



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

February 25, 2019



RE: Letter of Response for Grievance # 2826 filed on February 7, 2019

Dear [REDACTED],

The DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced grievance.

**Grievance Issues**

Based on a review of the information provided, the written grievance raised the following issues under the jurisdiction of this office:

1. **5-B DCMR § 2405.2(b):** Where it is alleged that the rights of students, or any individual student, are being denied or abridged.
  - a. More specifically, you reported that Principal [REDACTED] failed to develop a safety plan for [REDACTED] after repeated requests from you.

**Investigative Procedure**

The investigation included the following:

1. Review of grievance related documentation (Letters of Resolution, investigative documentation and email correspondence)
2. Interview (email) with Principal [REDACTED]
3. Conversation (phone) with Parent [REDACTED]
4. Interview with investigator of prior grievance [REDACTED]

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## **General Findings of Fact**

The following findings of fact resulted from the investigation:

1. Principal [REDACTED] contends that she has no recollection of a safety plan ever being requested for Student [REDACTED]
2. When asked if the Grievant ever expressed to Principal [REDACTED] that she wanted a safety plan in place for her son, Grievant asserted during a phone conversation on February 22, 2019, that she did not need to put in a request to the principal.
3. Investigator [REDACTED] attests to discussing the creation of a safety plan via telephone with Parent [REDACTED] on or around November 15, 2018, and that during that conversation, Parent [REDACTED] expressed the need to consult with her family on the matter because she was unsure if she wanted Student [REDACTED] to speak with DCPS personnel.
4. While Parent [REDACTED] makes references via email to a pending safety plan in several grievance-related email, DCPS has no record of the Grievant expressly requesting a safety plan.

As a result of this review, we have determined the following:

DCPS maintains that the parent did not make a request for the creation of a safety plan. Nothing during the investigation process yielded that a safety plan was a pre-requisite for the students return to [REDACTED], and DCPS' offer to create a safety plan was an attempt to re-engage the student and ensure he felt safe in the school environment.

**5-B DCMR § 2405.2(b):** Where it is alleged that the rights of students, or any individual student, are being denied or abridged. The allegation above is unsubstantiated. DCPS central office and [REDACTED] will complete the following actions by the due dates established below:

1. DCPS central office Student Support team in conjunction with the [REDACTED] administration will offer to convene a meeting with parent and student to review and revise the attached draft safety plan within three (3) business days of parent's written notice of intent to re-enroll student at [REDACTED]. Written notice of the intent to re-enroll should be emailed to [dcps.care@dc.gov](mailto:dcps.care@dc.gov) and the [REDACTED] principal.

As the complainant, if you are not satisfied with the outcome of your grievance, you have the right to file an appeal. Appeals must be submitted in writing and received within 10 calendar days of receipt of this notice. Please submit appeal requests to the

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Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 11<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@dc.gov](mailto:dcps.cio@dc.gov). You may also contact the U.S. Department of Education, Office for Civil Rights (1-800-421-3481) to report any educational discrimination.

If you have further questions, please do not hesitate to contact us at [dcps.care@dc.gov](mailto:dcps.care@dc.gov) or 202.442.5405.

Sincerely,



Anitra Allen-King, Director CARE

cc: Principal  
Instructional Superintendent