



Staff Clearance Update: October 1, 2019

Overview

All DC Public Schools (DCPS) employees pass a robust [clearance process](#) including fingerprinting and an FBI background check prior to receiving an offer letter and reporting to work. DCPS employees are then required to renew their clearance every two years per [DC Municipal Regulations](#). The District is unique in this stringent biannual renewal requirement, which serves as evidence to the city's commitment to school staffing standards. However, a [review of the clearance status](#) of all DCPS employees and partners in summer 2019 found that DCPS staff members and DCPS partners are not consistently in compliance.

Our Commitment

To remedy this situation, employees who work most directly with students were prioritized for the start of the school year, and DCPS set clear goals for 100 percent compliance before November 1, 2019.

- By the first day of school, 100 percent of DCPS afterschool providers will have an active clearance. → Goal Status: For before and afterschool programming beginning on the first day of school, all DCPS afterschool providers had an active clearance. Ongoing oversight continues to ensure compliance as staff transition in and out of programs.
- By the end of September, 100 percent of DCPS school staff members will have an active clearance. → **Goal Status: As of October 1, 2019, 98 percent of all DCPS school-based staff members have an active clearance.**
- By the end of October, 100 percent of DCPS central office staff will have an active clearance.

Summary Update

Since this drive began in summer 2019, the district has been directing additional financial and personnel resources to accelerate fingerprinting and background check completion for all employees with expired clearances. A strong partnership with the DC Department of Human Resources has allowed the district to obtain supplementary fingerprint scanners, increase capacity, and process more employees faster. Additional highlights include the following:

- For school-based staff, DCPS made aggressive improvements in decreasing the number of employees with expired clearance by prioritizing the processing of employees who have been out of compliance for the longest amount of time.
- DCPS appreciates the tremendous partnership of the DC Department of Human Resources and the Metropolitan Police Department in supporting these efforts.
- All school-based employees have been informed that they must have an active clearance to avoid potential disciplinary action.
- To facilitate ongoing compliance with clearance requirements, DCPS is establishing a system of automatic alerts to notify staff members within 60 days of clearance expiration and remind them of the requirement for new fingerprint scans and background checks.

As a district, the safety of our students is paramount, and we are committed to upholding a high bar of excellence for clearance standards.