

Dear CAPA Family,

I hope this message finds you staying safe and in good health.

As some of you may be aware, an inappropriate and offensive post has been circulating on social media accounts followed by many within the CAPA community. We were made aware of this post on Friday, January 29th and spent the day investigating the matter. I can let you know that we have taken the appropriate disciplinary action to address this matter.

While actions we take are not to be shared publicly for the protection of the student(s) involved, please be assured that we take these things very seriously, and use the appropriate level of discipline at our disposal. Our goal is to educate, reform and restore for the benefit of the entire community. At times, especially to our students, it can feel like we have not moved quickly enough. However, every case is entitled to a complete investigation, with due process, and so sometimes, depending on the circumstances, this can be a lengthy process.

The individual who shared this disturbing content, which originated in 2016, did not author it, but rather found it from another source and chose to share it from their own account. Please understand that behavior and actions such as this are not tolerated at CAPA regardless if the person sharing the information is the actual author or simply sharing information they found. This serves as a great reminder to educate our children on how to responsibly use social media.

We are working very hard to build an Anti-Racist community at CAPA.

As many of you know we have established a Diversity/Equity/Inclusion Committee that began meeting in the Spring of 2020. At this time, we have over 20 staff members on this committee, as well as at least a dozen students. We are engaged in a variety of high level activities school-wide, including town hall meetings, book studies, high level professional development, curriculum/policy audits, and working with an outside consultant. All of this work is mandatory for full participation by all staff at CAPA.

One of these activities includes a method for students to report incidents anonymously, directly to me through a google form. We will be sharing this form with students next week at class meetings that will be held during advisory. We encourage students to use this method to report incidents and discourage them from putting false or harmful messages on social media.

In addition, I will be holding open office hours twice a week, for students to talk to me directly. Parents are also encouraged to and are welcomed to meet with me as well.

It is always my goal to operate in full transparency. And while there are things I cannot share, specifically actions that I take, please know that the safety and well-being of the entire community is of the utmost importance to me.

Thank you. If you have any questions or concerns, please feel free to reach out to me anytime.

Joanne Beaver