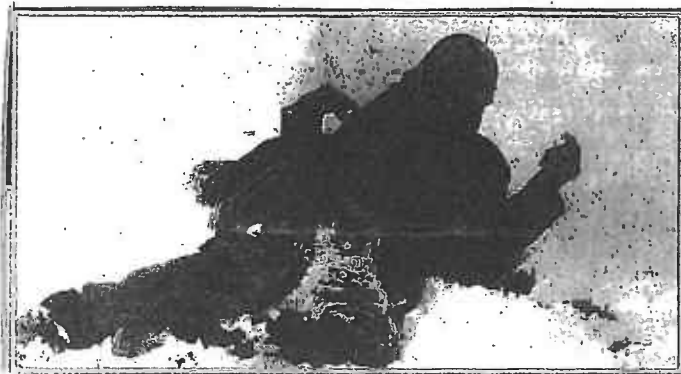




CHIEF _____ ?

(ACTUAL PHOTO OF)



CHIEF _____ ?
(IN DEATH POSE)

From: james bakke <outlook_FF79E7A411731570@outlook.com> on behalf of james bakke <jbakke2@citynetwork.com>
Sent: Wednesday, March 1, 2023 2:58 PM
To: City Clerk's Office
Subject: WIAA

Follow Up Flag: Follow up
Flag Status: Flagged

You getting lots of bad press on KJR regarding the WIAA State basketball tournament and changing \$40,000 extra at the last minute so they had to come up the extra.

I thought your move was poor and hopefully they will move it to another city.

Make it right and credit it back to the kids.

Jim Bakke

Sent from my iPhone

From: Trevor Wong <tkwong1283@hotmail.com>
Sent: Wednesday, March 8, 2023 4:52 PM
To: City Clerk's Office
Subject: Written Comment

Follow Up Flag: Follow up
Flag Status: Flagged

To those who care about the students and future of Tacoma Public Schools,

Josh Garcia, Superintendent of Tacoma Schools, cannot be trusted to hire and lead a diverse and successful school district.

Inflated graduation rates that cover up for falling attendance and low academic achievement are only the beginning of the problems our community faces due to the leadership of Mr. Garcia. In recent weeks, Mr. Garcia has passed on the opportunity to hire a highly qualified Black candidate for his less qualified, white friend.

Last week, Tacoma School District did not hire Dr. Andre Stout to a district leadership position. Dr. Stout earned his doctorate in Educational Leadership from Seattle Pacific University, one of the most prestigious educational institutes around and has shown through his leadership at Truman Middle School what his model for a culturally competent and successful school and district might look like. Dr. Stout's credentials within the community are unparalleled, from his Tacoma Community College Scholarship to his role in the Narrative Changers, a local civic minded group working for free in Tacoma, Dr. Stout has shown a passion for helping our community. In recent weeks, I had the pleasure to sit with Dr. Stout at one of the Narrative Changers meetings and really got a chance to understand his vision for our community. If progress is ever to be made, if culturally competent educators and leaders are going to be apart of our future, we need talented educators, like Dr. Stout, in leadership positions in our school district.

Instead Mr. Garcia chose a guy with a master degree and the principal of a school not meeting its potential. Mr. Garcia will tell the community that his friend, who was let go from a similar position in Federal Way School District, has more experience. As a minority in this country for over 47 years and as an educator of twenty years, I cannot stand by and watch as honored members of our community, such as Dr. Andre Stout, are passed over for status quo hires. More experience has long been code for not white.

Simply put, one candidate has his doctoral degree in the field of the job and one does not. At best Mr. Garcia's decision appears naïve at best and is the decision of a man upholding systemically racist hiring practices at its worst. In the words of the great American author, James Baldwin, "I cannot believe what you say because I see what you do." I am tired of Mr. Garcia telling us diversity matters, when I see what he does.

Concerned educator, parent, and community member