

# MEMORANDUM

October 7, 2021

**TO:** The Honorable Chair and Members of The School Board of Miami-Dade County, Florida

**FROM:** Alberto M. Carvalho, Superintendent of Schools 

**SUBJECT: TRAINING AND MEASURES TO ADDRESS EMPLOYEE MISCONDUCT AND OBLIGATION TO REPORT**

The safety and well-being of our students remains a primary focus for Miami-Dade County Public Schools (M-DCPS). Over the past two years, the District has invested heavily in safety and security through the installation of additional security cameras, the deployment of additional security personnel, including School Resource Officers, and enhanced mental health services. Additionally, M-DCPS has also focused on ensuring that our students are protected from those who may prey on their innocence.

This school year, we have been challenged with a number of allegations of a sexual nature, some resulting in arrests. The local news media has recently published these accounts of M-DCPS' employee arrests for sexual assault on minors. Violations of this type, particularly by an adult in a position of trust, are beyond reprehensible and will not be tolerated. No child should fall victim to a predator while they are within the schoolhouse.

On February 18, 2019, the School Board received a memorandum (attached) delineating established processes designed to ensure that schools and classrooms remain safe, nurturing environments for the children of our community. Such processes include the training of personnel through Ethics Matter training modules that are delivered at monthly faculty meetings; issuance of *Mandatory Guidelines for a Safe Learning Environment*; and changes in the handling of investigations of a sexual nature to exclusively assign them to the Miami-Dade Schools Police Department for investigation.

Raising awareness of sexual abuse and the understanding of mandatory reporting of employee misconduct remains our main focus as we ensure that the children entrusted to our care can come to school each day and feel safe and secure. Heightened employee accountability and training regarding reporting requirements and professional expectations will be addressed in upcoming trainings that will be available this school year. Attached for your reference is a list of annual mandatory trainings provided by the Office of Professional Standards and the Office of Civil Rights Compliance. Also attached is a list of training provided as part of the Ethics Matter series, which includes videos that are provided as a resource for professional development opportunities.

If you have any questions or need additional information, please contact Dr. Dawn M. Baglos, Chief Human Capital Officer, Office of Human Capital Management, at 305 995-7260.

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Attachments

cc: School Board Attorney  
Superintendent's Cabinet  
Dr. Jimmie L. Brown