



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

VIA EMAIL

December 29, 2020

[REDACTED]
[REDACTED]

RE: Letter of Response for Grievance #3836 filed on December 11, 2020

Dear [REDACTED]:

In accordance with Chapter 24 Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, D.C. Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its investigation of the above referenced written 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 raise concerns regarding [REDACTED] Teacher [REDACTED] conduct, stating specifically that Teacher [REDACTED] has been [REDACTED].
 - b. You allege that Teacher [REDACTED] has removed Student [REDACTED] from class.

2. **5-B DCMR 2405.2 (f):** Any other violation of a right granted by law that does not have a specific grievance procedure or hearing process provided in this title.
 - a. You reported that Student [REDACTED] Canvas account has been hacked, resulting in Student [REDACTED] grades being changed, and assignments being removed.

Additionally, you raise concerns regarding Student [REDACTED] grades. The concerns you shared are important to DCPS but fall outside the jurisdiction of this office. The attached Secondary Grading Policy outlines how a grade appeal may be filed. Please follow the steps outlined therein. Your concerns have also been forwarded to the Principal of [REDACTED].

Review Procedures

The review included interviews with the following individuals:

1. [REDACTED] Teacher

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2. [REDACTED], DCPS Manager, [REDACTED] Systems and Strategy
 3. [REDACTED], DCPS [REDACTED]

DCPS CARE attempted to contact you via phone on December 14, 2020 and December 16, 2020 and via email on December 14, 2020 for additional information regarding this grievance but was unable to reach you.

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

1. Aspen, DCPS database for student information

General Findings of Fact

1. You reported to DCPS CARE that Teacher [REDACTED] removed Student [REDACTED] from class.
2. On December 21, 2020, Teacher [REDACTED] reported to DCPS CARE that there was one incident where Student [REDACTED] was removed from their class on Microsoft Teams. Teacher [REDACTED] reported that loud, vulgar music could be heard from Student [REDACTED] computer. Teacher [REDACTED] attempted to ask Student [REDACTED] to turn off the music, however, Student [REDACTED] did not respond. Teacher [REDACTED] then muted Student [REDACTED]. but Student [REDACTED] unmuted themselves. Teacher [REDACTED] then removed Student [REDACTED] from the class.
3. You additionally reported concerns that Student [REDACTED] grades have been changed and assignments have been removed in Canvas as a result of being hacked. DCPS CARE attempted to contact you to determine which assignments and classes have been affected but was unsuccessful.
4. According to DCPS [REDACTED], more information regarding specific assignments that have reportedly been altered is required to determine whether lost data may be restored.

Discussion/Conclusion

As a result of this review, DCPS CARE has found the following:

1. Regarding **5-B DCMR 2405.2 (c)**:
 - a. DCPS CARE withholds issuing a finding regarding the **5-B DCMR 2405.2 (c)** allegation that Teacher [REDACTED] has been “rude and disrespectful” as employee misconduct investigation outcomes are confidential.
 - b. As is relates to Teacher [REDACTED] removing Student [REDACTED]. from class, DCPS is unable to substantiate **5-B DCMR 2405.2 (c)**. While Teacher [REDACTED] reported to DCPS CARE that they did remove Student [REDACTED]. from their virtual class in Microsoft Teams after Teacher [REDACTED] repeatedly requested Student [REDACTED] to turn off inappropriate music. While Student [REDACTED] was removed, Teacher [REDACTED]. removed Student [REDACTED] to mitigate potential disruption to the class by exposure to inappropriate music. Student [REDACTED] was not subjected to an arbitrary or unreasonable regulation, procedure, or standard of conduct.

2. Regarding **5-B DCMR 2405.2 (f)**:

- a. DCPS CARE is unable to substantiate **5-B DCMR 2405.2 (f)**. DCPS CARE was unable to reach you for additional information regarding the specific classes and/or assignments you reported to have been affected by alleged hacking. According to the DCPS [REDACTED] [REDACTED] more information is required to resolve this issue. As a result of a lack of information, DCPS CARE is unable to substantiate **5-B DCMR 2405.2 (f)**.

In order to ensure your concerns are addressed, DCPS has taken the following actions:

1. Regarding the **5-B DCMR 2405.2 (c)** allegation against Teacher [REDACTED], a referral was sent to Labor Management Employee Relations (LMER) on December 21, 2020 for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.

DCPS will review all available information related to this incident to determine whether employee misconduct has occurred. Although DCPS appreciates your need to know the results of its review, we are unable to share the results of personnel investigations, including any employee disciplinary action that may have been taken, because this information is contained in confidential employee records.

2. Student [REDACTED] classroom was changed in October 2020. Student [REDACTED] is no longer in Teacher [REDACTED] class.
3. You may report technical issues involving DCPS learning platforms, like Canvas, to the DCPS Family & Student Tech Call Center at 202-442-5885.

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, 10th 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. If you have further questions, please do not hesitate to contact us at dcps.care@k12.dc.gov or 202.442.5405.

Sincerely,



Anitra Allen, Director CARE

CC: Principal
Instructional Superintendent