

Ms. Alvaro is continuing to advocate for two main actions to be completed by MCPS.

First, complete transparency by the school system to include:

- MCPS must stop their current practice of “doing something” and instead begin “doing the right thing”. They continue to be reactive instead of proactive. Our children remain in danger due to this.
- Posting a list of all MCPS employees and contractors who have been criminally charged and / or have had their license suspended or revoked due to the mistreatment of children. This list should include a complete accounting of any and all schools, programs, sports etc the person has engaged in with students. Many MCPS offenders were teachers during the day and also coached teams, ran after school programs, took students on trips.
- Every MCPS parent should get a letter from the Superintendent. This letter should include:
 - An overview of scope of the problem (dozens of arrests and convictions over the past 10 years)
 - An apology for knowingly leaving our children in harm’s way
 - His commitment to changing the culture of cover-up and deceit in MCPS
 - His promise to fully implement policies and regulations passed in 2015
 - Him urging all adults to take a prevention program
 - Him urging all adults to immediately report all suspicions of abuse to cps & police. This should include past abuse and current suspicions.
- MCPS should provide the curriculum for Body Safety classes on the Child Abuse and Neglect page of their website. Implementation guidelines should be posted as well.
- MCPS should disclose the number of lawsuits they have settled (and are currently facing) due to the abuse of MCPS students by staff.

Second, MCPS should fix the loopholes and deficits in its existing policies and procedures; among the most urgent action steps:

- A parent representative should be part of the school’s multidisciplinary team
- Hire an experienced professional with expertise in child abuse and neglect to head all the work on this issue. Currently MCPS is parceling this work out to different people in multiple departments. Those heading the work do not have backgrounds in working on abuse issues.
- Link the sexual harassment and child abuse policies. Currently they are existing in isolation and shockingly, the sexual harassment page does not tell children to report crimes to authorities, it tells them to report crimes to school officials.
- Employee code of conduct:
 - Every MCPS parent and student should be notified on an annual basis the Employee code exists (as they do with the student code of conduct).
 - Parents should be able to directly report violations to police / cps / central MCPS offices
 - Fix glaring loopholes in the code of conduct, as currently written these loopholes invalidate the entire purpose of having the code.

Resolution on Cover-Up of Child Sex Abuse in Montgomery County Public Schools (MCPS)

Whereas principals and top MCPS administrators have repeatedly failed to report child sex abuse by teachers and staff to the proper authorities;

Whereas MCPS leadership and the Montgomery County Board of Education have failed to develop, implement, and enforce reasonable policies to protect children from sexual abuse by staff; and

Whereas the Civic Federation has worked to make Montgomery County government more transparent and accountable since 1925;

Now, therefore, be it resolved that the Montgomery County Civic Federation calls on Superintendent of Schools Dr. Smith to:

1. **DISCLOSE** the number of lawsuits MCPS settled and total amount paid, and list the lawsuits it is currently facing due to abuse of MCPS students by staff;
2. **POST** a list of all MCPS employees and contractors who have been criminally charged and/or have had their license suspended or revoked due to the mistreatment of children, including a complete accounting of any and all schools, programs, sports and other activities that person has engaged in with students;
3. **INFORM** every MCPS parent with a letter containing an overview of scope of the problem (dozens of arrests and convictions over the past ten years), an apology for knowingly leaving our children in harm's way, and a commitment to changing the culture of cover-up and deceit in Montgomery County Public Schools.