



BY EMAIL

March 15, 2022

██████████
████████████████████

RE: Letter of Response for Case #4321 received on December 17, 2021

Dear ██████████,

In accordance with Title 5 Education, Subtitle 5-B, Chapter 24, Subsection 2405 of the District of Columbia Municipal Regulations, DC Public Schools (DCPS) Comprehensive Alternative Resolution and Equity (CARE) team has completed its preliminary review of the above referenced matter.

Grievance Issues

Based on a review of the information provided, the written grievance raised the following issue 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. It is alleged that on December 17, 2021, ██████████ ██████████ instructed ██████████ students to reenact several violent and graphic acts from the holocaust.

Conclusion

DCPS and ██████████ have taken the following actions as a result of these allegations:

A referral was sent to Labor Management and Employee Relations (LMER) on December 22, 2021, 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.

DCPS has taken the following action pending the outcome of this investigation:

1. ██████████ Social Worker ██████████ met with the ██████████ class on December 17, 2021, immediately after the incident.
2. DCPS Student Behavior Team ██████████ and ██████████ Social Worker ██████████ facilitated class healing circles on December 20, 2021.
3. DCPS School Psychologist ██████████ and ██████████ Social Worker ██████████ provided one-on-one healing for students on December 20, 2021. Virtual and in-person healing sessions were provided.

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4. DCPS Mental Health Team [REDACTED] provided information on how to support the impacted students to Teachers [REDACTED] and [REDACTED] on December 20, 2021. DCPS Mental Health Team [REDACTED] provided one-on-one support to Teachers [REDACTED] and [REDACTED] on December 21, 2021.
 5. DCPS Mental Health Team [REDACTED] and [REDACTED] Social Workers [REDACTED] and [REDACTED] provided mental health support to members of the community on December 20, 2021.
 6. DCPS Crisis Team provided mental health resources that [REDACTED] distributed to parents/guardians on December 22, 2021.
 7. On December 21, 2021, the [REDACTED] Mental Health Team met to discuss a plan to provide ongoing mental health support to students. The team consisted of [REDACTED] Social Workers [REDACTED] psychologist, and a Community Based Organization therapist from [REDACTED].
 8. On December 21, 2021, [REDACTED] Social Workers [REDACTED] and [REDACTED]. met to review and discuss a plan to implement [REDACTED] curriculum when students return to school. The curriculum gives children skills to recognize unsafe situations.
 9. On December 21, 2021, the [REDACTED] Mental Health Team and [REDACTED] developed a plan to reorganize the library and create a welcome-back event for students when they return to school.

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 Chief Integrity Officer (CIO) 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 202-4425405.

Sincerely,
Anitra Allen, Director CARE



Cc: Principal
Instructional Superintendent