**Notice of Non-Discrimination.** The District of Columbia Public Schools (DCPS) is committed to ensuring that all of its employees act in conformity with federal and District of Columbia non-discrimination laws, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Individuals with Disabilities Education Act, the District of Columbia Human Rights Act of 1977, and the Genetic Information Non-Discrimination Act of 2008.

Accordingly, DCPS does not discriminate or tolerate discrimination against employees, applicants for employment, or students on the basis of actual or perceived race, color, religion, national origin, sex (including pregnancy), age, marital status, personal appearance, sexual orientation, gender identity or expression, family status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an interfamilial offense, or place of residence or business.

DCPS also prohibits harassment based on any of the aforementioned protected traits and retaliation against a person because he or she has complained about discrimination, filed a charge of discrimination, or participated in a discrimination investigation or lawsuit.

Employees found to have engaged in prohibited discrimination, harassment, or retaliation will be subject to disciplinary action.

**Applicants or employees with concerns about discrimination, harassment, or retaliation should contact:**

<table>
<thead>
<tr>
<th>Labor Management &amp; Employee Relations</th>
<th>OR</th>
<th>D.C. Office of Human Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>District of Columbia Public Schools</td>
<td></td>
<td>441 4th Street, NW, Suite 570N</td>
</tr>
<tr>
<td>1200 First Street, NE, 10th Floor</td>
<td></td>
<td>Washington, D.C. 20001</td>
</tr>
<tr>
<td>Washington, DC 20002</td>
<td></td>
<td>202-727-4559</td>
</tr>
</tbody>
</table>

**dcps.lmer@dc.gov**

202-442-5424

The U.S. Equal Employment Opportunity Commission

131 M Street, NE, Fourth Floor, Suite 4NWO2F

Washington, DC 20507

1-800-669-4000

**Students, parents and guardians with concerns regarding disability discrimination should contact:**

<table>
<thead>
<tr>
<th>Colin Bishop</th>
<th>OR</th>
<th>D.C. Office of Human Rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 504 Coordinator</td>
<td></td>
<td>441 4th Street, NW, Suite 570N</td>
</tr>
<tr>
<td>Office of Specialized Instruction</td>
<td></td>
<td>Washington, D.C. 20001</td>
</tr>
<tr>
<td>District of Columbia Public Schools</td>
<td></td>
<td>202-727-4559</td>
</tr>
<tr>
<td>1200 First St, NE, 9th Floor</td>
<td></td>
<td>Washington, DC 20002</td>
</tr>
<tr>
<td>202-442-5485</td>
<td></td>
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</tr>
</tbody>
</table>

**Students, parents and guardians with concerns regarding sex discrimination should contact:**
Students, parents and guardians, and others with concerns regarding discrimination may also utilize the DCPS grievance procedure. Copies of the parents, guardians and visitors procedures are available at http://dcps.dc.gov/DCPS/Files/downloads/DCPSGrievanceProceduresforParentsGuardiansandVisitors.pdf.
programs, to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he has opposed any practice made an unlawful employment practice by this subchapter, or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subchapter.

The Human Rights Act of 1977, D.C. Official Code §2-1402.61, states the following:

Coercion or retaliation
(a) It shall be an unlawful discriminatory practice to coerce, threaten, retaliate against, or interfere with any person in the exercise or enjoyment of, or on account of having exercised or enjoyed, or on account of having aided or encouraged any other person in the exercise or enjoyment of any right granted or protected under this chapter.
(b) It shall be an unlawful discriminatory practice for any person to require, request, or suggest that a person retaliate against, interfere with, intimidate or discriminate against a person, because that person has opposed any practice made unlawful by this chapter, or because that person has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding or hearing authorized under this chapter.
(c) It shall be an unlawful discriminatory practice for any person to cause or coerce, or attempt to cause or coerce, directly or indirectly, any person to prevent any person from complying with the provisions of this chapter.

DC Municipal Regulations, Title 5, (Education), Chapter E14, Subsection E1401.2(z) states the following:

(z) Retaliation for reporting harassment and sexual harassment. An employee commits an offense under this provision when he/she retaliates against any person who reports alleged harassment or sexual harassment, or any person who testifies, assists or participates in an investigation, or who testifies, assists or participates in a proceeding or hearing relating to such harassment or sexual harassment. An employee retaliates against a person if, as a result of action taken by the employee described in the previous sentence, 1) such person is reasonably intimidated by verbal threats or physical conduct of the employee, or 2) such person is denied an opportunity, right or privilege to which he/she would otherwise be entitled, or 3) such person is subjected to detrimental treatment to which he/she would not otherwise be subjected.

Persons filing charges of discrimination are advised of this Non-Retaliation Policy and are instructed to notify the DCPS Equal Employment Opportunity Office, 1200 First Street, NE, 10th Floor, Washington, DC 20002, 202-442-5424, if any attempt at retaliation is made.

Americans with Disabilities Act (ADA)
The Office of Labor Management & Employee Relations (LMER) ensures that eligible employees receive benefits and opportunities equal to those provided to non-disabled employees. LMER also ensures that eligible disabled employees receive requested reasonable accommodations. Employees with inquiries regarding ADA policies should contact LMER, District of Columbia Public Schools, 1200 First Street, NE, 10th Floor, Washington, DC 20002, (202) 442-5424.
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Elementary & Secondary Education Act - DC Flexibility Waiver

Introduction
In the absence of congressional reauthorization of the Elementary and Secondary Education Act, the Federal Department of Education allowed states to apply for and receive a waiver of flexibility from some of the requirements of the current law. The District of Columbia applied for and received the waiver in July 2012. Read below for how this waiver changes how schools are held accountable under the law.

Classification of Schools
Schools will be classified into 5 categories:

- **Focus** (schools needing targeted support to address large achievement gaps)
- **Priority** (schools needing intensive support to address low performance)
- **Developing** (moderate performing schools needing support to continue growth)
- **Rising** (higher performing schools needing support to continue growth)
- **Reward** (schools with the highest levels of student performance and growth)

Accountability

**Focus School Accountability**: School is identified because of large achievement gaps between highest performing and lowest-performing subgroup(s). Local Education Agencies (LEAs) are required to -

- Develop an intervention plan that addresses low performance of specified subgroup(s)
- Report on a bi-annual basis on meeting implementation milestones
- If identified by LEA, receive a portion/services from the LEA 20% Title I reservation to carry out interventions

**Priority School Accountability**: School is identified because of overall low student performance. LEAs are required to -

- Develop an intervention plan that addresses the 7 turnaround principles required by the United States Department of Education (USED) to improve all students
- Report on a bi-annual basis on meeting implementation milestones
- If identified by LEA, receive a portion/services from the LEA 20% Title I reservation to carry out interventions

**School Accountability (excluding Focus and Priority schools)**: Schools that miss the same target(s) for two consecutive years will be required to -

- Implement interventions and supports that address missed targets
- Expand the School Title I plan to include interventions and supports that address all students and/or subgroups
- If identified by LEA, receive a portion/services from the LEA 20% Title I reservation to carry out interventions

For more information on the ESEA Waiver: please email nclb.choice@dc.gov or http://dcps.dc.gov/DCPS/In+the+Classroom/How+Students+Are+Supported/Title+I+Information
<table>
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<th>Classification</th>
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<td>Johnson John Hayden MS</td>
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<tr>
<td>School Name</td>
<td>Reward</td>
<td>Reward</td>
<td>Priority</td>
</tr>
</tbody>
</table>
Teacher and Paraprofessional Qualifications

Parents have a right to request information regarding the professional qualifications of the classroom teachers and paraprofessionals who instruct their child.

Parents must be notified if their child is taught by a teacher who does not meet the state's definition of "highly qualified" for four or more consecutive weeks.

Parents have the right to request verification of highly qualified staff requirements.

You can request information by calling Human Resources at (202) 442-4090.

Student Records

DCPS must notify parents of the option to request that information about their child not be given to any military or college recruiters without prior written parental consent.

Under the Family Educational Rights and Privacy Act (FERPA), a district must provide notice to parents of the types of student information that it releases publicly.

FERPA affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student’s education records.

These rights are:

• The right to inspect and review the student’s education records

• The right to request the amendment of the student’s education records.

• The right to consent to disclosures of personally identifiable information.

• The right to withhold directory information.

For more information, contact the Family Policy Compliance Office, U.S. Department of Education at (202) 260-3887.
Educational Rights for Homeless Children

Homeless children and their parents have specific rights:

These rights include:

- Notification of the choice of schools that the student may attend.
- Students are not required to attend a separate school for homeless children or youth.
- Students must be given services comparable to those given to other children enrolled in the school, including transportation services, educational services and meals through school meal programs.
- Students should not be stigmatized by school personnel.

Public notice of the educational rights of homeless children and youth must be disseminated.

This information must be made available in places where such children and youth receive services; such as schools, family shelters and soup kitchens.

For more information, contact the Office of Youth Engagement at (202) 442-4404.

English Language Learners (ELL)

Parents of English Language Learners (ELL) have the following rights:

- To be informed why and how your child is classified as Limited English Proficient (LEP);
- To be notified when DCPS fails to meet annual measurable objectives towards the attainment of English language proficiency by ELL students;
- To be notified about how you can be involved in your child’s education.

For more information, contact the Office of Bilingual Education at (202) 671-0750.
Title I Programs

There are two kinds of Title I programs: Schoolwide and Targeted Assistance. (See page 13 for a complete list of all Title I Schools)

You have the right to be informed about Targeted Assistance and Schoolwide Title I programs.

A school receives Title I money as a part of NCLB funding. Title I money is used solely to help ensure that children, regardless of family income, have the opportunity to obtain a quality education and become academically proficient.

Title I funds help schools make necessary improvements and help students improve their reading and mathematics skills.

Schools must inform parents about Schoolwide Title I programs and the authority of Title I schools with such programs to consolidate funds from federal, state and local sources.

Schoolwide Title I Programs

You have the right to be informed about Schoolwide Title I Programs.

A Schoolwide program permits an eligible school to use Title I, Part A funds in combination with state and local resources and most other federal education program funds to upgrade the entire educational program of the school to raise the academic achievement of all students.

Title I funds are allocated to DCPS schools according to the number of students who qualify for free and reduced lunch. To operate a Schoolwide Title I Program, a school must have 40 percent or more of its students qualify for free or reduced-price lunch.

In determining Title I allocations, DCPS ranks all Title I schools by income level, and then distributes funds according to the school's free and reduced-price lunch percentage until available funds are spent.

Targeted Assistance Title I Programs

You have the right to provide your input for the creation of a Targeted Assistance Title I program.

A Targeted Assistance Title I School, is a school that receives Title I, Part A funds yet is ineligible (has at least 35% of its students qualifying for free or reduced-price lunch) or has chosen not to operate a Title I schoolwide program.

The term "targeted assistance" means that the services are provided to a select group of children—those identified as failing, or most at risk of failing, rather than for overall school improvement.

If your child receives Targeted Assistance Title I services, your child's school must consult with you to include your input in the creation of the program.

For more information, contact Office of Federal Programs and Grants (202) 442-5149.
SY 14-15 List of Title I Schools

Elementary Schools
Aiton
Amidon-Bowen
Bancroft
Barnard
Beers
Bruce-Monroe
Burrville
C.W. Harris
Cleveland
Drew
Garfield
Garrison
H.D. Cooke
Hendley
Houston
J.O. Wilson
Ketcham
Kimball
King
Langley
Leckie
Ludlow-Taylor
Malcolm X
Marie Reed
Miner
Moten
Nalle
Orr
Patterson
Payne
Plummer
Powell
Randle-Highlands
Savoy
Seaton
Simon
Smothers
Stanton
Thomas
Thomson
Tubman
Turner
Tyler

Browne
Burroughs
Columbia Heights
Langdon
LaSalle-Backus
Noyes
Raymond
SWW @ Francis Stevens
Takoma
Truesdell
Walker-Jones
West
Wheatley
Whittier

Specialty Schools
Mamie D. Lee
Sharpe Health School

Middle Schools
Eliot-Hine
Hardy
Hart
Jefferson
Johnson
Kelly Miller
Kramer
McKinley
Sousa
Stuart-Hobson

Senior High Schools
Anacostia
Ballou
Banneker
Cardozo
Coolidge
Dunbar
Eastern
Luke C. Moore
McKinley Tech
Phelps
Roosevelt
Washington Metropolitan
Woodson, HD
Youth Services Center

Targeted Assistance Title I Schools
Watkins ES

Education Campuses
Brightwood
Brookland
Unsafe School Choice Option

You have the right to be notified if your child is the victim of a violent crime at school. In addition, you have the right to request a transfer for your child if he or she is the victim of a violent crime at school.

A student shall have the right to transfer from a school when he or she has been the victim of a violent crime.

The incident must be reported to the principal. The violent crime must be substantiated with a police report.

The principal must inform the parent no later than 48 hours of their right to seek a transfer.

The school must provide the parent with a copy of the most recent report card, attendance report, and Individualized Education Plan (IEP) if appropriate.

All documents will be reviewed for eligibility within 72 hours. If the student is eligible for a transfer, the document will be forwarded to the appropriate Instructional Superintendent.

For more information, contact Office of Youth Engagement (202) 442-4404.

Complaint Resolution

You have the right to have your complaints resolved in a timely fashion. Complaints are to be responded to from receipt to closure within 60 business days.

A complaint is a written signed statement filed by an individual or an organization.

It is the policy of the OSSE to investigate all allegations of noncompliance with state or federal law, rules or regulations, but it is expected that all reasonable attempts be made first to resolve the complaint at the local level where services to students are being implemented.

This complaint resolution procedure applies to all NCLB State entitlement or discretionary programs administered or monitored by the OSSE.

Following formal resolution at the state level or lack of resolution within a reasonable period of time, the complainant may appeal the OSSE’s decision to the U.S. Secretary of Education within 30 days. The Secretary then would investigate and issue a letter of finding within 120 days after receipt of the appeal.

For more information, contact Office of Federal Programs and Grants (202) 442-5149.
Parental Involvement Policy

You have the right to help your school develop its parental involvement policy.

Schools must develop jointly with and distribute to parents of participating children a written parent involvement policy.

School-Parent Compacts are a component of school-level parental involvement policies, and must be developed by the school, teacher and parents as a description of how parents, the entire school staff and students themselves will work together for improved student academic achievement.

For more information, contact Office of Family and Public Engagement (202) 719-6613.