



TAKOMA PARK MIDDLE SCHOOL

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November 13, 2023

Dear Takoma Park Middle School Families,

I am writing to you today, Thursday, November 30, to address a series of antisemitic online posts that appear to have been made by a staff member at our school. After school today, I was made aware of these posts by several members of the Takoma Park community. I was extremely saddened and disappointed by the contents of these posts and strongly condemn the views expressed as they do not align with our school's values of inclusivity, respect, and acceptance. At this time, our primary concern is the well-being of our students, families, and staff, and we understand the potential impact this situation may have on our school community and have begun an investigation into the matter. We commit to ensuring the appropriate measures are taken based on the findings of this investigation.

It is important to know that [Board Policy ACA, Nondiscrimination, Equity, and Cultural Proficiency](#), the [MCPS Employee Code of Conduct](#), and the [MCPS Employee Best Practices for Social Media](#) set expectations for interactions. Further, Board Policy ACA, Nondiscrimination, Equity, and Cultural Proficiency states:

- “Discrimination in any form will not be tolerated. It impedes Montgomery County Public Schools’ ability to discharge its responsibilities to all students and staff, and achieve our community’s long-standing efforts to create, foster, and promote equity, inclusion, and acceptance for all.”

It is important to remind our community that a strict process governs our response to this matter, and any actions resulting from an investigation will be considered a personnel matter. Due to employee privacy laws, MCPS and Takoma Park Middle School are unable to provide further details on the personnel matter.

These social media posts have undermined our school’s values of respect and belonging. I understand the deep distress and hurt this incident has caused our community. We strive to be an inclusive school where all students and staff are valued and respected. We will have additional counseling support on site tomorrow available for students and staff.

We are committed to providing a safe and welcoming environment for all our students, regardless of their background or beliefs.

Sincerely,

Erin Martin
Principal, Takoma Park Middle School