

OIG INVESTIGATIONS OF SEXUAL ALLEGATIONS

Presentation to the Board of Education of the City of Chicago

May 27, 2020

Office of

Inspector General

Chicago Board of Education

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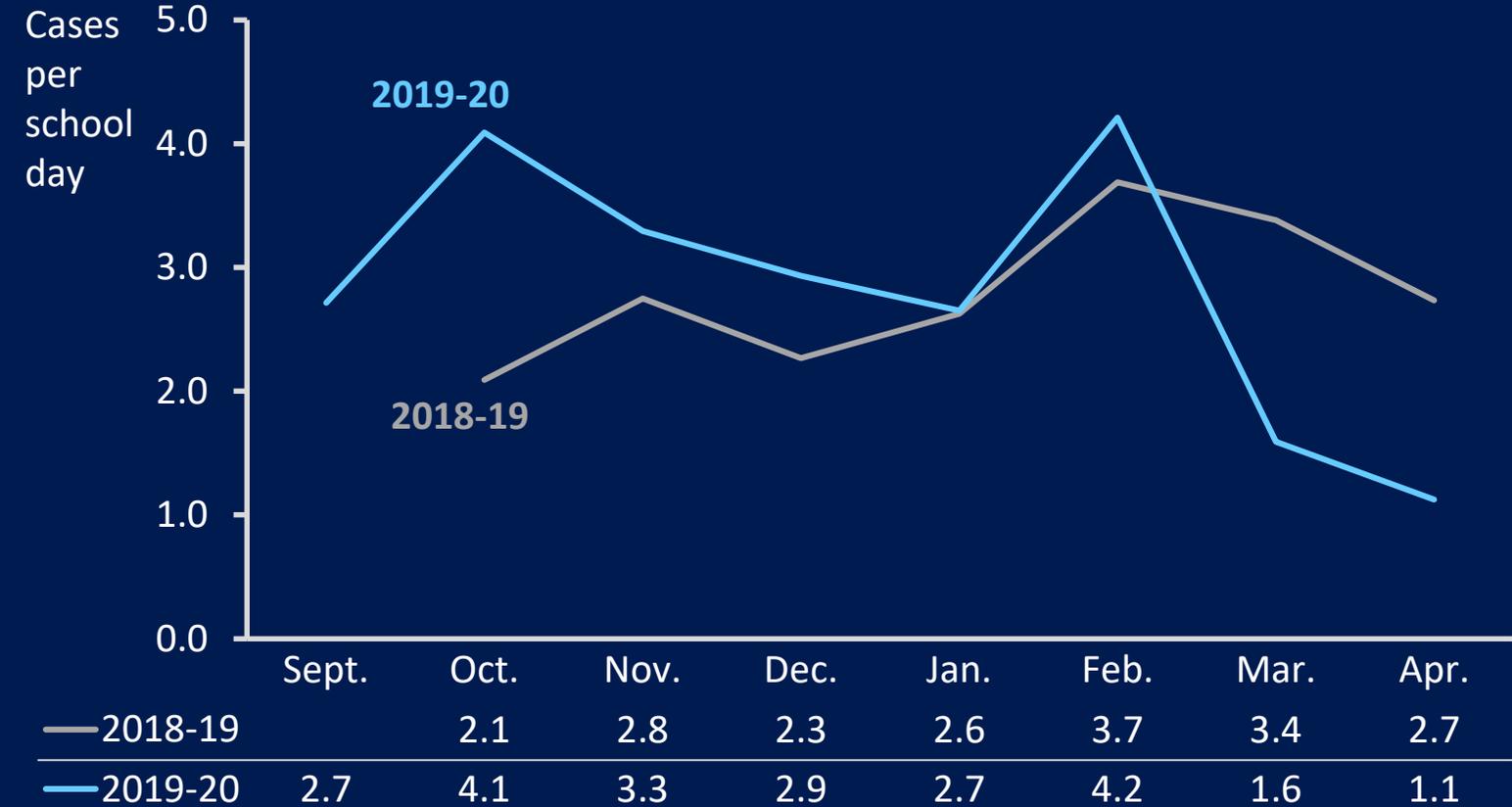
OIG CASE INTAKE PER MONTH



OIG opened **406** cases from July 1, 2019 through April 30, 2020.

AVERAGE OIG CASE INTAKE PER SCHOOL DAY

September 1, 2019 through April 30, 2020



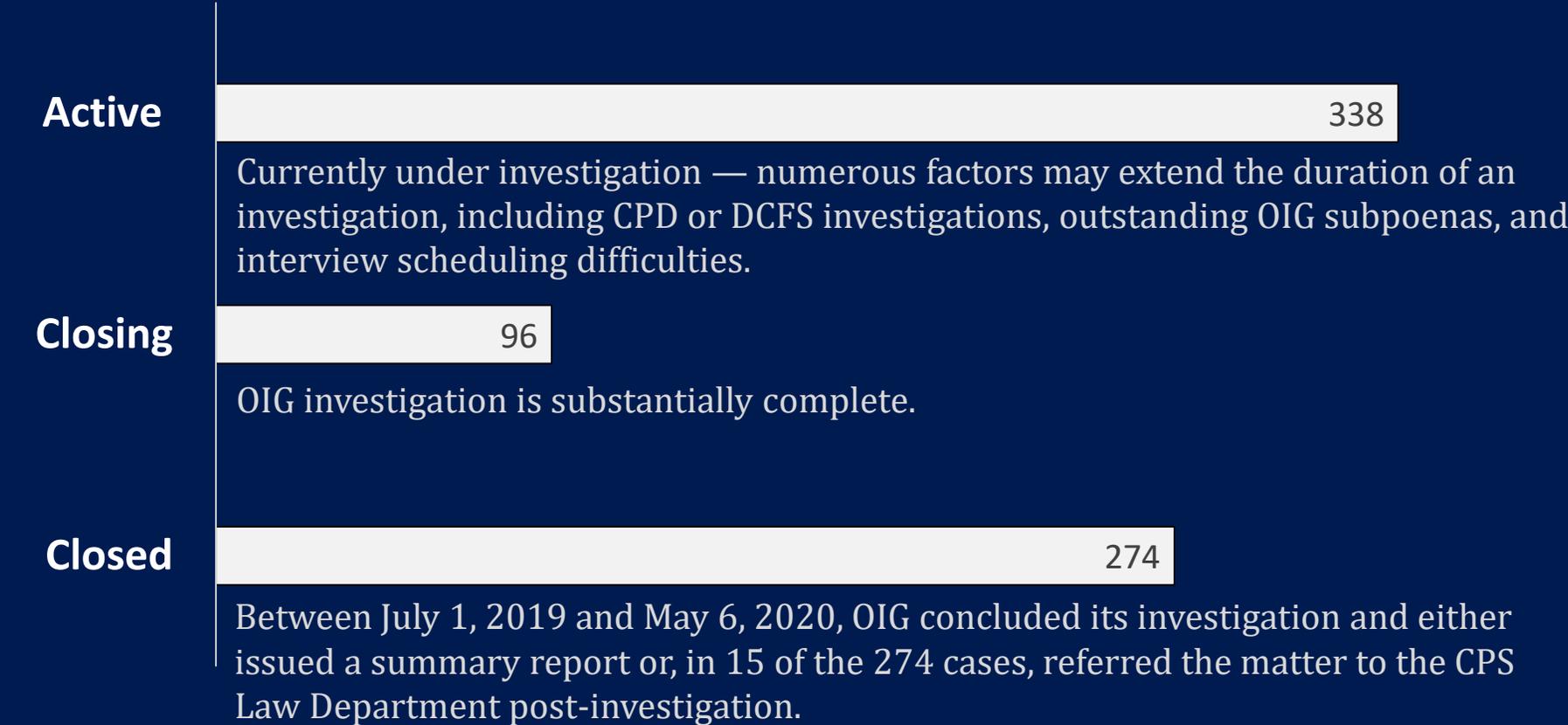
Prior to the closing of schools, OIG opened an average of **3.3 cases per school day** September through February 2019-20.

For rough comparison, OIG opened an average of **2.7 cases per school day** October through April 2018-19.

The number of school days in March and April 2020, as used to calculate intake per school day, is based on the current published CPS school calendar.

CASE INVENTORY

Summary of current OIG case inventory as of May 6, 2020



OIG SEXUAL ALLEGATION CATEGORIES

Sexual Act	Penetration
Sexual Abuse	Physical conduct for sexual gratification, e.g., groping, fondling
Sexual Comment — In Person	Unambiguously sexual comment to student
Grooming	Actions to break down inhibitions for the purpose of sexual conduct
Sexual Electronic Communication (“Sexting”)	Sexual text messages, emails, or other communications
Touching—Less than Sexual Abuse	Touching of a possible (not obvious) sexual nature
Concerning—Other	Leering, “creepy” behavior or other potentially concerning behavior
Student-on-Staff Inappropriate Conduct	Student behavior toward a staff member (now addressed by EOCO)
Outcry About Old Conduct	Recent outcry about allegations from several years ago

Cases are assigned a single category, but may involve behaviors that could fall into multiple categories. **Grooming** cases, for instance, often involve behaviors that could also be categorized as **sexual electronic communication**.

CASES BY ALLEGATION CATEGORY AND GRADE LEVEL

Summary of OIG cases opened July 1, 2019, through April 30, 2020, including active, closing, and closed cases.



“Concerning other” comprised **56% of allegations**, often involving allegations of staring or leering.

Year to year, “concerning other” has continued to comprise the largest portion of allegations.

See additional detail in Appendix A.

ALLEGATION RATE COMPARISON

By school primary grade category

	Elementary School	High School
Allegations July 1, 2019 – Apr. 30, 2020	107	106
20th Day Enrollment	250,423	104,733
% Total CPS Enrollment	71%	29%
% of Total Allegations	49%	51%
Allegations Per 100,000 Students	78	193

Elementary schools and high schools have similar numbers of allegations.

The share of allegations between Elementary Schools and High Schools has remained essentially unchanged year to year.

2019-20 school year 20th-day enrollment data. Several cases did not fall within an ES/HS categorization.

SUBJECTS OF ALLEGATIONS BY JOB CATEGORY

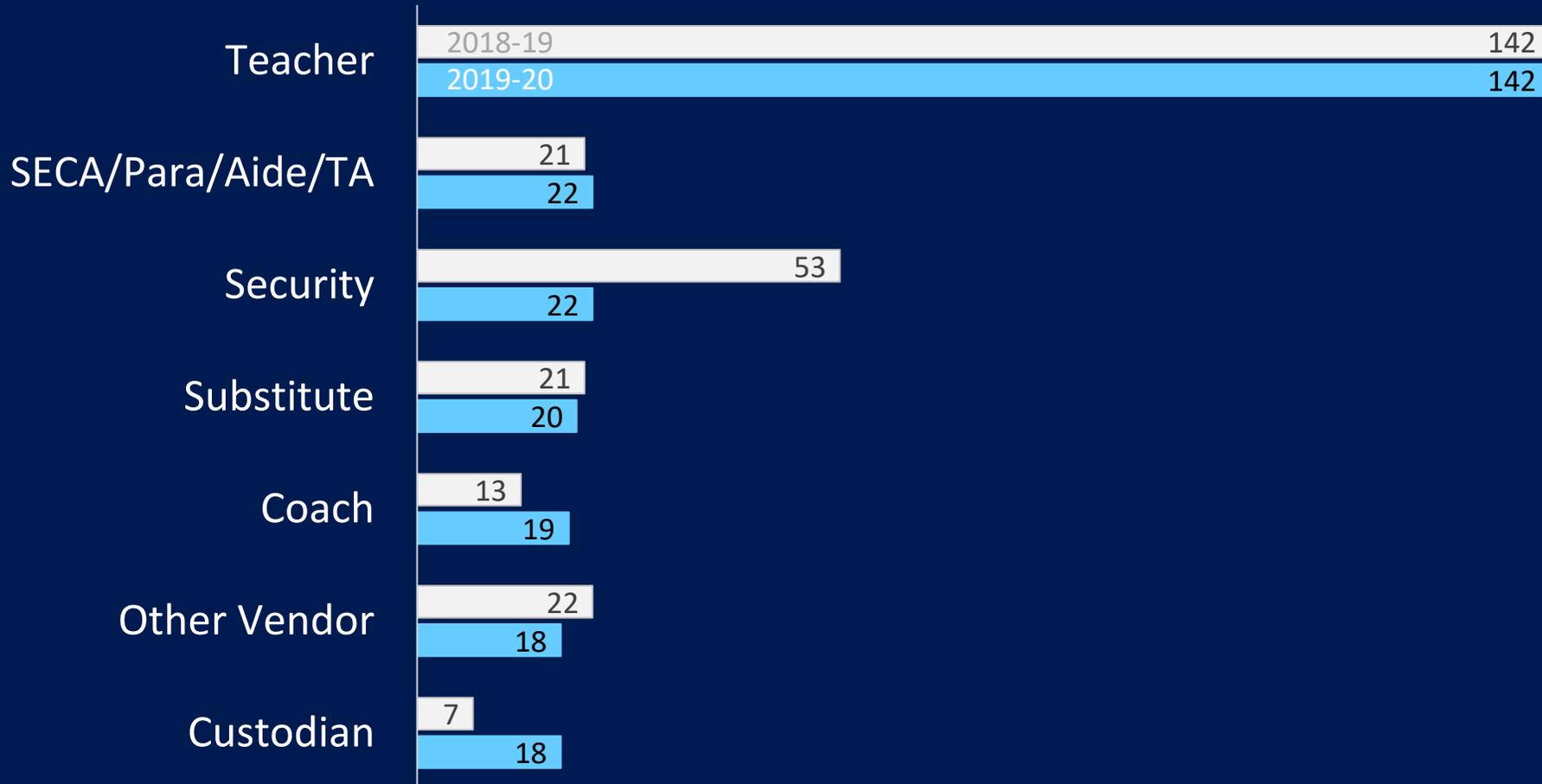
Includes cases opened July 1, 2019 through April 30, 2020. There are over 70 other subjects of OIG SAU cases during this period, including 10 Principals or Assistant Principals, 7 lunch/recess aides, and 6 volunteers.



The OIG updated job categorizations for the May 2020 Board presentation. See additional detail in Appendix B.

ALLEGATIONS BY JOB CATEGORY

Year-on-year comparison for cases opened October 1 through April 30



ALLEGATION RATE COMPARISON

Non-charter schools compared with charter schools

	Non-charter	Charter
Allegations Jul. 1, 2019 – Apr. 30 2020	364	42
20th Day Enrollment	303,184	51,927
% Total CPS Enrollment	85%	15%
% of Total Allegations	90%	10%
Allegations Per 100,000 Students	120	81

2019-2020 school year 20th-day enrollment data. Several cases did not fall within charter/non-charter governance.

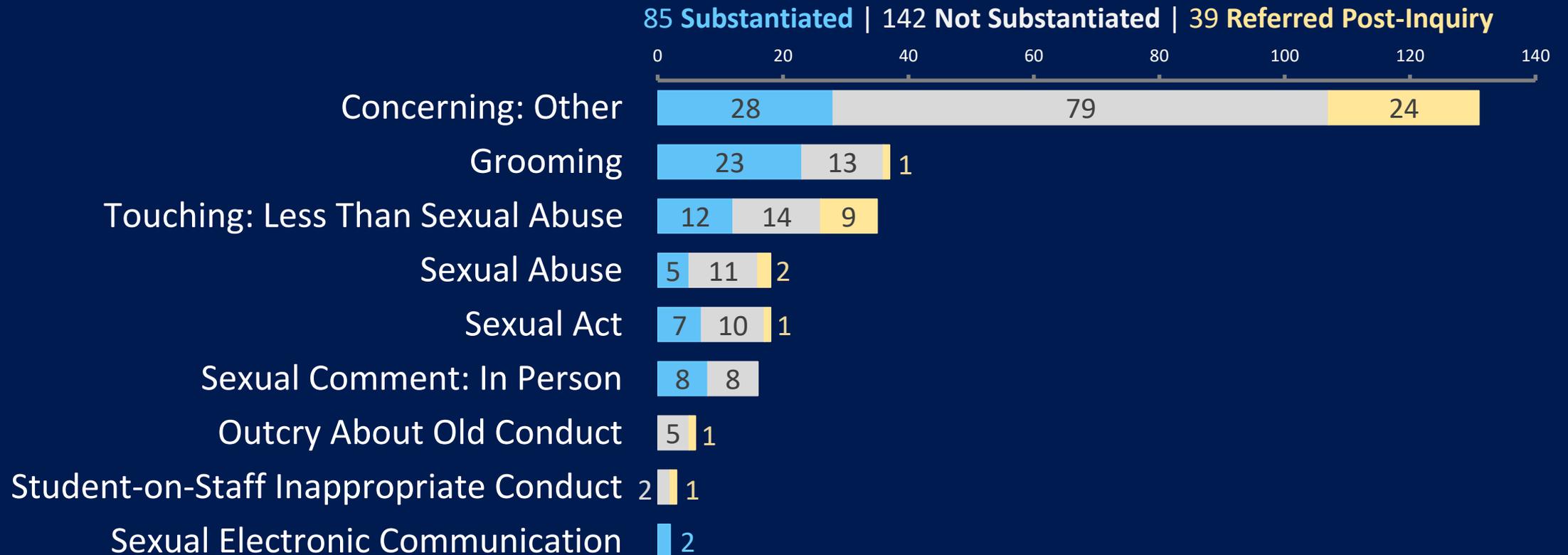
From October 2018 through June 2019, Non-Charter schools reported 2.1 times as many cases per 100,000 students as Charter schools.

From July 2019 through April 2020, Non-Charter schools reported **1.5 times as many cases** per 100,000 students as Charter Schools. This ratio has steadily trended toward 1:1.

OIG CLOSED CASES

Summary of all OIG decisions, as categorized by initial allegation

Cases closed July 1, 2019 – April 30, 2020. A case is “substantiated” when a preponderance of the evidence establishes a violation of CPS policies, rules, or guidelines. A case may be substantiated on different grounds than the initial allegation, and in limited instances, OIG may close or refer a case without making a substantiated or not substantiated determination.



SUBSTANTIATED CASES

Summary of most significant factual finding in each case

Includes all substantiated cases with a decision issued between July 1, 2019 and April 30, 2020. Substantiated cases may involve multiple policy violations. Here, each case is categorized by the most significant finding.



ALLEGATIONS COMPARED TO FINDINGS

Includes all substantiated cases with a decision issued between July 1, 2019 and April 30, 2020. Substantiated cases may involve multiple factual findings and policy violations. Here, each substantiated case is categorized by the most significant factual finding.

Allegation	Substantiated: Most Significant Factual Finding						
	Sexual Act (6)	Sexual Abuse (3)	Sexual Comment (9)	Grooming (2)	Sexting (2)	Touching: Less Than Abuse (7)	Concerning: Other (56)
Sexual Act (7)	5	1			1		
Sexual Abuse (5)	1	2				1	1
Sexual Comment (8)			7				1
Grooming (23)			1	2			20
Sexting (2)					1		1
Touching: Less Than Abuse (12)						6	6
Concerning: Other (28)			1				27

PERSONNEL ACTIONS

Pulled or Blocked

As of April 30, 2020, 126 adults are currently pulled or blocked (specific to substitute teachers) from school as a result of an allegation of staff-to-student misconduct, including 40 currently pulled teachers. Additionally, OIG has issued decisions in 25 cases in which an individual currently remains pulled or blocked.

Reinstated

From July 1, 2019, through April 30, 2020, 28 pulled or blocked individuals were reinstated either based on OIG's recommendation, or after the conclusion of OIG's investigation of allegations.

Terminated or resigned/retired

35 adults who were subjects of an investigation were terminated or resigned/retired from July 1, 2019 through April 30, 2020.

See additional detail in Appendix C.

POLICE INVOLVEMENT

CPS or vendor staff charged by Police / State's Attorney in cases opened
July 1, 2019 – April 30, 2020

**Aggravated/Predatory
Criminal Sexual Assault**
Penetration or oral sex

Teacher: alleged victim is a former CPS student (other charges pending)
Security Guard: alleged victims are CPS students (other charges pending)
Teacher: alleged victim is a CPS student

**Aggravated Criminal
Sexual abuse**
Sexual act

Teacher: alleged victims are CPS students

Additionally, CPD is currently investigating over 20 other cases involving CPS or vendor staff.

APPENDIX A

Cases opened by allegation category

	Oct.–Apr. '18-19		Oct.–Apr. '19-20	
Outcry About Old Conduct	7	(2%)	3	(1%)
Failure to Report	0	(0%)	2	(1%)
Student-on-Staff Inappropriate Conduct	8	(2%)	4	(1%)
Sexual Electronic Communication	4	(1%)	4	(1%)
Sexual Comment: In Person	21	(6%)	8	(2%)
Sexual Abuse	34	(10%)	22	(7%)
Sexual Act	30	(9%)	25	(8%)
Grooming	50	(15%)	25	(8%)
Touching: Less Than Sexual Abuse	33	(10%)	54	(16%)
Concerning: Other	150	(45%)	184	(56%)
Total	337		331	

APPENDIX B

Cases by job category of Subject, updated job categorizations

	Oct.–Apr. 2018-19	Oct.–Apr. 2019-20
Teacher	142	142
Other	19	34
Security Guard	51	22
SECA/Para/Aide/TA	21	20
Substitute Teacher	21	20
Other-Vendor	14	15
Coach	8	13
Unknown	9	12
Custodian	5	11
Principal/AP/Dean	13	7
Lunch/Recess/Porter	7	7
Volunteer-Not Coach	1	6
Custodian-Vendor	2	5
Bus Personnel-Vendor	2	3
Multiple Subjects	1	2
Bus Personnel	8	2
Teacher-Coach	4	2
Security Guard-Vendor	2	2
Security Guard-Coach	0	2
Volunteer-Coach	0	2
(SECA/Para/Aide/TA)-Coach	0	1
Safe Passage-Vendor	1	1
(Lunch/Recess/Porter)-Coach	1	0
(Lunch/Recess/Porter)-Vendor	5	0
	337	331

As of the May 2020 Board Report, the OIG has updated the subject job categorizations to provide greater specificity and capture more information regarding subjects of allegations. For instance, previously a Teacher who also worked as a Coach might have been categorized as either a ‘Teacher’ or a ‘Coach.’

The OIG now categorizes the individual in the most specific category applicable to the capacity in which the individual was working when the alleged conduct occurred. Thus, a Teacher who happens to coach, but who was not in a coaching role when the alleged conduct occurred, is categorized as ‘Teacher.’ Had the same individual been serving in a coaching role when the conduct occurred, the OIG would apply the ‘Teacher-Coach’ category.

APPENDIX C

Staff pulled pending OIG investigation

Staff Pulled Pending OIG Investigation		
	Oct.–June '18-19	July–April '19-20
Bus Personnel	3	0
Bus Personnel-Vendor	1	3
Coach	3	3
Custodian	4	5
Custodian-Vendor	0	3
Lunch/Recess/Porter	2	3
Other	6	11
Other-Vendor	8	14
Principal/AP/Dean	4	1
Safe Passage-Vendor	3	1
SECA/Para/Aide/TA	8	7
Security Guard	23	11
Security Guard-Coach	1	1
Security Guard-Vendor	0	1
Substitute Teacher	13	14
Substitute Teacher-Coach	0	1
Teacher	42	45
Volunteer-Coach	0	1
Volunteer-Not Coach	3	4
Grand Total	124	129

Appendix C shows the total number of staff, by job category, pulled from school during the indicated time periods as a result of an allegation of adult-to-student misconduct. Appendix C only documents the total number of staff pulled and is not an indication of currently pulled staff.