

Chief Executive Office

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Dear CPS Friends and Supporters,

As part of our unwavering commitment to the safety and well-being of all students and our CPS community, I am writing to inform you about an agreement that CPS has entered into with the U.S. Department of Education's Office for Civil Rights (OCR).

During the past several years, we have been partnering with OCR as it reviewed the facts related to cases of student abuse that occurred prior to June 2018. These were tragic incidents in which some students did not receive the comprehensive support they deserved. As a district, we have been working to ensure no student ever goes through that again.

Since June 2018, we have been implementing a Comprehensive Plan of Action to protect our students, and our agreement with OCR builds on that plan. It will help ensure our schools are free of harassment, abuse, and discrimination, and ensure our students have the supports they need to overcome challenges and reach their potential.

Our plan of action addresses many of the findings released by the OCR, including strengthening Title IX procedures that prevent discrimination and abuse, and establishing a department devoted to ensuring compliance with Title IX.

Since 2018, we have left no stone unturned and taken significant steps toward improving Title IX compliance:

- We created the CPS Office of Student Protections and Title IX to coordinate our district's response to allegations of discrimination, harassment and abuse and to provide students with the supports they need to heal. Led by Title IX Officer Camie Pratt, this 38 member team is fully dedicated to ensuring that Title IX resources and supports are in place, and it is unlike any other K-12 Title IX support structure in the country.
- We re-checked the backgrounds of all staff, vendor employees, volunteers, and coaches who regularly work in schools and improved our centralized background check process to ensure that all adults who come in contact with our students have recently completed a detailed background check. Former Illinois Executive Attorney General and Assistant U.S. Attorney Maggie Hickey called our background check process one of the most comprehensive in the nation. Moving forward, we will be re-checking backgrounds on a rolling basis.
- For the past two years, and going forward, staff receive annual, mandatory training on the role they play in protecting Chicago's children.
- To ensure students understand the signs of abuse and the resources provided to them, we have launched awareness campaigns in our schools and created the district's first [Student Bill of Rights](#), which students received when they returned to class this fall.
- To ensure that allegations of adult-on-student abuse are investigated in a manner that eliminates any perceived conflict of interest, we transferred the responsibility of investigating allegations of sexual abuse to the Office of the Inspector General and transferred the responsibility of investigating all other student harm cases involving adults to the Office of Student Protections and Title IX. All adults accused of abuse are immediately removed from schools pending the completion of an investigation, and our Title IX officer takes actions to support and protect students based on investigative findings.

While we have made significant progress, we will not be satisfied until I and every CPS parent believes we have created a safe and supportive district culture. As CEO, I am committed to doing everything possible to ensure our district is free of all forms of harassment, abuse, and discrimination, and this agreement will ensure improved communication and transparency from the district—which is a core commitment in our [CPS vision](#). I look forward to partnering with our families, educators, and community and civic partners, including OCR, to lead the nation in creating safer, stronger schools where the rights of every person are valued and supported.

Sincerely,



Janice K. Jackson, EdD
Chief Executive Officer
Chicago Public Schools