

## **CAMPBELL Krista J - ODE**

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**From:** HUNT Cindy L - ODE  
**Sent:** Thursday, December 14, 2017 7:30 PM  
**To:** CAMPBELL Krista J - ODE; DRINKWATER Sarah (sarah.drinkwater@state.or.us)  
**Cc:** GILL Colt - ODE; NAZAROV Emily - ODE  
**Subject:** Kruska Ability to Perform Duties  
**Attachments:** Fwd: ODE needs to let Mitch Kruska go; Re: Kruska

Krista and Sarah-

Based on the e-mails attached, concerns raised by employees and stakeholders, and the contents of the ODE investigation made public by OPB I have significant concerns that Mitch Kruska will be able to perform his responsibilities as a Director in this agency. These e-mails and other communications have also been shared with the Acting Deputy Superintendent Colt Gill. Based on these concerns, Colt is directing you to perform the following duties immediately:

- Provide an analysis regarding Mitch's ability to perform his assigned duties in the future. This analysis should include information you have received from stakeholders and employees in light of the OPB article. The analysis should also be based upon your experience and expertise relating to the expected responsibilities of an ODE Director in the ODE Student Services Office.

I have also requested that Emily Nazarov, who is serving as our point person for concerns from stakeholders and the public, document comments that she receives and share those comments with you.

Below I have summarized my observations relating to the analysis described in this e-mail:

As the Acting Chief of Staff one of my responsibilities is to oversee our agency's legislative agenda. I received the e-mail attached from Senator Gelsler who serves on the Senate Education Committee which ODE frequently testifies before. Typically there is an expectation on ODE's Directors and many program staff that they must be able to testify in front of Legislative Committees, serve on legislative workgroups and meet with legislators on behalf of the agency. Previously Mitch Kruska has performed all of these responsibilities as a Director in this agency. This included performing these responsibilities in the most recent 2017 legislative session. Legislators look to ODE staff for their expertise. It is critical that ODE staff be viewed as credible. The e-mail below illustrates that Mitch would not be seen as being a credible source of information on programs he oversees in light of the recent public disclosure of the ODE investigation into his harassment of a fellow ODE employee and the contents of that investigation. Based on this, Mitch would not be able to perform his previous legislative responsibilities.

Additionally, ODE Directors are often responsible for interacting with stakeholder groups as mentioned in the attached e-mail. The OPB article included alleged statements by Mitch Kruska that would impact his ability to effectively manage programs and represent ODE on various committees that serve LGBT students such as those mentioned in the attached e-mail. I have also attached another e-mail from a stakeholder who raises similar issues regarding his ability to oversee the sexual health/violence programs for Oregon public schools.



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