



**Last Names Don't Matter,
Everyone's Held Accountable
(Dealing With the Not So Fun of
Holding People Accountable)**

**Rick Diegel – Superintendent of
Kidder County School**

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Educational Experience

*38 Years in Education

*29 Years in Administration

*25 Years as Superintendent

Importance of School Board Policies

- **NDSBA Policy Services**
- **Policies on Website**
- **Know Your Negotiated Agreement and School Board Policies**

Key Policies

- ❑ Policy KABC – Complaints about Personnel
- ❑ Policy BGA – Board Communication with the Public
- ❑ Policy CBAA – Administrative Regulations

Prior to Receiving a Complaint

1. Explain to the school board how the administration will handle complaints according to their school board policies.

- **Policy KACB – No alleged teacher misconduct will be discussed at a board meeting unless it is at an official hearing.**
- **Policy BGA – The reason why teachers won't be discussed.**

2. Explain to teachers how the administration will handle complaints according to the school board policies.

- **Policy KACB – No alleged teacher misconduct will be discussed at a board meeting unless it is at an official hearing.**

Receiving a Complaint

- Stay Calm
- Don't Jump to Conclusions
- Don't Make Promises That You Can't Keep
- Provide the Complainant KACB-E and Have Them Fill it Out to the Best of Their Ability
- Begin Investigation Process

Investigation Process

- Interview the Teacher
- Interview Everyone who Can Help You Determine “What Happened”
- Keep Notes of All Interviews

After the Interview

- Issue a Written Response to Complainant
 - *Gives an Opportunity to be Honest with Parents
- Provide a Copy to the Teacher

Possible Outcomes of Investigation

- Verbal Reprimand
- Letter of Reprimand
- Improvement Plan
- Administrative Leave

Teacher Nonrenewal & Discharge for Cause

Coaches and Other Non-Certified Positions

- Policy DBAA: Recruitment, Hiring & Background Checks For New Classified Personnel

Thank You

Rick Diegel
rick.diegel@k12.nd.us
701-320-5659