March 27, 2018

Dear Team and Family,

I am writing to inform you about an incident and a personnel change at KIPP Impact Middle School.

Before spring break, a recently-hired 7th-grade teacher was accused of mishandling a disciplinary incident with a student. Upon learning of the allegation, we immediately placed the teacher on leave and conducted a full investigation. The teacher had been hired mid-year and had passed all background checks, and we reviewed KIPP's Code of Conduct with them upon hiring.

After an extensive investigation, we terminated the teacher's employment for failing to follow classroom procedures as outlined in KIPP Jacksonville's Code of Conduct. For the remainder of the year, I will be co-teaching their class with Ms. Victoria Hall. This will entail me creating all the instructional materials and grading and entering all assignments in the gradebook.

At KIPP, student safety is our highest priority. We want to express our deep apologies to the student and family who experienced this incident. KIPP Impact holds all teachers and staff to a high standard of conduct, and we are committed to acting swiftly to address any and all issues like these.

Please do not hesitate to reach out with any questions.

Sincerely,

Brittney Black
Principal