



April 5, 2018



RE: Letter of Response for Grievance filed

Dear [REDACTED]

This letter is in reference to concerns that were brought to the attention of DCPS on [REDACTED] regarding your daughter, [REDACTED]. Specifically, your concerns are as follows:

- *unfair suspension and disciplinary procedures in regard to a Tier 3 short-term suspension issued to [REDACTED] on [REDACTED]*
- *allegation of an inappropriate comment made by [REDACTED] staff member during a [REDACTED] mediation*
- *a current 504 meeting not being held for [REDACTED]*

In response, DCPS conducted an investigation which included speaking with you, your *child*, and other students/person identified as witnesses and/or deemed relevant. Based on that investigation, DCPS found the following:

- On [REDACTED] received 2 in-school disciplinary infractions in which you were notified of same day by Dean [REDACTED].
 - a. In-school disciplinary action for Tier 1 infraction- *communication with staff and peers that is not polite, courteous, or respectful.*
 - b. In-school disciplinary action for Tier 2 infraction- *unauthorized presence in hallway during class time.*
- On [REDACTED] a mediation was held with you [REDACTED], your pastor, other students and parents involved in conflict [REDACTED]. [REDACTED] School Security, and DCPS School Climate and Social Emotional Learning [REDACTED] and Specialist [REDACTED] to address the conflict between all students. At mediation [REDACTED] staff member did make a comment in reference to students engaging in a physical altercation.
- On [REDACTED] received a short-term suspension for a Tier 3 infraction- *engaging in reckless behavior that may cause harm to self or others.* Short term suspension issued to [REDACTED] was warranted as [REDACTED] engaged in a Tier 3 infraction. Additionally, [REDACTED] exhibited a pattern of negative behavior on the day of [REDACTED] that continued to escalate to the Tier 3 offense. You were provided notice of suspension via email on [REDACTED]. [REDACTED] absences were excused during suspension.
- On [REDACTED], you appealed the suspension to Principal [REDACTED]. Suspension was upheld.

In order to address these issues, DCPS implemented the following measures:

1. A meeting was held on [REDACTED] with you and [REDACTED] to discuss your concerns in regard to the suspension and mediation.

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2. Allegation of the inappropriate comment made by [REDACTED] member during the [REDACTED] mediation was sent to Labor Management and Employee Relations (LMER) for further review¹.
 3. Tier 3 short term suspension issued to [REDACTED] was warranted and will remain as [REDACTED] did exhibit a pattern of negative behavior on the day of [REDACTED] culminating in the Tier 3 infraction that constituted a violation under Chapter 25 DC Municipal Regulations.
 4. To ensure equitable disciplinary procedures, [REDACTED] receives ongoing DCMR Chapter 25 Disciplinary and Suspension training by DCPS Office of Equity. Disciplinary details of students other than [REDACTED] remain confidential.
 5. [REDACTED] administration and relevant staff will receive ongoing training and support by DCPS Office of Equity, Social Emotional Academic Development on Restorative Circles and group mediation practices to ensure proactive responses to student conflicts are effective.
 6. A 504 meeting for [REDACTED] is scheduled for [REDACTED]

If you are not satisfied with the outcome of this investigation, you have the right to file an appeal within 10 calendar days of receipt of this letter. The appeal must be submitted in writing. Appeal requests may be submitted via U.S. Postal Mail to 1200 First St., 9th Floor; Attn: Resolution Grievance Division or via email at dcps.grievance@dc.gov. You may also contact the U.S. Department of Education, Office on Civil Rights (1-800-421-3481) to report any educational discrimination on the basis of race, sex, disability, etc.

If you have further questions or concerns about this letter or other issues, please do not hesitate to contact us at dcps.grievance@dc.gov or 202.442.5405. Thank you for taking steps to making DCPS a safe and welcoming environment.

Regards, /

[REDACTED]
DCPS Grievance
#202.442.5405
Dcps.grievance@dc.gov

¹ Reviews and investigations completed by LMER are confidential due to Privacy of Personnel Records and Information.