



To: Joel D. Boyd, Ed.D Superintendent
From: Latifah Phillips, Chief Equity and Engagement Officer
Date: March 10th, 2023
Re: February 2023 Incident Report

During the month of February 2023, 64 incidents were reported using the online reporting system. 46 investigations were completed on these incidents, and 18 are in process. A synopsis of the investigation findings and administered consequences has been included in this presentation. During the month of February 2023, the completed investigations took an average of 1 school day to launch an investigation and an average of 1.6 school days to complete.

We are also continuing to collaborate with community partners, members of our Anti-racism Coalition and LSAC in identifying strategies for continued improvement that a) inform our understanding of the experience of the reporter and/or target throughout the investigation process b) assist us in identifying/implementing practices surrounding the restoration of safe and welcoming learning environments, including but not limited to relevant education for all parties involved.

Most recently, the Anti-racism Coalition met to discuss ways to gather feedback on the investigation process itself from individuals who have completed a process. Based on this discussion, the Equity Office will be piloting a feedback instrument to be used with a sample of individuals that have been involved in an investigation process. Analysis from the implementation of the feedback instrument will be shared with the Anti-racism coalition for discussion at the next meeting to determine improvements to the tool and whether to continue use of the tool.

Additionally, the Lowell Student Advisory Council is also currently in the process of creating a PSA video on the reporting form in a continued effort to increase awareness within the Lowell Public School Community of this reporting tool.