



VIA EMAIL AND FIRST-CLASS MAIL

April 20, 2020

[REDACTED]

RE: Letter of Response for Grievance #3360 filed on September 18, 2019

Dear [REDACTED]:

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, 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(c):** Where it is alleged that any student or group of students is being subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.
 - a. You reported that your student, Student [REDACTED], was unfairly kept off the volleyball team when [REDACTED] School did not accept her athletic forms.
 - b. You reported that Student [REDACTED] was retaliated against for reporting concerns regarding the volleyball team and that her private school applications were sabotaged by [REDACTED] School staff by them sending incorrect grades and a letter of recommendation by the Principal that may have contained negative information.

Review Procedure

The review included interviews with the following individuals:

1. Parent of Student [REDACTED], [REDACTED]
2. [REDACTED] School Principal, [REDACTED]
3. [REDACTED] School Director of Student Supports, [REDACTED]
4. [REDACTED] School Administrative Assistant, [REDACTED]

The review also included a review of the following which were either submitted by the complainant, submitted by the school, or accessible via DCPS data systems:

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1. Email exchanges in [REDACTED] and [REDACTED] between DCPS Chief of Integrity Office and [REDACTED] School staff regarding volleyball
 2. Email exchanges in [REDACTED] between the D.C. Office of Ombudsman for Public Education and [REDACTED] School staff regarding volleyball
 3. Student [REDACTED]'s Athlete Data and Emergency Treatment Information form dated [REDACTED]
 4. Email exchanges from Principal [REDACTED] to parent regarding completed letter of recommendation
 5. Copy of Student [REDACTED]'s academic records provided for private school applications
 6. DCPS Academic Calendar (SY [REDACTED])

General Findings of Fact

The following findings of fact resulted from the review:

1. Athletic forms to participate in [REDACTED] School sports were due by [REDACTED].
2. Notice of the due date was provided by flyers posted throughout [REDACTED] School; an email sent to former volleyball team members, including Student [REDACTED]; an announcement at the parent orientation you attended on [REDACTED]; and an announcement at the volleyball interest meeting on [REDACTED] (not attended by Student [REDACTED]).
3. You reported to DCPS CARE that on [REDACTED] you submitted some of the required athletic forms to [REDACTED] School. You informed school staff that Student [REDACTED] had a physical examination scheduled for [REDACTED] and that school staff stated forms would be accepted.
4. On [REDACTED], you submitted the Athlete Data and Emergency Treatment Information form to [REDACTED] School. You were then informed that Student [REDACTED] would not be allowed to play because the form was submitted after the [REDACTED] deadline.
5. You reported to DCPS CARE that you spoke with District of Columbia Interscholastic Athletic Association (DCIAA) Director [REDACTED] who informed you that the final deadline for students to be added to a roster would be [REDACTED].
6. DCIAA informed DCPS CARE that schools could accept athletic forms past the [REDACTED] deadline if their team rosters were not filled. [REDACTED] School volleyball team received enough forms to fill their team by [REDACTED].
7. You reported to DCPS CARE that because you expressed concerns regarding the volleyball team, Student [REDACTED] was retaliated against by [REDACTED] School staff sending incorrect information to private schools to which Student [REDACTED] applied.
8. Specifically, you stated [REDACTED] School sent Term [REDACTED] progress report grades instead of Term [REDACTED] final grades to a private school.
9. DCPS CARE received a copy of Student [REDACTED]'s Term [REDACTED] Report Card and Term [REDACTED] Progress Report grades that were sent to [REDACTED] School on [REDACTED].
10. Term [REDACTED] final grades could not have been sent on [REDACTED] because the Term [REDACTED] grades were not finalized until [REDACTED].
11. Principal [REDACTED] sent a letter of recommendation for Student [REDACTED] to [REDACTED] School.

Discussion/Conclusion

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

- a. As it relates to Student [REDACTED] being kept off the volleyball team, DCPS CARE is unable to substantiate 5-B DCMR 2405.2(c). The [REDACTED] submission deadline for completed athletic forms was shared with families. Student [REDACTED]'s Athlete Data and Emergency Treatment Information was submitted on [REDACTED]. As such, the form was submitted past the deadline. Schools were not required to accept forms submitted after the [REDACTED] deadline.
- b. As it relates to your concerns regarding retaliation, DCPS CARE is unable to substantiate 5-B DCMR 2405.2 (c). DCPS CARE received documentation that showed the correct grades were shared with [REDACTED] School. The contents of the recommendation letter written by Principal [REDACTED] were not obtained during this review. Staff reserve the right to provide recommendations based on their experience with and knowledge of students. As such, DCPS CARE found a lack of evidence demonstrating that Student [REDACTED] is being retaliated against.

As the complainant, if you are not satisfied with the outcome, 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 Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 11th Floor; Attn: CIO or via email at dcps.cio@k12.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.

Sincerely,

[REDACTED]
[REDACTED], Director CARE

Cc: Principal
Instructional Superintendent