



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL AND FIRST-CLASS MAIL

April 20, 2020



RE: Letter of Response for Grievance #3553 filed on December 16, 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. You reported concerns involving Student [REDACTED] being unfairly removed from the aftercare program at [REDACTED] School.

**Review Procedure**

The review included interviews with the following individuals:

1. Parent of Student [REDACTED], [REDACTED]
2. KinderCare Champions Regional Director, [REDACTED]
3. KinderCare Champions DC Area Manager, [REDACTED]
4. DCPS Partner Engagement Manager, [REDACTED]
5. [REDACTED] School Principal, [REDACTED]

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

1. [REDACTED] incident report documentation provided by KinderCare Champions
2. SEDS: DCPS' Special Education Database for information on Student [REDACTED]'s disability

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### 3. KinderCare Champions Before-And-After-School Family Handbook

#### **General Findings of Fact**

The following findings of fact resulted from the investigation:

1. On [REDACTED] Student [REDACTED] and another student were involved in a physical altercation during aftercare that resulted in Student [REDACTED] sustaining a bruise on his face.
2. On [REDACTED], it was reported by KinderCare Champion that after you were informed of Student [REDACTED]'s physical altercation, you came to [REDACTED] School and made threatening remarks to staff.
3. On [REDACTED] KinderCare Champions removed Student [REDACTED] from the aftercare program stating you posed a safety risk to staff.
4. On [REDACTED] you reported to DCPS that you were upset with the way the [REDACTED] incident was handled and didn't think it was fair that Student [REDACTED] was removed from the aftercare program.
5. On [REDACTED] you reported to DCPS CARE that KinderCare Champions was not being truthful when they said [REDACTED]. You also reported to DCPS CARE that you want your kids back in aftercare.
6. On [REDACTED] KinderCare Champions Area Manager [REDACTED] provided DCPS CARE with the KinderCare Champions Before-And-After-School Family Handbook which states, "loud or abusive language or inappropriate conduct on the part of a parent, custodian, or visitor will not be tolerated and may be grounds for enrollment."
7. On [REDACTED] KinderCare Champions Area Manager [REDACTED] reported to DCPS CARE that all parents have access to KinderCare Champions Before-And-After-School Family Handbook when parents enroll online.
8. On [REDACTED] KinderCare Champions Area Manager [REDACTED] reported that all parents sign a form when they enroll their student that states they have received and read the handbook.

#### **Discussion/Conclusion**

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

DCPS is unable to substantiate **5-B DCMR 2405.2(c)** due to conflicting information that was gathered during the review procedure. KinderCare Champions reported to DCPS CARE that Student [REDACTED] was removed from the aftercare program due to threatening remarks you made to KinderCare Champions staff made by you. You denied making the threatening remarks. As a result of conflicting information, DCPS is unable to substantiate that your student was subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.

DCPS has taken the following action as a result of these allegations:

1. A referral was sent to the DCPS School Partnership team for the review and investigation of these allegations on [REDACTED].

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Additionally, Kindercare Champions reported to DCPS CARE that they will reconsider Student [REDACTED] returning to the aftercare program if another adult can pick up Student [REDACTED] and his sibling from the program.

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, 11<sup>th</sup> Floor; Attn: CIO or via email at [dcps.cio@k12.dc.gov](mailto: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