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**To:** Cambridge School Committee  
**From:** Dr. Victoria L. Greer, Superintendent *Dr. Victoria L. Greer*  
**Date:** February 15, 2022  
**Re:** Update on CRLS Walk-out

This memo is an update on the work and progress that has been made on the action plan that was developed by my team and I in collaboration with the high school administration and other community partners after the November 2021 student walk-out at CRLS. While there has been substantial progress made, there is still much work to be done. We have established great collaboration with the students on these matters and look forward to our continued collaboration with them to ensure that improvements are made.

Below you will find a brief overview and update of the work that has been completed to date and several of the outstanding matters that still need to be addressed.

Action	Status Update
Restorative circle related to athletic incidents from the previous school year	A restorative circle was facilitated on January 18th with the CRLS Principal, CRLS Athletic Director, CRLS Football Coaching Staff and CRLS staff to review recommendations students and staff developed following in the aftermath of an incident started on social media last year involving CRLS students and student athletes. After the circle, the CRLS Principal is working with CPS Conflict Mediator on implementation steps in future matters involving social media and allegations of student behavior.
Improved incident reporting	Principal Smith and his team have updated the reporting process and it was being placed on the website this week. Additionally, Mr. Fernandez and his team have been working with ICTS to identify an online reporting platform and are in the process of finalizing the purchase of this platform.
Review the athletic waiver of the student health requirement	District administration reviewed the policy waiver and worked collaboratively with the School Committee to revise the policy. The Committee passed the policy revision in January.

<p>Develop consent workshops for students</p>	<p>The CPS K-12 Wellness Coordinator and CRLS staff have been working with students in January to develop and revise teaching consent in wellness classes and student consent workshops. Principal Smith or Assistant Principal Tynes are joining this group for upcoming development sessions.</p>
<p>Collaborate with organizations with specialized expertise in these issues to review and strengthen curriculum and instruction</p>	<p>Administrative leaders and CRLS educators worked to collaborate with BARCC (Boston Area Rape Crisis Center) to develop a plan to support students and educators with matters pertaining to sexual assault and harassment. BARCC advised that CRLS conduct initial listening sessions so that students could become familiar with BARCC and its team and so that BARCC could learn more about the particular needs. The plan was developed in December 2021 for three listening sessions to occur in January. The Omicron/ COVID-19 surge delayed the implementation of these in-person listening sessions. However sessions will take place in February and March. A student listening session is scheduled for Thursday 2/17 and another will be scheduled for March 1st. We are still working to finalize a date in March for the staff listening session.</p>
<p>Collaborate with District Attorney Marian Ryan and organizations with specialized expertise in these issues to facilitate discussions with students, families, staff and leaders on issues of <i>misogyny, discrimination (including gender discrimination), sexual harassment, and sexual assault</i>, and the policies, protocols, and procedures that follow a reported incident</p>	<p>In December Members of the CRLS administration and student leaders met with Middlesex District Attorney Marian Ryan to discuss concerns regarding sexual harassment and sexual assault. In this conversation, components of the reporting process were discussed at length. Staff members from the District Attorney’s Office shared training resources for staff and students that Attorney Ryan has used in training sessions with neighboring districts. A link to a training module regarding technology and teen dating is below <a href="https://cyber-ed.middlesexcac.org/">https://cyber-ed.middlesexcac.org/</a>. CRLS will work with the DA’s office to develop an opportunity to conduct a similar virtual training with in person follow up elements for CRLS community members before the end of the school year.</p>
<p>Review and address Title IX compliance</p>	<p>CRLS administrative members met with CRLS student representatives of the Title IX Aurelia Advocates group on January 21, 2022. At the meeting students shared concerns about reporting</p>

	<p>and investigations of sexual harassment and assault with CRLS Deans of Students and Principal Smith. The Advocates also shared concerns about the Title IX Office and investigations at both the school and district level. CRLS administrators listened and initially reviewed the Advocates proposal to improve Title IX issues at both the school and district level. Following this first meeting, Principal Smith has continued to work with the Advocates regarding concerns raised in the plan. Principal Smith coordinated a follow-up meeting between the Advocates, CRLS Assistant Principal Tynes and CPS district leaders on February 8, 2022. Principal Smith met with members of the group on February 14, 2022 . Another meeting is scheduled with the group, CRLS leaders, and CPS Legal Counsel for February 16, 2022.</p> <p>The Title IX policy is being reviewed and updated in accordance with the updated statues. The district has planned to launch a series of required Title IX training for all school leaders, educators and staff to be completed over the next several months. The district is also exploring an online Title IX training platform to deliver annual Title IX compliance training.</p>
<p>Designate 2 CRLS staff members to receive specialized training and serve as in-house incident reporters</p>	<p>A description of the role and responsibility for these positions has been drafted. Principal Smith and Dr. Greer have identified two individuals and Principal Smith is in the process of confirming their acceptance of this additional responsibility.</p>
<p>Review all schools’ delivery of training about mandated reporting and associated policies and procedures</p>	<p>Planning in progress</p>
<p>Provide written reminder to all staff on mandated reporting and associated policies and procedures, and conduct refresher training for CRLS staff</p>	<p>Scheduling training-in progress</p>
<p>Establish and hire designated CRLS Title IX compliance officer that will report to district level Title IX coordinator</p>	<p>Planning in progress</p>
<p>Launch a formal, independent assessment of alleged misogyny, discrimination (including gender discrimination), sexual harassment and sexual assault at CRLS, as well as related policies, procedures, and practices</p>	<p>RFP in progress</p>

