

### Overview

At DCPS, the safety of our students is our top priority. Following an incident at CHM@L, DCPS discovered that a partner organization was not in compliance with our background clearance policy, triggering an immediate review of DCPS oversight systems and structures. This review resulted in an improvement plan anchored in three key workstreams, designed to reduce immediate risks and create a strong infrastructure that will ensure student safety long term. The workstreams are as follows:

- 1) **Ensure Compliance**
- 2) **Strengthen Policy and Procedures**
- 3) **Build System's Capacity for Prevention**

The below table provides an overview of core activities across the three workstreams:

Ensure Compliance			
<ul style="list-style-type: none"> <li>✓ Ensure full compliance with fingerprinting and background checks for all programs, employees, and volunteers serving DCPS students.</li> <li>✓ Provide the public with regular updates related to rates of compliance with targets.</li> </ul>			
August- September 2019	October- December 2019	January- June 2020	Summer 2020
<ul style="list-style-type: none"> <li>• Convene all program providers to review DCPS requirements and processes regarding clearances, agreements, and insurance in August.</li> <li>• Ensure all program providers confirm their staff/volunteers' clearances with DCPS Central Office before starting programming this school year.</li> <li>• By end of September: Complete renewal of clearances for school staff with cleared but expired prints.</li> <li>• Add capacity (personnel + resources) to support with clearances and monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>• By end of October: Complete renewal of clearances for central office staff with cleared but expired prints.</li> <li>• Ongoing: Review provider staffing lists and confirm clearances as new hires are made.</li> <li>• Ongoing: Ensure school staff maintain current clearances.</li> </ul>	<ul style="list-style-type: none"> <li>• Host a mid-year meeting (similar to August meeting) for program providers to review DCPS requirements and processes regarding clearances, agreements, and insurance.</li> <li>• Ongoing: Review provider staffing lists and confirm clearances as new hires are made.</li> <li>• Ongoing: Ensure school staff maintain current clearances.</li> <li>• Develop automatic system for reminding staff of upcoming expirations.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training for all program providers on requirements, including clearance requirements, mandated reporter obligations, and program reporting obligations.</li> <li>• Prepare for SY20-21: Ensure program provider staffing lists and Memorandum of Agreement (MOA)s are submitted. Confirm all staff have active clearances.</li> </ul>



### Strengthen Policy and Procedures

- ✓ Strengthen policy and procedures related to preventing, recognizing, and responding to incidents of suspected sexual misconduct.
- ✓ Build systems to monitor and ensure ongoing compliance.

August- September 2019	October- December 2019	January- June 2020	Summer 2020
<ul style="list-style-type: none"> <li>• Issue new “Sexual Misconduct Against Students” policy to all schools with related guidance to support implementation.</li> <li>• Require program providers to follow DCPS incident response protocol and launch new database to facilitate reporting.</li> <li>• Review incident response protocol and reporting requirements with all school leaders and central office leadership before the start of the school year.</li> </ul>	<ul style="list-style-type: none"> <li>• Begin development of training materials including online modules, FAQs, and additional resources to support ongoing implementation of the new policy (see below).</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate ongoing training and technical assistance for schools.</li> <li>• Ensure new staff are provided policies during onboarding.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide annual refresher training.</li> </ul>



### Build System's Capacity for Prevention

- ✓ Issue strengthened policies and procedures to all adults working with children, and train staff annually on requirements.
- ✓ Initiate a developmentally appropriate personal safety curriculum across all grades, beginning in SY 19-20.
- ✓ Provide information to families to support student safety and consider input from families to continuously improve the system's capacity.

August- September 2019	October- December 2019	January- June 2020	Summer 2020
<ul style="list-style-type: none"> <li>• Train all school leaders in obligations related to reporting sexual misconduct against students (July 29 and 30, 2019).</li> <li>• Provide training to all school-based staff related to obligations re: suspected sexual misconduct identification and reporting (pre-service week).</li> <li>• Initiate a student safety taskforce to advise on policy and protocol implementation and student curriculum; hold first of four monthly meetings (Sept).</li> <li>• Begin delivery of personal safety curriculum across all grades.</li> </ul>	<ul style="list-style-type: none"> <li>• Begin drafting family-facing policy fact sheet with tips, resources, and points of contact.</li> <li>• Hold monthly meetings with student safety task force (Oct, Nov, Dec).</li> <li>• Continue delivery of personal safety curriculum across all grades.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to provide training and use incident data to monitor trends and identify additional training needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to provide training and use incident data to monitor trends and identify additional training needs.</li> </ul>