

RSD Memo 2021

In Spring a parent contacted LH about a concern they had with their child's advisory teacher. She claimed that Koerdt was absent often and the students (including her child) were often left unsupervised or were free to roam the halls for 90 minutes. After that initial phone call LH interviewed a few students, including the child whose parent called, as well as Koerdt and the teacher next door. It was my (LH) understanding that IF the advisory teacher had actually missed, that they had made arrangements with the teacher next door to watch their students. LH determined no further investigation was needed at that time.

On 5/26 the same parent came to RHS to request that their student be moved to a new advisory teacher's classroom because Koerdt continued to be absent and their child continued to be unsupervised and/or left to roam the hallways. LH went to TH to request the schedule change immediately after the parent left the school (email from LH to TH).

On 5/26 the parent sent an email to LH making the request in writing (email from parent to LH). Forwarded to AH and MBC by LH on 5/26.

On 5/27 LH contacted the teacher next door to Koerdt to ask about his attendance. That teacher claims that Koerdt has not missed advisory since this was discussed earlier in the school year. There will have been two exceptions due to ACT Aspire make-up testing by Koerdt in their classroom - Monday April 26th and Wednesday May 19th.

On Thursday, May 13, BC took a phone call from the same parent regarding SIP. The parent stated that their student was dropped off a little before 6AM for SIP at Cyclone Arena. The student called the parent to come pick them up around 6:30AM because no one had shown up to supervise SIP. BC reached out to the Athletic Director to see who was in charge of SIP. The AD stated who was supposed to cover that day and that he had already talked to AH. He stated the reason as: "they changed the timers up on arena for setup so he wasn't able to get in. Kids won't be counted absent."

LH and AH met with the Koerdt on Thursday 5/27 at 8:30 in the office conference room. He says he has been in advisory class when he is supposed to be, and if for some reason he is not, he arranges with Coach Jones to watch their students. Koerdt did say he was under the impression that they did not have to take attendance during advisory, so attendance records for this student are not available for this class period - Koerdt was told to take attendance every time they are supervising students in the future. LH asked Koerdt to provide documentation of the directive to not take attendance during advisory if he still had access to it. Koerdt claims this student is present in advisory about 75% of the time and that they are a "roamer." Koerdt was told that if there were more time in the school year, he would be advised to contact administration if this student was ever absent from advisory.

Called parent of student 1 at 9:01am on 5/27: Student was unavailable, LH asked parent to ask the student if Koerdt was present in class when he was supposed to be. Called back 9:18am - Students would report to class, but if Koerdt wasn't there they would go to coach Jones' room, then go into the lab once Koerdt showed up.

Called parents of student 2 at 9:03am and 9:05am on 5/27: No answer for mom or dad. Left a voicemail for dad to call the school back. Called back at 9:10am. Second semester - Koerdt was late or didn't show up sometimes, but students went to Coach Jones' class. On occasions when Koerdt showed up, he was there the whole class period. According to this student, Koerdt told them, "If I'm not here, just go into Coach Jones' classroom."

Called parents of student 3 at 9:07am on 5/27: No answer. Left a voicemail for mom to call the school back.

After talking with Coach Jones, Coach Koerdt, and students, it was determined that IF Koerdt was absent or tardy, the students were still supervised at all times, because Koerdt had instructed students to report to Coach Jones' classroom.

SHERIDAN HIGH SCHOOL

700 West Vine St.
Sheridan, Arkansas 72150

January 27, 2008

To whom it may concern:

On at least two occasions, one of which was this morning, Coach Ryan Koerdt has been late or has not attended to his first period class. This morning, I went to Coach Koerdt room to conduct a classroom walk-through. As I approached the classroom, the tardy bell rang at 8:00am. The door to the classroom was open, several students were in their seats, however, Coach Koerdt was not in the area. After a minute or so, a couple of students entered the room. A few minutes later another student came into the classroom. At least 3 students were tardy to class and Mr. Koerdt had not yet arrived. At approximately 8:05am Coach Koerdt arrived at the classroom.

1. Coach Koerdt was not in his assigned area of supervision. I have personally observed this twice this school year.
2. There has been a personnel employee report that Coach Ryan Koerdt has asked another employee to "watch" his class first period and at no time contacted the office concerning his absence.
3. There has been at least two verbal administrative reports of the teacher not being in the proper locations at the district assigned times.

This notice is official documentation of the **dereliction of duties** of Sheridan School District employee Coach Ryan Koerdt and is being placed in his personnel file. Further incidents could result in termination and/or non-renewal.

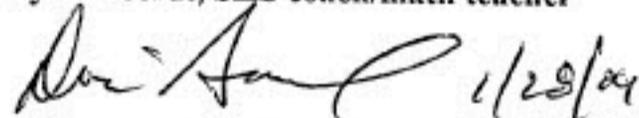
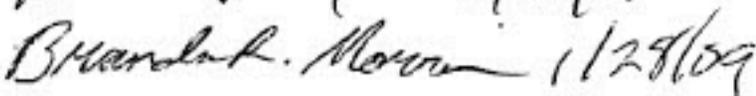
Respectfully submitted,


Donis Smead, Principal
Sheridan High School

I, Ryan Koerdt, received notification of this report on the date below. Please note I, HAVE or HAVE NOT included additional information. Refusal to complete this form, signed and delivered to the high school office by Friday, January 30 will be considered insubordination on the part of the district employee.

Refused to Sign
Ryan Koerdt, SHS coach/math teacher

1-28-08
Date

 1/28/08
 1/28/08

Phone: (870) 942-3137
Fax: (870) 942-7546
www.sheridanschools.org

Response from Koerdt at Sheridan- pg 2

West that and she understood. I don't think it is appropriate or just for one principal to write up a coach for another principal. My guess would be that Mrs. West knows nothing of the write up, and if she does, I received no prior knowledge nor have I had a conference with her about the write up that Mr. Smead did on her behalf. The other verbal report, I suppose is a repeat of what was reported in reason one of the referral, so I will not rebut for sake of repetition.

After analyzing and having time to ponder the write up, I have found some faults and what I consider discrimination. The faults in the report I have mentioned in each rebuttal. I feel discriminated against by Mr. Smead, and I feel I have strong evidence for motives that Mr. Smead might have to target me and other Coach's on staff.

First, Mr. Smead has a son that plays on the basketball team. It is not out of the realm of possibility that Mr. Smead could hold a grudge or have a vendetta against me because his son doesn't receive much playing time in the game. Another possible motive that Mr. Smead might have is that he is trying to establish for the next principal that he was an authoritarian. In the meeting he told me and I quote "I'm not coming back, the next guy has to see that I have been doing my job because my reputation is on the line here." Also, "I have to write you up to cover my own butt." That to me is motive enough to use me and whoever else as his scapegoats to show the next high school principal that he has been doing his job the last two years.

The last year and half at Sheridan I have given everything I have to build a respectable basketball program that this community could be proud of. When I was hired, I was told that I wouldn't have to teach any classes and that all my efforts could be spent on building that desired basketball program that Sheridan has yearned for years. This year, along with other coaches, I have been put in the classroom and I have accepted that role without bitterness. I must admit it has taken away from a lot of time that I had last year. It really bothers me that all the time and efforts that I have put in to the Sheridan School district that have been recognized by peers, school board members, patrons of the community, and the superintendent will be given a black eye with an unjust and unwarranted write up. I resent the fact that Mr. Smead told me to not to bring my daughter to the gym anymore. Jaidyn and I have sacrificed a lot of quality time together to build this basketball program. I have dragged her from gym to gym throughout the summer and actual ball season just so we could be together and I could give all I have to the program. I also resent the fact that this write up makes me look like I hide from work and I'm never in the right place. Besides the head coaches of all the programs, I don't know what personnel employee puts more time in the kids of Sheridan School District than I do. Mr. Smead at any point could have pulled me to the side, and discussed his concerns about my job performance, and I would have listened and respected his wishes as my boss. I take great pride in the work and time that I put in to Sheridan school district. In closure, I will not sign this write up nor will I accept it in my file.

Respectfully submitted,

Coach Ryan Koerdt

Response from Koerdt at Sheridan

January 28, 2009

To whom it may concern:

On January 27, 2009, Mr. Donis Smead called me in his office to inform me of a write up that he was conducting on my job performance. Mr. Smead wrote three reasons for the referral. I'm going to take the opportunity to not only rebut the allegations, but also point out fallacies and discriminatory motives in Mr. Smead's report.

In response to reason number one on the referral, albeit I was not standing by the door of my classroom, I was no more than 20 paces away from it. I was standing in the double door entrance into the gym talking to Coach Treadway about possible scenarios for changing the time for the upcoming game on the night of January 27th due to the forecast of winter weather. It was necessary that I talk to him so we could get on the same page about how we felt about playing the game at an earlier time or making it up if necessary. Our paths never cross during the day so in order to get on the same page I had to stop and talk to him. I walked into my class at 8:02 and immediately took role and started teaching a lesson on independent and dependent events in probability. I have no other recollection of the other time that Mr. Smead is reporting about, nor did he give me a write up or a verbal reprimand. If it was such a major problem the first time, I should have been reprimanded right then and there; not months later.

In response to the personnel employee report of having another teacher "watch" my class, and me not contacting the office is a complete fallacy. On the time that Mr. Smead is referring to, I did contact Mrs. Martin and told her "not to get me a sub and save the school district the \$50 of sub teacher pay, because my class had their assignment and I had it worked out with another teacher to watch my class." It didn't seem financially responsible to pay a sub for one period. I didn't do this for me because I was docked a sick day anyway, and I knew that I would be charged with a sick day. My only intent was to help the school district. This is the second time that I have been a victim of a childish game of tattle telling. The other incidence was in reference with my daughter being at school. Mr. Smead came to me and said that another teacher had wondered why I can have my child at school, so he came to me and told me not to bring her back. That lack of compassion does not match up with the compassion that Ms. Haynes and Mr. West have shown me. The exact words that I got from both superintendent and assistant superintendent were "coach if there is anything we can do to help out we will." Ms. Haynes even went as far as to tell me that "she believes that school is a place for all children, and that she just wanted me to make sure that she is being watched at all times so that some stranger does not come into the gym and take her from me." Mr. Smead simply had an employee report a complaint and told me not to bring her anymore. I have a problem with Mr. Smead allowing others to butt into matters that aren't their concern.

In response to at least two verbal administrative reports of the teacher not being in the proper locations at the district assigned times, I offer the following rebuttal. Mrs. Peggy West called one day at the beginning of the school year, and asked if I was still at the high school. Mr. Smead called me, and I told him that I was dealing with a situation with a parent that needed to be dealt with immediately and that I would go over after I was done. Coach Scott and I do 7th and 8th grade basketball together 2nd and 3rd period. The students were not left alone and I was dealing with a pressing matter. I told Mrs.

Ryan Koerdt

Brenda Haynes

From: Peggy West
Sent: Wednesday, April 15, 2009 10:59 AM
To: Brenda Haynes
Subject: RE:

Ms. Haynes,

Sorry, I forgot the most important information.

I have not been pleased with his teaching strategies. He knows the content but teaches off the cuff. I have scheduled two conferences with Coach

Koerdt and we discussed areas of improvement and I gave him a copy of Barbara Brown's effective teaching strategies. He does not plan and does not submit weekly lesson plans. I have reminded him several times. He lectures and discusses as if the students were high school students. He has been receptive to my suggestions and instruction on areas of improvement, yet he has not changed.

PWest

From: Brenda Haynes
Sent: Tuesday, April 14, 2009 6:15 PM
To: Peggy West
Subject:

Peggy,

Could you please send me a copy or just tell me what class periods Ryan Koerdt (sp?) is on your campus and what he teaches during those periods. Also, how well is he performing in the classroom?

Thanks,

Brenda

Brenda Haynes
Superintendent
Sheridan Schools
400 North Rock Street
Sheridan, Arkansas 72150
Phone: 870-942-3135
Fax: 870-942-2931

4/15/2009