliance with EL-1 with exception, as noted below.

The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision or organizational condition which is unlawful, unethical, unsafe, in violation of Board policy or endangers the organization's public image or credibility.

Interpretation:

I interpret this to mean the District must have appropriate policies, practices, internal controls (e.g., supervision, evaluation, mentoring, training, legal consultation, discipline, complaint and grievance procedures, investigation protocols, external compliance reviews and audits) and follows all RCWs and WACs put forth in statutes of the state of Washington, and the federal government. The purpose of EL-1 is for the Superintendent and staff to avoid unlawful and unethical behavior by its staff and/or volunteers supported by the establishment and communication of clear expectations and training. The District will address and remediate any and all discovered conditions should they occur.

Evidence of compliance:

For the monitoring period of June 2022-June 2023, the following evidence is below:

- Reviewed, updated, and implemented new regulations and procedures as required by law or to effectively run and manage the district. All [Administrative regulations and procedures](#) are aligned with legal requirements of ESEA, Title IX, IDEA, EPA, WISHA, OSHA, RCW, and WAC. Violations of policy are appropriately addressed and handled when they occur either at the building or District level.
- During the 2022-23 school year we continued to consult with legal counsel when questions arose.
- Participated and completed audits for 2022-23 school year, which given a finding for the federal audit, represents an exception:
 - [2022-23 Accountability Audit Report Published 8/8/2024](#)
 - [2022-23 Financial and Federal Audit Report Published 8/8/2024](#)

- Provided training and mentoring of all administrators related to prevention, investigation and remediation of unacceptable employee conduct and employee evaluation. These ongoing trainings are in place for all schools and District departments, and are held throughout the year during Administrative Team meetings, Principal Level meetings, Administrative Team retreats, and as needed in weekly Cabinet meetings.
- Ensured job and position specific trainings. For example, we have position specific trainings for jobs in custodial maintenance, food service, transportation, etc. These job and position trainings can also come in the form of online training using the Safe Schools system.
- Required training for coaches, volunteers and parents at the start of each high school athletic season.
- Confirmed that all informal and formal complaints have been resolved or are currently being appropriately addressed either at the classroom, building, or District levels.
- Have addressed all known concerns related to employee conduct. See the [EL-3 Personnel Administration](#) monitoring report presented to and accepted by the Board on October 26, 2023.

Board acceptance: