



To: Joel D. Boyd, Ed.D Superintendent
From: Latifah Phillips, Chief Equity and Engagement Officer
Date: December 22, 2022
Re: November Incident Report

The attached presentation includes the data for November 2022. During the month of November, 77 incidents were reported using the online reporting system and 60 investigations were completed and uploaded into the database during this timeframe. A synopsis of the investigation findings and administered consequences has been included in this presentation. For November, the completed investigations took an average of one (1) school day to launch an investigation and an average of two (2) school days to complete it.

The Equity Office met with school leaders this week, many of whom also serve as complaint investigators in their respective buildings, to gather feedback on their training needs as investigators. We are also working with community partners to develop trainings for investigators that address bias in addition to training in restorative practices as an option for resolution when incidents are determined to be substantiated and/or unsubstantiated. We are continuing to collaborate with community partners, members of our Anti-racism Coalition and the Lowell Student Advisory Council in identifying strategies for continued improvement.