



100 N Perry Street  
 Castle Rock, CO 80104  
 (303) 663-6100  
 OFFENSE/INCIDENT REPORT

Case Number:

2015-00025714

Connected Case Number(s)

2015- 2015-  
 2015- 2015-

<b>EVENT</b>	DATE REPORTED 05/05/2015	TIME 13:54	INCIDENT TYPE HARASSMENT	CASE DISPOSITION <b>COPY</b>
	OCCURRED FROM 10/1/2014	TIME 08:00	LOCATION OF OCCURRENCE FLAGSTONE ELEMENTARY	
	OCCURRED TO 05/14/2015	TIME 08:00	104 LOVINGTON ST	

<b>OFFENSES</b>	NO.	AT/CO	COUNT	CRS
	1	C	1	18-9-111(1)(e) M3 Harassment phone or computer threat or obscene comment
	2			
	3			
	4			
	5			
	6			
	7			

<b>SUBJECTS</b>	INVOLVEMENT <b>SUSPECT</b>	NAME	DOB	AGE
	RACE	SEX	HEIGHT	WEIGHT
	HAIR	EYES	DRIVERS LICENSE NO./STATE	
	RESIDENCE ADDRESS			PRIMARY PH
	EMAIL ADDRESS			OTHER PH CELL
	EMPLOYER/SCHOOL TYPE	EMPLOYER/SCHOOL NAME		OCCUPATION
	EMPLOYER/SCHOOL ADDRESS			EMPLOYER/SCHOOL PH
	ADDITIONAL SUBJECT INFORMATION			

<b>SUBJECTS</b>	INVOLVEMENT <b>SUSPECT</b>	NAME	DOB	AGE
	RACE	SEX	HEIGHT	WEIGHT
	HAIR	EYES	DRIVERS LICENSE NO./STATE	
	RESIDENCE ADDRESS			PRIMARY PH
	EMAIL ADDRESS			OTHER PH CELL
	EMPLOYER/SCHOOL TYPE	EMPLOYER/SCHOOL NAME		OCCUPATION
	EMPLOYER/SCHOOL ADDRESS			EMPLOYER/SCHOOL PH
	ADDITIONAL SUBJECT INFORMATION			

<b>SUBJECTS</b>	INVOLVEMENT <b>SUSPECT</b>	NAME	DOB	AGE
	RACE	SEX	HEIGHT	WEIGHT
	HAIR	EYES	DRIVERS LICENSE NO./STATE	
	RESIDENCE ADDRESS			PRIMARY PH
	EMAIL ADDRESS			OTHER PH CELL
	EMPLOYER/SCHOOL TYPE	EMPLOYER/SCHOOL NAME		OCCUPATION
	EMPLOYER/SCHOOL ADDRESS			EMPLOYER/SCHOOL PH
	ADDITIONAL SUBJECT INFORMATION			

REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M

**HARASSMENT**

**Castle Rock Police Department**

Subjects

Case Number:

**2015-00025714**

**COPY**

INVOLVEMENT <b>SUSPECT</b>		NAME [REDACTED]						DOB [REDACTED]	AGE [REDACTED]
RACE	SEX	HEIGHT	WEIGHT	HAIR	EYES	DRIVERS LICENSE NO./STATE			
RESIDENCE ADDRESS								PRIMARY PH	
EMAIL ADDRESS								OTHER PH	
EMPLOYER/SCHOOL TYPE		EMPLOYER/SCHOOL NAME						OCCUPATION	
EMPLOYER/SCHOOL ADDRESS								EMPLOYER/SCHOOL PH	
ADDITIONAL SUBJECT INFORMATION									
INVOLVEMENT <b>VICTIM</b>		NAME <b>SMITH, KELLI</b>						DOB [REDACTED]	AGE [REDACTED]
RACE <b>WH</b>	SEX <b>F</b>	HEIGHT	WEIGHT	HAIR	EYES	DRIVERS LICENSE NO./STATE			
RESIDENCE ADDRESS								PRIMARY PH	
EMAIL ADDRESS								OTHER PH	
EMPLOYER/SCHOOL TYPE <b>EMPLOYER</b>		EMPLOYER/SCHOOL NAME <b>FLAGSTONE ELEMENTARY</b>						OCCUPATION	
EMPLOYER/SCHOOL ADDRESS <b>104 LOVINGTON ST Castle Rock, CO 80104-</b>								EMPLOYER/SCHOOL PH <b>(303)387-5225</b>	
ADDITIONAL SUBJECT INFORMATION									
INVOLVEMENT		NAME						DOB	AGE
RACE	SEX	HEIGHT	WEIGHT	HAIR	EYES	DRIVERS LICENSE NO./STATE			
RESIDENCE ADDRESS								PRIMARY PH	
EMAIL ADDRESS								OTHER PH	
EMPLOYER/SCHOOL TYPE		EMPLOYER/SCHOOL NAME						OCCUPATION	
EMPLOYER/SCHOOL ADDRESS								EMPLOYER/SCHOOL PH	
ADDITIONAL SUBJECT INFORMATION									
INVOLVEMENT		NAME						DOB	AGE
RACE	SEX	HEIGHT	WEIGHT	HAIR	EYES	DRIVERS LICENSE NO./STATE			
RESIDENCE ADDRESS								PRIMARY PH	
EMAIL ADDRESS								OTHER PH	
EMPLOYER/SCHOOL TYPE		EMPLOYER/SCHOOL NAME						OCCUPATION	
EMPLOYER/SCHOOL ADDRESS								EMPLOYER/SCHOOL PH	
ADDITIONAL SUBJECT INFORMATION									
INVOLVEMENT		NAME						DOB	AGE
RACE	SEX	HEIGHT	WEIGHT	HAIR	EYES	DRIVERS LICENSE NO./STATE			
RESIDENCE ADDRESS								PRIMARY PH	
EMAIL ADDRESS								OTHER PH	
EMPLOYER/SCHOOL TYPE		EMPLOYER/SCHOOL NAME						OCCUPATION	
EMPLOYER/SCHOOL ADDRESS								EMPLOYER/SCHOOL PH	
ADDITIONAL SUBJECT INFORMATION									

**SUBJECTS**

REPORTING OFFICER <b>0802/FOSTER, MARK</b>	DATE SUBMITTED <b>05/12/2015</b>	REVIEWING SUPERVISOR <b>BROWN, TODD M</b>
---	-------------------------------------	--



100 N Perry Street  
 Castle Rock, CO 80104  
 (303) 663-6100  
 CASE NARRATIVE

Case Number:

2015-00025714

Primary Offense / Incident Type

HARASSMENT

**COPY**

**SOURCE OF ACTIVITY / BACKGROUND:**

On 05-05-2015 at 1354 hours, while making my security rounds at Flagstone Elementary School the principal Kelli Smith ( ) asked to speak to me reference on-going harassment from some of the parents of children at the school. Kelli advised this had been going on since last October at the beginning of the school year. She advised it was very involved and she had about 60 pages of supporting documentation reference these issues at home. I asked Kelli to do a detailed written statement for me and to call me when she was done with it and to provide the supporting documentation.

**OFFICER OBSERVATION / INVESTIGATION:**

On Monday 05-14-2015 I met again with Kelli who provided me with a detailed five page written statement and eighty-six pages of supporting documentation.

Kelli's statement is copied below:

**To Whom It May Concern:**

I am requesting a restraining order and charges for harassment for the following individuals: ( ) and ( ). For the past 10 months I have been the target of yelling, untrue Facebook posts, nonverbal and verbal intimidation and recently negative comments directed to the school my children attend and statements about selling my organs for money and poking my eyes out with a peacock. The constant barrage of Facebook posts, accusatory statements in meetings and nonverbal intimidation has put me on edge and made me and my staff feel unsafe at our place of employment and the community in which we work.

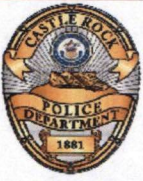
As the principal of Flagstone Elementary school I have been tasked with implementing a new teacher evaluation system, new curriculum and a new planning process for all staff of that curriculum, with a finite budget to educate 600 students. All of these things are new and different than what staff and parents are used to. The majority of our parents have worked with us through these changes but these four have used every opportunity to berate me and my leadership, persuaded staff to give them confidential internal communication and solicited staff and community to meet privately to discuss strategies to take back Flagstone. All of these activities have caused a severe disruption on our day-to-day operations as I work hard to provide a safe learning environment for our students and staff and have personally taken a toll on me, and now my family. I am at a point where I feel unsafe and harassed on a daily basis. I have included a timeline of events in this packet but want to call out the latest incidences that have caused me to file this report.

- Late April, ( ) posted that I am an evil witch who is ruining FSE.
- ( ) was involved in a post about selling my organs to raise money for FSE. She has also recently made comments about the school my children attend.
- Friday May 1st, as I was walking out of FSE for student dismissal, ( ) came in the building, looked me in the eye puffed up his chest and balled his fists by his side and starred at me as he walked by. I felt this was a threatening and intimidating gesture and I

REPORTING OFFICER  
 0802/FOSTER, MARK

DATE SUBMITTED  
 05/12/2015

REVIEWING SUPERVISOR  
 BROWN, TODD M



100 N Perry Street  
Castle Rock, CO 80104  
(303) 663-6100

Case Number:

2015-00025714

**COPY**

CASE NARRATIVE CONTINUATION

did feel harassed and unsafe.

- Friday May 1st, as I was walking into the building [REDACTED] did a slow clap as I walked by. I was nervous to walk by her as she was with her husband and other friends. She was purposeful in her intimidation tactics. These specific incidences make me very uncomfortable having them in the building around and my staff.

The following are some of the interactions I have had with these individuals that have led to this statement.

- In August [REDACTED] started a petition around FSE in regards to getting recess back. She spread around the community an untruth that I had band recess from kindergarten. She never talked with me directly and as a result created quite a commotion with the parents and staff. This rumor was not true.

- At our first FSAC meeting of the year (Sept.) I started the meeting with a plea to the community to keep our posts and comments professional, reminding everyone, staff and parents that we are models to our students around how we present ourselves in person and online. I stated that I understand some of the changes happening at FSE are difficult but we can work through this in a respectful and professional manner. After this meeting [REDACTED], [REDACTED] and [REDACTED] all cornered me in an aggressive and intimidating way. [REDACTED] yelled at me saying that I was calling them out publically and how dare I. [REDACTED] told me to go back to Highlands Ranch where I live and that I wasn't part of this community. [REDACTED] was crying and aggressive in her conversation with me.

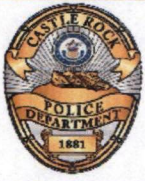
- At our first PTO meeting [REDACTED] told me the Back to School Night Presentation that I conducted for the community was stupid and an 'epic fail.' She further stated that no one liked it and no one understood world class outcomes. In subsequent PTO meetings [REDACTED] proceeded to talk about how awful FSE is how no one is happy and no one wants to volunteer to help at events. Recently she became very upset with me because I questioned her wanting to run a PTO fundraiser where all students would not be able to participate due to cost. This event was to run during the school day, would be 30 dollars a student and there wasn't an accommodation built in for students that could pay. When I said that wasn't something we could support but would be open to working out other options she stated, "Life is tough, kids need to learn that at a young age." She continues to post untrue statements on Facebook, which causes me to spend time unspinning them with the staff and community.

- [REDACTED] has come into our school on numerous occasions, interrupting instructional time to talk with staff regarding how the climate is in the building. He has picked out staff that have either been let go, or are leaving of their own accord due to not fitting with our current practices. He has gotten these staff members to secretly record me in meetings and individual meetings with only me and another staff member. He has also gotten them to cut and paste confidential inter office communication and then he has put it on Facebook. He has CORA requested me five times and is currently trying to get a staff survey that I sent to staff in regards to what grade level they would like to teach next year. His motivation is to find evidence that I have moved all teachers to new grade levels regardless of their expertise or opinion. Again, this is not true and has caused much unrest

REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M



100 N Perry Street  
Castle Rock, CO 80104  
(303) 663-6100

Case Number:

2015-00025714

CASE NARRATIVE CONTINUATION

**COPY**

in the community with parents and staff. At a recent SAC meeting he said nothing about my budget presentation only to send an email later saying it was terrible and I was hiding things. He is upset that I did not release the names of staff that had been downsized. This is not information that I was at liberty to share at this point due to promises that I had made staff regarding privacy. He has created an FSE Parent Forum page that has the picture of FSE on it and made it a private group. He is actively seeking membership to this group with the mission to get me removed. He regularly posts inaccurate or slanted info on Facebook claiming it is factual and that I have said it. None of the things he has posted have factual information in it. Again, he is constantly disrupting the school day. Recently he has been misrepresenting staff members and caused them to feel harassed as well.

• [REDACTED] created a Principal satisfaction survey and sent it to over 100 parents and staff. The questions were directed at me and how the climate at FSE is terrible. There were about 20 folks that filled it out (some 2 and 3 times I am told) and the results were posted on DCSD SPEAKS. She just held a community forum at her house last night (May 8th, 2015) with guest FSE staff to speak about the horrible conditions at FSE and she invited the community. She has regularly posted untruths about me on Facebook and has used unflattering remarks to describe me.

• [REDACTED] has been adversarial all year. She continually posts on Facebook accusatory statements about me and is aggressive towards me at PTO and FSAC meetings.

All of these things in addition to the hours each day I spend with staff and parents trying to undo the untrue statements they are posting and saying to the community has taken me away from my job, my family and caused a severe disruption in my life. Please review the attached documents and let me know how I can proceed. I cannot continue to be subjected to this kind of abuse.

Summary of attached posts and emails:

Mis-information: Posts on parent created FSE Parent Forum Page and emails.

1. [REDACTED] Non-renewal for Simone Tourtillott-targeted by KS b/c she attended a meeting at [REDACTED] s house.
  - a. I was not aware that she had attended a meeting
2. Teacher changes, regardless if they want to or not. Getting teachers out of their ruts.
  - a. Not accurate-this is a survey I do every year and some request grade changes and some need grade changes based on performance
  - b. This fired up several parents and created a huge disruption with staff and parents alike, disrupting the educational process.
3. Acquired the exact language I put in a confidential newsletter from one of my staff and interpreted it to mean something else.
4. Stated in a March 19th post that Kelli Smith treats teacher poorly.
5. There is a shift from DCSD to Smith. The majority of teachers talk to us and tell us what is going on.
6. Says I told [REDACTED] in a meeting the staff needed to turn in their resignation papers.

REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M



100 N Perry Street  
Castle Rock, CO 80104  
(303) 663-6100

Case Number:

2015-00025714

CASE NARRATIVE CONTINUATION

**COPY**

- a. This is false.
- 7. Posted that the project (learning commons is being cut)
- a. This is false.

- 1. [REDACTED] "Epic Fail" when addressing grade level changes for kids. Speaking poorly of newer teachers.
- 2. Class size of 34
- a. This is false.
- 3. I was at FSE first and I am not leaving.
- 4. Fear about voting for FSAC rep due to it being held against them.
- 5. Posted LMAO-laughing my ass off after someone posted that they should sell Kelli Smith's organs to raise money for the school.
- 6. Posted, "What is your neighborhood school is now run by a warlord and your kids have no value."
- 7. Posted, "Kelli Smith is responsible for the awful environment at our school."
- 8. Posted, "It would appear that rainbows and unicorns are at some schools. I just looked at RSE (where our principal sends her kids) and everything is awesome. Then you look at FSE and it is a disaster.

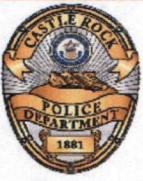
- 1. [REDACTED] Send an unofficial Principal Survey to the community asking questions about my leadership abilities, interactions with staff and how people felt about me.
- a. This survey caused a huge disruption at FSE. This was the start of the division of staff and parents. Huge disruption of the educational day by all staff and did affect our kids.
- 2. Stated in a post that teachers will be retaliated against if they speak about anything.
- 3. States that there are bigger classes, loss of enrichments, less teacher support
- a. All are untrue, class sizes are the same, and enrichment and teacher support is higher than when I got there.
- 4. Toxic environment
- 5. I have shared plenty of the nasty thinks KS has done.
- 6. KS will do anything to throw anyone under the bus if she feels like it will make her look good or get her further.
- 7. Teachers and support staff are treated crummy and turnover is high.
- 8. Set up a private meeting at her house and invited staff and parents to talk about what is wrong with FSE
- a. The staff that are going were either fired last year or this year.
- 9. Posted, "This women should not be the principal. On top of being cold, lacking leadership and ethics, she is also inept at her job."

- 1. [REDACTED] States that it teachers have it awful at FSE.
- 2. FSE is one of the top 3 problem schools.

REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M



100 N Perry Street  
Castle Rock, CO 80104  
(303) 663-6100

Case Number:

2015-00025714

CASE NARRATIVE CONTINUATION

**COPY**

3. New hires are hesitant to take the job because of the rumors they hear.
4. Teachers are fighting like mad to get out of FSE.
5. Kelli Smith promised [REDACTED] when she was hired that she would further [REDACTED] agenda.
6. KS told staff that if they are not on board with 'reform' they need to turn in their resignation letter.
  - a. This is false.
7. "nauseous at what our school has become.'

**END OF KELLI'S STATEMENT**

After reviewing Kelli's statement above, I confirmed with her that none of the posts listed were sent directly to her, i.e. voicemail, text message, or in person. She confirmed that all the comments were posted on a facebook site created by [REDACTED] for parents to interact reference Flagstone Elementary. She stated that [REDACTED] and [REDACTED] were the main players in her harassment.

Upon reviewing a large portion of Kelli's statement I noted that most of the complaints were that the above four parties were posting comments that Kelli advised were simply not true, but none of these comments would rise to the level of a crime.

There were a couple of posts that Kelli viewed as particular threatening.

[REDACTED] posted "I'd love to see Smitty (Kelli Smith) get her eyes pecked out by a starving peacock!"

-And another parent stated, "Well, I don't know. Maybe we can sell Kelly Smith's organs."

[REDACTED] then added to that "[REDACTED] LMAO!"

-Kelli added that the "eyeballing" physically at the school by [REDACTED] and his wife [REDACTED] doing a slow calp as she walked by felt very intimidating to her.

-I had suggested to Kelli that she follow up through school security to see if they could protect her reference her perceived harassment and possibly ban the parents from school property. Kelli has a meeting set up with the school district attorney on 05-13-2015, and she will follow up with me reference that meeting.

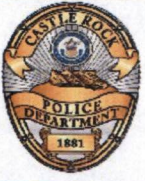
After reviewing Kelli's written statement and all the supporting documentation I staffed this case with my supervisor, Sgt. Todd Brown. We agreed at this point in time there is nothing that rises to the level of criminal charges. We will keep this case open for awhile pending any other issues that do rise to a criminal level. According to Sgt. Brown, I will not be making contact with the alleged suspects in this case, as these matters are political, not criminal in nature at this time.

On 05-15-2015 at 0945 hours I met with Kelli for follow up. She advised that her meeting with the school district attorney went well. She stated the district is standing behind her

REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M



100 N Perry Street  
Castle Rock, CO 80104  
(303) 663-6100

Case Number:

2015-00025714

COPY

CASE NARRATIVE CONTINUATION

and updating parents about her being retained once again as the principal at Flagstone for the next school year. The district is also educating parents about positive involvement rather than the very negative campaigns that some parents engage in to try and change things.

I explained to Kelli the reasons why this incident did not constitute a crime and she said she understood. I asked her to keep me informed of anything else that happens where she feels victimized or threatened.

CASE STATUS: Open



REPORTING OFFICER  
0802/FOSTER, MARK

DATE SUBMITTED  
05/12/2015

REVIEWING SUPERVISOR  
BROWN, TODD M