

February 4, 2022

Nampa School District Board of Trustees:

An important key to success in a school district is alignment between the Superintendent and the Board of Trustees. Mutual respect and trust are vital for strong and positive relationships. In today's world, it is not easy to create a shared vision. With federal and state laws, parental expectations, community relationships, and critical issues, such as a global pandemic, the board and superintendent must work together to create a vision that puts children first. A district's educational vision must supersede personal interests, politics, and ideologies. Sometimes, however, values and deeply held individual beliefs are too far apart. When that occurs, it creates division and prevents a district from effectively focusing on the important work of student achievement.

When this happens, change needs to occur and a mutual separation is needed. This allows all sides to move forward, albeit in different directions. The board is given an opportunity to find a new superintendent where a fresh start can occur, and a new vision can be created. The superintendent can transition to new options consistent with her priorities and values.

To this end and with a heavy heart, I have asked the Board of Trustees to consider a mutual separation agreement. The Board has consented to release me from the remainder of my contract, effective immediately.

It has been an honor and a privilege to serve as superintendent for the Nampa School District these last 5 years. NSD is an incredible place where students can excel, teachers and staff are valued, and where our community comes together to create a nurturing environment for all children. I am proud of our leadership team. I am proud of our teachers and staff members. I am proud of the community partnerships that have been formed to support Nampa students. I am honored to have been a part of the work that has been accomplished in these last 5 years. I am deeply grateful to each employee that calls Nampa their home and I thank them for all they have done in the past months to serve the students of Nampa.

My prayer is that the new Board of Trustees will take the time for professional development. In today's world, school board members face a myriad of legal, policy, and academic requirements that go beyond what the average person realizes or understands. That complexity takes time to understand, but it is essential for district success. This also allows board members to understand their role in relation to the superintendent's responsibilities. For shared trust, both sides must understand and respect the difficult work that the other has to engage.

Our community has always realized that strong schools lead to strong communities. We have seen how education gives hope to families that have not had many opportunities. We have seen children emerge from difficult life circumstances to become community leaders based upon a Nampa School District education. We have celebrated student after student who have taken steps forward into their future with a successful foundation built in Nampa Schools.

In the months ahead, there is important work to be done to continue this tradition. My prayer and hope for our community is that you as board members value and support this outstanding leadership team and the teachers and staff members that call Nampa home. I wish each of you great success and thank you for your service as educational leaders of our community.

Respectfully,

*Paula Kellerer*

Paula Kellerer, Ph.D.