

# FAIRFIELD PUBLIC SCHOOLS

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*The Education Center*

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Dear Parents,

The recent allegations that one of our staff members had an inappropriate relationship with a student are of grave concern to us all. Board of Education policies, Connecticut law and the Teacher's Code of Ethics are all crystal clear on this matter. Yet, despite this clarity, individuals sometimes use extremely poor judgment in carrying out their responsibilities to students, families and the community.

First, we have no tolerance for staff members who commit these alleged transgressions. Upon learning of such behavior, we immediately remove the individual from the school system and place him/her on leave. We thoroughly investigate the allegations, involving the Department of Children and Families (DCF) and the Fairfield Police Department. Then, we take final action after gathering additional information about the alleged actions. Due to privacy rights, and to avoid interfering in an ongoing police investigation, we are limited in the communication we can provide to families or staff members. In all cases, the safety and protection of our students is the highest priority.

Second, we are reviewing our existing processes and procedures for reinforcing our staff's knowledge about policies, law and ethics. We will be putting together a professional learning activity in the near future to remind staff members of their obligations in this area, including the use (or misuse) of social media, text messages, Facebook, Twitter and other resources. Recent events have taught us that, despite the fact that certain activities are inappropriate at best and illegal at worst, staff can always use a refresher session on these matters.

We have a talented, smart and dedicated faculty working here in the Fairfield Public Schools. The commitment of our employees to the students and families in Fairfield is strong. We cannot let the poor judgment of a few tarnish the reputation of the 1500 employees of the Fairfield Public Schools. We are committed to taking swift and decisive action when it is warranted and work toward preventing any future transgressions.

Very truly yours,

David G. Title

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