

From: Kulis, Michele [mailto:MKulis@StamfordCT.gov] On Behalf Of Hamilton, Winifred  
Sent: Monday, December 08, 2014 8:48 AM  
To: Louizos, John; Skigen, Randall  
Cc: Pankosky, Valerie  
Subject: Message from Dr. Hamilton

To: BOF Chair John Louizos and BOR Chair Randy Skigen

I just wanted to set the record straight regarding a memo that was send to Stamford High School staff on Tuesday, November 25. Unfortunately, due to some confusion in my office with two of my staff members being out of the office when the message was sent, the memo incorrectly stated that CES had been engaged to look into the SHS incident. The memo should have stated that CES was one of several educational organizations, including CAPSS and CABE, as well as a few independent consultants that I contacted to consider for this work. I assure you no contract has been issued and no vendor has been committed to at this time. Please share this information with your chairpersons and membership to clear up any misunderstanding this memo may have created.

As you can see from the attached email, my assistant attempted to get the draft from Tom Mooney corrected; however she had to leave for an appointment and someone who was filling in for her inadvertently sent the wrong message.

Winifred Hamilton, Ph.D.  
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## **Rosenson, Valerie**

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**From:** Kulis, Michele <MKulis@StamfordCT.gov>  
**Sent:** Tuesday, November 25, 2014 11:24 AM  
**To:** tmooney@goodwin.com  
**Subject:** Letter from Winnie  
**Attachments:** Letter to SPS Staff 11242014.pdf

Tom,

Winnie asked that I send this to you. This is the letter that was sent out to all staff yesterday and posted on our website. In your communication re: the SHS meeting this afternoon, she said that you listed CES' role incorrectly. She would like you to remove the CES portion of the communication and align it more with the last bullet in the attached letter.

Please send back to me when ready so that I can have her review. Thank you.

**Michele Kulis**  
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Winifred Hamilton, Ph.D., Superintendent of Schools

November 24, 2014

Dear Stamford Public Schools Staff:

The recent arrest of Stamford High School administrators, who were charged with failing to fulfill mandatory reporting obligations to Department of Children and Families (DCF), has rightfully created great concern in the community. This is a serious issue, and one we want to ensure will never be repeated. I'd like to update the community on what the administration has done and plans to do going forward.

Here are some of the steps we have taken:

- Placed Stamford High School administrators on leave
- Required district administrators to immediately be retrained on DCF Mandated Reporting
- Collected and analyzed mandated reporting data from DCF and confirmed our referrals are consistent with similar communities in Connecticut
- Reviewed and identified any gaps in the required compliance training (more than 100 new staff members, eight of our schools, all of our social workers and central office staff members are up to date with the DCF training requirements)
- Continued to work closely with DCF to examine our procedures and protocols (contacted the DCF Area Office Director to schedule a meeting for next week)
- Met with the State's Attorney to review and address his concerns
- Contacted an independent consultant to partner with me to thoroughly review the facts regarding Stamford High School administrators

Going forward, we are taking the following steps:

- Ensure all SPS staff has completed mandated reporter training by January 9, 2015
- Ensure that our procedures and protocols are consistent across the district
- Monitor our compliance with mandated reporter training and ensure fidelity with our procedures and protocols in collaboration with DCF
- Create a mandated reporter procedure wallet card that provides staff members with clear steps to follow when making a report, to ensure uniformity of practice
- Following the fact-finding review of the Stamford High School administrators, I will make a recommendation to the Board of Education consistent with the obligations under the administrators' contract

I assure you that the Stamford Public Schools takes our obligations to protect all students seriously. We will work to become a model district to ensure that every Stamford family knows that the safety and well-being of their children is our first and most important responsibility.

Sincerely,