

VIA EMAIL AND FIRST-CLASS MAIL

April 20, 2020



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

Dear :

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.

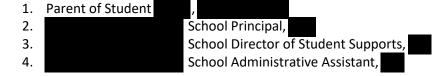
Grievance Issues

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 , was unfairly kept off the volleyball team when School did not accept her athletic forms.
 - b. You reported that Student was retaliated against for reporting concerns regarding the volleyball team and that her private school applications were sabotaged by 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:



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:

1.	Email exchanges in and some between DCPS Chief of Integrity Office and School staff regarding volleyball
2.	Email exchanges in between the D.C. Office of Ombudsman for Public Education and School staff regarding volleyball
3.	Student 's Athlete Data and Emergency Treatment Information form dated
4.	Email exchanges from Principal to parent regarding completed letter of recommendation
5.	's academic records provided for private school applications
6.	DCPS Academic Calendar (SY
Genera	al Findings of Fact
The fol	lowing findings of fact resulted from the review:
1.	Athletic forms to participate in School sports were due by
2.	Notice of the due date was provided by flyers posted throughout School;
	an email sent to former volleyball team members, including Student; an announcement
	at the parent orientation you attended on ; and an announcement at the
	volleyball interest meeting on (not attended by Student).
3.	You reported to DCPS CARE that on
	athletic forms to School. You informed school staff that Student
	had a physical examination scheduled for an and that school staff stated forms
4	would be accepted.
4.	On, you submitted the Athlete Data and Emergency Treatment Information form to School. You were then informed that Student would not
	form to School. You were then informed that Student would not be allowed to play because the form was submitted after the deadline.
5.	You reported to DCPS CARE that you spoke with District of Columbia Interscholastic Athletic
٥.	Association (DCIAA) Director who informed you that the final deadline for students to be
	added to a roster would be
6.	DCIAA informed DCPS CARE that schools could accept athletic forms past the
	deadline if their team rosters were not filled. School volleyball team
	received enough forms to fill their team by .
7.	You reported to DCPS CARE that because you expressed concerns regarding the volleyball team,
	Student was retaliated against by School staff sending incorrect
	information to private schools to which Student applied.
8.	Specifically, you stated School sent Term progress report grades
0	instead of Term final grades to a private school.
9.	DCPS CARE received a copy of Student 's Term Report Card and Term Progress Report
10	grades that were sent to School on School on Francisco School on S
10.	Term final grades could not have been sent on because the Term grades were not finalized until .
11	Principal sent a letter of recommendation for Student to
-4.	School.

Discussion/Conclusion

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

a.	As it relates to Student being kept off the volleyball team, DCPS CARE is unable to			
	substantiate 5-B DCMR 2405.	2(c). The	submission deadline for completed	
	athletic forms was shared wit	h families. Student	's Athlete Data and Emergency	
	Treatment Information was su	. As such, the form was submitted		
	past the deadline. Schools were not required to accept forms submitted after the			
	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	Schoo	ol. The contents of the recommendation	
	letter written by Principal	were not obtained du	ring this review. Staff reserve the right to	

provide recommendations based on their experience with and knowledge of students. As such,

is being retaliated

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.

DCPS CARE found a lack of evidence demonstrating that Student

Sincerely,
, Director CARE

against.

Cc: Principal Instructional Superintendent