



Dear Parents and Guardians,

September 6, 2020

In the late evening on Sept. 3, 2020, a Kettle Moraine High School administrator became aware of an offensive and inappropriate racist social media post between students and immediately began to investigate. Once all of the facts surrounding this matter were clear, the District took prompt action to address it and also referred the matter to law enforcement. As a reminder, the District does not make public the specific consequences that result from violations of policy and behavior expectations.

This incident has gained attention and outrage on social media, and we now have the opportunity to engage in a larger conversation about an issue that is gripping our nation. Systemic racism and implicit bias are concerns within our society and yes, they are also concerns within our schools. Our past and present students of color have told us that they experience microaggressions and racist comments within our halls and classrooms. As a District, we have taken steps and increased our attention to these issues over the past several years. We have District and school wide teams developing expectations and opportunities for students to learn of diversity and cultures beyond their own. We are examining instructional materials to include multiple and diverse perspectives, valuing cultures that differ from the predominant view. We are embracing support offered by KM alumni who have rich professional backgrounds in equity work. The Superintendent's Advisory on Cultural Proficiency, composed of parents and students of marginalized groups, seeks to give a platform to those voices not often heard. Yet what we have done is not sufficient.

We realize that we cannot accomplish this work in and of ourselves. We ask you, as parents in our community, to join us in our efforts to help ensure that our students of color enjoy a safe learning environment and support from their classmates. We need your active participation and support. Embrace and support our students and families of color, those from different cultures, ethnicities, races, and religions. Support our teachers as they include culturally relevant materials and discuss misunderstandings of slavery and historical oppression. Engage your children in conversations about the strength that comes from differences and educate yourself on the issues that our country is facing. Seek to understand why people of color are angry. Educate yourself on facts not likely included in your educational experience with traditional texts of American history.

We use the umbrella of #KMKind to speak to students in raising their awareness of bias and prejudice. But the work we have to do goes far beyond this one hashtag. As a District we take the issue of equity and developing cultural proficiency in and among our students very seriously. We are committed to the ongoing work that is needed, and I ask that you join with us, for the good of the students we serve and the communities in which we live.

Respectfully,
Patricia F. Deklotz, PhD., Superintendent