



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

**Superintendent's Report  
to the Littleton Public Schools  
Board of Education  
January 18, 2016**

**Introduction**

This report was prepared by Littleton Public Schools as a follow up to the tragic events that took place at Arapahoe High School on December 13, 2013. The purpose of this report is to provide an overview of the district's response from that day forward related to safety, mental health and communications, and to answer questions the community has asked. This report also introduces two, more in-depth expert reports.

First, it is important to understand the continuous impact the events of that day have had on Littleton Public Schools. It is impossible for us to express how deeply saddened and concerned we are that Karl Pierson fatally shot fellow student Claire Davis before ending his own life on December 13, 2013. We mourn the loss of these students and we feel sorrow and compassion for their families.

**What we have learned**

Safety and mental health issues are complex and challenging for everyone involved. As a school district, we must provide a safe environment for all while providing recoverability for individual students. Parents have an expectation when they send their children to school that their children will be safe. This is also our expectation and our highest priority. Through our own examination of the facts as well as those conducted by outside experts, we identified areas where LPS did not follow its own processes. District safety protocol states that the door Karl entered on December 13, 2013 should have been secured at that time. A threat assessment was conducted on Karl earlier that year; however, follow up with Karl and his parents related to his behavior was incomplete.

In retrospect and with the benefit of a great deal more information than was available at the time, we now understand that some warning signs were missed by those both inside and outside of LPS. We are profoundly sorry that this may have contributed to the loss of two students' lives that day. We are sorry for the trauma these events have caused Arapahoe students, staff, and parents as well as the LPS community as a whole. We have learned from this tragedy and we have improved our procedures. All LPS schools are safer today than they were then. Moving forward, it is critical that parents, outside mental health agencies, law enforcement agencies and schools work closely together to help students in crisis before tragedy occurs.

Whenever there are significant events in our school district, it is critical to examine what happened and to learn and grow from this information. For a number of reasons, which are outlined in this report, the Littleton Public Schools Board of Education entered into an arbitration agreement with the Davis Family on April 2, 2015 to provide the Davis Family the opportunity to ask questions on a formal record of any employee from Arapahoe

High School and Littleton Public Schools regarding the facts and circumstances leading up to the day of the shooting and the LPS response to those events. This process was the next of many steps previously taken by LPS to examine and improve our many internal and external processes and procedures. LPS looks forward to reviewing and learning from all of the reports prepared by experts in school safety and mental health as a result of this arbitration agreement.

#### **LPS and national/international experts examine district protocols and procedures**

Prior to the arbitration agreement, in the weeks following the release of the Arapahoe County Sheriff's report in October 2014, Littleton Public Schools asked several national safety and mental health experts to broadly review district protocols and procedures in the areas of safety and mental health. These experts shared their preliminary findings and general knowledge with the district's newly formed Safety and Mental Health Advisory Committee in February 2015, which informed the committee's work moving forward. In conjunction with the arbitration agreement, Littleton Public Schools asked these same independent experts to conduct more in-depth, independent reviews of LPS safety and mental health protocols and procedures prior to December 13, 2013, on December 13, 2013, and since that day.

Dr. Linda Kanan is an expert in adolescent mental health as it relates to school violence. She is currently an adjunct faculty member for the Morgridge College of Education at the University of Denver. She has an extensive background working as a school psychologist in high schools and was the first Director of the Colorado School Safety Resource Center. She consults with school districts in Colorado and across the country and is widely respected for her work in the field of school safety.

Dr. John Nicoletti of Nicoletti-Flater Associates, who collaborated on sections of the Kanan Report, is a national expert in policy, psychology, violence risk assessment, workplace and school violence prevention, as well as crisis intervention and trauma recovery. He is also widely respected for his training with school districts around Colorado and his assessment and consulting on cases of school threat assessment around the country. Two other individuals from Nicoletti-Flater Associates also contributed to the Kanan Report.

Michael Dorn, the executive director of Safe Havens International (SHI), is an international expert on campus safety and the author of 27 books on the topic. SHI is the world's largest school safety center. In this pro-bono project, he leads a team of 11 K-12 school safety experts from multiple disciplines who have worked in almost every state and two dozen countries. This team conducted the SHI review of this incident.

Kanan, Nicoletti-Flater Associates and the Safe Havens team of analysts have extensive and varying experience and expertise and offer considerable Colorado as well as national and international perspectives on school safety and mental health. They share LPS' goal of determining what is working well and what needs improvement as well as suggestions moving forward. Because the focus of the arbitration process has been relatively narrow due to the terms of the agreement, all three teams of experts suggested to the LPS Board of Education that they be tasked to analyze a larger, more comprehensive context for school safety and mental health. The Board of Education agreed and requested this more expanded approach.

We emphasize that these are independent reports.

In accordance with the arbitration agreement, these reports as well as the reports prepared for the Davis Family are available to the public. LPS is pleased to receive these reports and looks forward to reviewing and learning from them. The LPS Board of Education will formally receive these experts' findings and discuss their reports at a special Board of Education meeting January 21, 2016.

**Prior to these independent reviews, district staff conducted a comprehensive analysis of existing systems in place related to safety and mental health supports for our students and staff. Those findings show that LPS had many successful safety and mental health programs and procedures in place prior to December 13, 2013. Since that time, LPS has made significant improvements and additions to those processes and procedures. Some of these include:**

- In December 2014, the LPS Board of Education revised its Strategic Plan and added a new Focus Area that demonstrates the district's commitment to expand and enhance programs that address the physical, social, and emotional well-being of students, families, and staff. It is our goal that LPS students will have access to physical, social and emotional programming in order to enhance their success as learners. This work includes but is not limited to:
  - Implementing a continuum of social/emotional programs in interventions in schools and expanding the programming available for students with significant behavioral and emotional challenges.
  - Improving student and family access to quality, licensed school-based mental health staff.
  - Work with community agencies to better support students experiencing significant mental health needs.
  - Supporting the ongoing recovery and resiliency activities related to crisis response in our schools.

Identifying sustainable funding for these important priorities continues to be a challenge for LPS and for all school districts.

- There are more than 20 separate prevention programs in place across the district. LPS partnered with Littleton Adventist Hospital to provide resiliency training in our schools and for our families.
- For nearly a decade, Safe 2 Tell, the anonymous reporting system developed here in Colorado, has been in place districtwide. According to data provided by Safe 2 Tell, there have been 185 Safe 2 Tell reports in LPS since the 2012-2013 school year.
- The LPS Board of Education invested \$810,000 additional ongoing dollars beginning in the 2014-2015 school year for additional counselors, psychologists, and social workers in district schools. This additional mental health staffing provides increased capacity to implement social/emotional interventions in our schools.
- LPS increased security measures and partnered with local law enforcement agencies to increase the number of School Resource Officers in district schools. LPS increased its SRO budget by \$210,000, which provided SROs in all LPS middle schools and high schools. These SROs support LPS elementary schools, as well.
- The district improved the threat assessment process following an independent review in the summer of 2014 that included the Arapahoe County Sheriff, the Littleton Police Department and various experts. Among other changes, district level administration is now more involved in the process. A three-member team that includes the LPS director of social, emotional and behavior services and the LPS director of security, was established and now meets weekly to review all threat assessments, all suicide assessments and all suspensions/expulsions. The LPS superintendent is also advised regularly of these assessments and disciplinary actions, as well.
- A community Safety and Mental Health Advisory Committee was formed in October 2014. The committee, composed of parents, mental health experts, community members, agency leaders, law enforcement, emergency management, teachers, students, administrators, and elected officials, met from December 2014 to June 2015. The committee examined current practices and procedures related to safety and mental health, discussed possible ways for continuous improvement, and reported its findings directly to the LPS Board of Education in June 2015. The Board extended the work of this committee through June 2016.

**There were many heroes on December 13, 2013 and in the days that followed.**

Arapahoe High School teachers, administrators, staff and students; the Arapahoe County Sheriff's Office, school resources officers, district security personnel, district mental health providers, the staff at Shepherd of the Hills Lutheran Church, and Arapahoe High School parents fully devoted themselves to care for the Arapahoe community. Professionals from 27 agencies or departments assisted the Arapahoe County Sheriff's Office with the initial response, evacuation of the school and/or investigation. There were many other heroes, as well; the outpouring of love, support and donations from other LPS schools, LPS community members, surrounding schools, and area businesses helped the community heal. The district cannot thank this generous community enough.

**The district's full focus was and is on recovery for all involved: students, families, staff, and the wider community.**

More than 250 crisis response and mental health professionals came to LPS from neighboring school districts and community agencies (more than 150 people in the first week alone). They provided services to students, staff, family members, and community members for months. Some services to our community continue to this day. LPS remains committed to continuing these efforts for as long as it takes.

At the request of the Davis Family, Clarity Commons was donated to Arapahoe High School by the Davis Family and the Littleton Adventist Hospital Foundation. LPS staff partnered with multiple community entities and businesses over many months to construct Clarity Commons on the Arapahoe High School campus. LPS partnered with the Davis Family in August 2014 to hold a public dedication for the park's opening and again in December 2014 in remembrance of Claire.

The Arapahoe High School library was damaged on December 13, 2013. It was important to the LPS Board of Education not only to restore the library but to also create a space different than the one before to help students and staff heal. Beginning in January 2014, the Arapahoe High School administration brought together a group of students, staff, and community members to help design a 21st Century library for Arapahoe. LPS committed capital resources beyond what insurance would cover to make sure that the library would be open for student use in the fall of 2014. Under a tight timeframe, LPS operations staff worked with local construction, architecture and engineering firms as well as furniture and fixture companies to remodel the library. Generous donations of time and materials from these firms helped to offset some of the costs. However, a large sum still remained. Many people in the LPS community had expressed a desire to help Arapahoe High School in some way. A group of Arapahoe High School parents, alumni, students and staff created the Arapahoe High School Moving Forward Fund to spearhead a fundraising effort to help offset some of these costs. With the assistance of the Littleton Public Schools Foundation, these volunteers reached out to the community, and they received donations from people locally and from across the country totaling more than \$259,000. The library opened for student use in the fall of 2014, and it is truly a place the Arapahoe community can call home for years to come.

**There were many reasons LPS communicated the way it did. Decisions were made in the best interests of students, employees, parents, and the LPS community.**

**Continuous, overlapping legal matters and other considerations influenced LPS' decision not to share all details with the public as events unfolded after December 13, 2013 until the conclusion of this arbitration.**

- Initially, in the days and weeks following the shooting, the Arapahoe County Sheriff and the District Attorney's office asked LPS not to release information to the public until after the Sheriff's investigation and legal analysis were completed. These processes were completed on October 10, 2014, 10 months following the shooting, although the Sheriff did not publicly release the documents and interviews from his investigation until May 2015. LPS needed time to digest a great deal of this new information not previously available to it before any meaningful responses could be made.

- On June 6, 2014, prior to the release of the Sheriff's report, attorneys for the Davis Family filed a notice of a claim for a potential lawsuit against the Arapahoe County Sheriff's Office and Littleton Public Schools and its employees. As is typical when a lawsuit is probable or pending, LPS did not publicly discuss details related to the case.
- LPS devoted significant time to the caring and healing of the Arapahoe High School community and the LPS community as a whole after December 13, 2013. From January 2014 to December 2014, substantial efforts and resources were dedicated to the Arapahoe High School library restoration as well as to the partnership with the Davis Family to honor the family's request to construct Clarity Commons and to hold events there.
- As soon as the Sheriff's Report was released, the LPS Board of Education formed the district Safety and Mental Health Advisory Committee. This committee initially met from December 2014 to June 2015 and is now meeting through May 2016.
- On March 9, 2015, Senate Bill 15-213 was introduced in the Colorado General Assembly. Among other things, SB 213 sought to amend the Colorado Governmental Immunity Act by requiring school districts to waive sovereign immunity for "school violence." SB 213 also was made retroactive to include incidents of school violence that occurred on or after January 1, 2013. This would have included the December 13, 2013 shooting at Arapahoe High School.
- On March 13, 2015, the Colorado Office of Legislative Legal Services issued a memorandum concluding that SB 213's retrospective provisions would be constitutional.
- On March 16, 2015, the LPS Board of Education received from the Davis Family attorneys a settlement proposal for investigatory arbitration to settle their claims against LPS and its employees. It was titled, "The Davis Family Proposal to LPS for Open Discovery and Waiver of Damages." The LPS Board of Education considered the settlement proposal and then, after negotiations with the Davis Family, agreed to participate in the investigatory arbitration which would conclude with independent reports and recommendations. The LPS Board of Education recognized this process would avoid a lengthy and potentially expensive trial and would also somewhat minimize the trauma to Arapahoe High School employees and students caused by the intense scrutiny that would accompany a trial. In return, the Davis Family waived their right to damages against LPS and its employees.
- The arbitration agreement was signed on April 2, 2015 and was immediately made public. Under its terms, the parties agreed not to discuss publicly the details related to the investigation until all reports were issued to the public. The end products of this process are those independent reports.
- The retroactive provision of SB 213 was removed as a result of the arbitration agreement. As revised, SB213 became law in May 2015.

#### **LPS cannot jeopardize student safety by sharing safety and security details.**

The safety and well-being of students and staff are always the district's highest priorities. Therefore, LPS cannot publicly discuss some of its safety and security measures; doing so puts students, faculty and families more at risk. While LPS cannot discuss the details of every situation, please know that concerns are taken seriously and handled with care. When safety and security can be improved by sharing that information, we do so. That is the district's commitment to the LPS community, and nothing is more important.

#### **LPS has communicated directly with its community.**

Littleton Public Schools regularly communicates directly with its community. During the 2013-2014 school year, which includes the hours, days, and months following the shooting, LPS sent more than 1.2 million phone calls, emails and text messages to parents, employees, and community leaders. This includes the numerous communications from the LPS superintendent that were sent to every LPS parent, employee, and community leader and that were posted on the LPS website for anyone including members of the local, national, and international press to access. The superintendent's communications for the 2013-2014 and 2014-2015 school years are included at the end of this report.

**LPS chose a proven communications strategy focused on protecting students.**

LPS decided not to participate in conversations with the press and the public -- including those on social media -- that would create controversy and compromise student safety and privacy. LPS was very open about this strategy. Throughout the days, weeks, and months following the shooting, the superintendent clearly stated the reasons for this approach in his communications to the community. This strategy has been supported by and effectively used by experts in the field and by other education leaders where campus violence has occurred. Worldwide press coverage of an act of school violence is overwhelming to any local community and requires an entirely different strategy -- one that protects students and staff from the trauma caused by prolonged press scrutiny and minimizes the impact to the school's graduates and staff in the future.

This approach was fundamentally different than what the press (and perhaps some in the community) expected from LPS based on LPS' positive relationships with the press. While this approach was criticized by some reporters and may have caused some unintentional confusion in the community, LPS continues to believe the approach was appropriate and in the best interests of students, staff, and the community. It continues to be the district's priority that current and future Arapahoe High School graduates and staff will not be associated only with the sad and tragic events of December 13, 2013 but rather with a proud and strong, academically excellent high school.

**LPS did not publicly address misinformation for various reasons.**

Some discussions in the community that were based heavily on inaccurate information, rumor, and innuendo took place through social media and were reported through newspapers and TV stations. LPS chose to follow the guidance of the District Attorney and the Sheriff to wait for the investigation to come to a close before drawing conclusions and not to share with the public information that could affect the investigation. In addition, LPS does not publicly discuss personnel issues. Again, the superintendent clearly stated the reasons for this approach in his communications to the community.

**Conclusion**

Members of the LPS family care deeply for one another, and tragedy affects people differently and personally. Many in the LPS community have moved forward, while some still seek assistance. As an education institution, it is important that LPS share what has been learned through this experience with our community as well as other school leaders. While it is important to note that despite everyone's best efforts, not all violence can be foreseen and stopped, it is vital for every school district to improve practices and responses to the needs of students, staff, families and the communities they serve.

We are proud of the LPS community, which has emerged from this tragedy stronger than ever. LPS will continue to debrief, discuss, learn, and improve in all areas of the organization. LPS appreciates the opportunity to learn from the various reports prepared by experts during this process. After an initial analysis, we are pleased to see that LPS has already implemented many of the recommendations in the reports. All other recommendations will be carefully considered as the district continues to identify ways to implement meaningful and thoughtful improvements for the benefit of all students.



# LITTLETON

PUBLIC SCHOOLS

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12/13/13

Dear LPS Parents and Staff:

As you are likely aware, two students were shot by another student at Arapahoe High School today around 12:30 p.m. According to police reports, the shooter was another Arapahoe High School student who subsequently took his own life during the incident. As of the time of this communication, one of the injured students is being treated in a local hospital and is in critical condition. The other student was also treated in a local hospital for minor injuries and has been released to family.

Arapahoe County Sheriff's Officers responded to this incident immediately, as did Littleton Fire Rescue. Because our schools conduct practice drills regularly, the staff and students knew how to safely lockdown and then evacuate the school. They acted quickly, appropriately, and bravely. The importance of our partnership with local law enforcement, our focus on student safety, regular safety drills with students and staff, and having School Resource Officers in our schools cannot be stressed enough.

We want to thank all of our parents districtwide for being patient today. As the events at Arapahoe High School unfolded this afternoon, our top priority was ensuring that all Arapahoe High School students and staff were safely evacuated from the school, reunited with their families as quickly as possible, and that all other district students made it home safely. We want to thank all district employees for their actions that made this possible.

All district schools remained on lockdown this afternoon under the direction of the Arapahoe County Sheriff's Office. When the Sheriff's office told us it was safe to dismiss all other schools, the district then began dismissing students either through regular bus transportation or through parents/guardians showing IDs and signing their students out. Parents were encouraged to pick up their students rather than having them walk home. The district sent parents a series of voice messages, texts, and emails throughout the afternoon to keep everyone informed of lockdown and dismissal procedures.

Dismissal took time today as all available buses were transporting Arapahoe High School students to other locations to be reunited with their parents. We appreciate the patience and cooperation of all of our families as we worked to keep students safe. We also want to thank all of the local businesses and community groups for coming together this afternoon to help keep our students, parents, and staff members safe and comfortable as we reunited students with their parents. And, most of all, we want to thank the staff members of Arapahoe High School for their quick actions, caring support, and bravery.

We will continue to follow the direction of the Arapahoe County Sheriff's office for as long as this is an ongoing police investigation. We want to thank local law enforcement agencies for their quick response today. We are very fortunate to have such close partnerships with them. The importance of having school resource officers in our schools and the importance of regular safety drills with students and staff cannot be stressed enough.



# LITTLETON

## PUBLIC SCHOOLS

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Counselors from LPS, neighboring school districts, and community agencies will be available for students, staff, families, or anyone needing assistance from 9 a.m. to 2 p.m. tomorrow, Saturday, December 14, at:

- Powell Middle School (8000 S Corona Way, Littleton, CO 80122) and
- Shepherd of the Hills Church (7691 S University Blvd, Centennial, CO 80122).

Additional resources for families will be available on the district website ([www.littletonpublicschools.net](http://www.littletonpublicschools.net)).

All district school activities scheduled for tonight have been cancelled. Schools are communicating with their individual school communities about activities throughout the rest of the weekend.

We will continue to follow the direction of the Arapahoe County Sheriff's Office while this is an ongoing investigation. Arapahoe High School will be closed Monday. All other district schools will be in session Monday.

We are very concerned about the well-being of the Arapahoe High School community and the LPS community as a whole. Our thoughts and prayers are with the families of the students affected by this tragedy.

We will provide updates as more information becomes available. Again, thank you very much for your caring and patience today. Littleton Public Schools is a tight-knit community: a family. We will continue to care for one another as we move forward.

Sincerely,

Scott Murphy  
Superintendent of Schools





*Education Services Center. 5776 S. Crocker Street, Littleton, Colorado 80120. 303.347.3300.*

December 14, 2013

Dear LPS Parents and Staff:

We want to begin this message by thanking all of you for the outpouring of support and caring for the Arapahoe High School community. Many people have offered their assistance. Please know that the Arapahoe community greatly appreciates this support. As opportunities to help present themselves, that information will be shared with you.

Today's communication is to remind everyone of the plans for Monday and of the safety protocols in place at all of our schools.

We continue to follow the direction of the Arapahoe County Sheriff's Office. As we stated last night, Arapahoe High School will be closed Monday. All other district schools will be in session Monday.

There are many activities scheduled in schools across the district this week. Individual schools will communicate with their parent communities about upcoming activities.

All district principals and other administrators met today and are prepared to support students and staff on Monday and in the days ahead.

LPS security protocols will continue to be in place and additional safety measures have been added for the coming days:

- We are fortunate that we were able to install buzz-in systems in all district elementary and middle schools a year ago;
- It's important to remember that all of our high schools and middle schools also have uniformed police officers serving as School Resource Officers;
- Police and district security will patrol the areas around all of our schools more frequently;
- Mental health teams will continue to be available to students, staff, and families;
- All adults in our schools are asked to continue to be extra vigilant;
- All visitors must sign in at the main office and receive a visitor's badge;
- All facilities will continue to be monitored 24 hours a day, seven days a week.

We sincerely appreciate your support and cooperation during this difficult time. Thank you for partnering with us in these efforts.

--more--

As reported by the Arapahoe County Sheriff's Office today, Claire Davis, the 17-year-old Arapahoe High School senior who was shot yesterday, is suffering from severe head trauma. She remains in critical condition at this time. In a written statement from the Davis family today, they ask the community for their continued support, prayers, and respect for privacy.

We will continue to keep you informed in the days ahead. As I said in my communication last night, Littleton Public Schools is a family. We continue to care for one another as we move forward.

Sincerely,

*Scott Murphy*  
Superintendent of Schools



*Education Services Center. 5776 S. Crocker Street, Littleton, Colorado 80120. 303.347.3300.*

December 16, 2013

Dear LPS Parents and Staff:

We cannot thank you enough for the continued outpouring of support for the Arapahoe High School community. The LPS Board of Education and I extend our heartfelt gratitude to the entire LPS community.

I wanted to provide you with a brief update. Schools were in session on the regular schedule today with the exception of Arapahoe High School. Principals, teachers, and counselors across the district were prepared to support students today and will continue to support them in the days ahead.

Arapahoe High School remains closed. There will be no classes this week at Arapahoe, and final exams will not occur at Arapahoe until after winter break. Arrangements have been made for Arapahoe staff and students to retrieve their personal belongings from the school later this week.

Counselors will be available at Shepherd of the Hills Church (7691 S. University Blvd, Centennial, CO 80122) Tuesday and Wednesday from 9 a.m. to 2 p.m.

We sincerely appreciate your support and cooperation. Thank you for partnering with us. Littleton Public Schools is a family, and we continue to care for one another as we move forward.

Sincerely,

*Scott Murphy*  
Superintendent of Schools



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

December 20, 2013

Dear LPS Parents and Staff:

On behalf of the LPS Board of Education and myself, I want to wish you a restful and peaceful time with your family over the winter break.

Here is a brief update regarding activities during the past few days. Arapahoe High School staff and students were able to spend some time at Arapahoe toward the end of this week to collect personal belongings and to reconnect with each other. All other district schools were wrapping up the fall semester. The concerts, programs, and other activities showcasing our students' talents were wonderful.

We will continue to care for one another during winter break. Individual, group-based counseling and counseling-based activities will be available during Winter Break at Shepherd of the Hills Church. The dates will be 12/23, 12/26, 12/27, 12/30, 12/31, 1/2, and 1/3 from 10:00-1:30pm. Arapahoe Douglas Mental Health continues to offer their walk-in clinic at the Santa Fe House, 6509 S Santa Fe Drive, Littleton, 80120 from 10:00-7pm daily. There is also a 24 hour crisis line at 303-730-3303.

Thank you for your continued support and care for the LPS family. We look forward to seeing everyone when we return to school in January.

Sincerely,

*Scott Murphy*  
Superintendent of Schools



**LITTLETON**

PUBLIC SCHOOLS

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December 21, 2013

Dear LPS families and staff:

It is with heavy heart that I inform you that a beloved member of the LPS and Arapahoe High School family, Claire Davis, passed away this afternoon.

Below is the message that Arapahoe High School principal Natalie Pramenko sent to Arapahoe families and staff a few minutes ago:

*Dear Arapahoe High School Community:*

*It is with the deepest regret that I inform you that a dear member of the Warrior Family, Claire Davis, passed away today. We thought that it was important to get this information to you as soon as possible.*

*We will share with you specific information from the Davis family as soon as it is available.*

*We will continue to care for one another during winter break. Individual, group-based counseling and counseling-based activities will be available during winter break at Shepherd of the Hills Church. The dates will be **12/23, 12/26, 12/27, 12/30, 12/31, 1/2, and 1/3 from 10:00-1:30 pm**. Arapahoe Douglas Mental Health continues to offer their walk-in clinic at the Santa Fe House, 6509 S. Santa Fe Drive, Littleton, 80120 from 10:00-7:00 pm daily. There is also a 24-hour crisis line at 303-730-3303. Additional mental health counselors will also be available at Arapahoe High School when students return on January 7. We will continue to have mental health support for as long as is needed.*

*The Davis family remains in our thoughts and prayers. It is times like this that remind all of us to treasure every moment with our loved ones. I hope you are feeling the love and support of this incredible state, and most importantly of our Arapahoe community. Thank you for your ongoing support and care for all of our students.*  
***Now more than ever, stay WARRIOR STRONG.***

*Natalie Pramenko  
Principal, Arapahoe High School*

Thank you for your continued support of Arapahoe High School. Littleton Public Schools is a family, and we continue to care for one another during this difficult time.

Sincerely,

Scott Murphy  
Superintendent of Schools



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

December 29, 2013

Dear LPS Parents and Staff:

I hope all of you are enjoying Winter Break with your family and friends. I wanted to briefly reach out and remind you of a couple of items:

All LPS schools will return to the normal schedule starting the week of January 6<sup>th</sup>. Staff members will return to school Monday, January 6<sup>th</sup> and students January 7<sup>th</sup>. As we move forward, Arapahoe High School students, faculty and staff will notice an increased presence of LPS staff and other resources. There will be additional support available to all, as well. LPS is aware and sensitive to the fact that many members of our community including students, faculty and staff at all of our schools may need additional reassurance as we go forward. We will be there to provide that confidence to everyone. Furthermore, we will communicate regularly.

The LPS community is continuing to care for one another throughout the rest of winter break. Individual, group-based counseling and counseling-based activities are available at Shepherd of the Hills Church December 30, December 31, January 2, and January 3 from 10 am to 1:30 pm. Arapahoe Douglas Mental Health continues to offer their walk-in clinic at the Santa Fe House, 6509 S Santa Fe Drive, Littleton, 80120 from 10 am to 7pm daily. There is also a 24 hour crisis line at 303-730-3303. Please do not hesitate to participate. Reaching out for help is a sign of strength.

Out of concern for our schools, the Arapahoe High School Warrior family, and out of respect for Claire Davis and her family, Littleton Public Schools has chosen not to participate in public discussion of the people or the events of December 13<sup>th</sup>, 2013. The loss is truly tragic and intensely personal. While we have chosen not to participate in communications which detract in any way from our school, or from a celebration of Claire's beautiful life, a time may come when LPS is required to release information due to media requests pursuant to the Colorado Open Records Act. Please know that we will not compromise the privacy of anyone in our community, and we will not allow others to define who we are.

There will be plenty of time in the weeks to come for all of us to discuss how we move forward, what changes have been implemented, what is being contemplated, and how we will honor Claire. Our Board of Education and staff are keenly aware that we are responsible for our entire community.

Littleton Public Schools is a family. We have always and will continue to care for one another. We look forward to seeing everyone soon. Together, we will shape our future.

Sincerely,

*Scott Murphy*  
Superintendent of Schools



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

January 17, 2014

Dear LPS Parents and Staff:

It was good to see everyone back at school last week following winter break. The energy level is high, and as always, it's exciting to be part of it.

While we respect and learn from our past, the district is moving forward to create our future. Kindergarten registration for all LPS elementary schools is scheduled for February 3 and 4. We are looking forward to welcoming the Class of 2027!!!

In recognition and remembrance of the events of December 13, 2013, Arapahoe High School kicked off their spring semester last Friday morning with an all-school assembly. Representatives of the Arapaho Nation from the Wind River Indian Reservation in Wyoming were in attendance to lend their support. I continue to be impressed by the students and staff at Arapahoe High School for the strength, courage, and caring they have for one another.

The events of December 13 are still fresh in the hearts and minds of many. Recently there has been a lot of communication within our community. Some of these discussions are taking place online and are being reported through newspapers and TV stations. This is to be expected. Much of the conversation, however, is based on inaccurate information, rumor, and innuendo. I would encourage all Warriors to wait for the sheriff's investigation to come to a close before drawing conclusions. In a press release yesterday, the sheriff pointed out that his department is still in the midst of a complete investigation. As such, LPS cannot participate in public discussion of what occurred. The sheriff is the spokesperson for the investigation and is the only accurate source for information. I ask that we keep LPS strong by respecting the privacy of all in our community. Doing so will preserve the honor and integrity of our schools. We will not allow others to distract us from the important work of teaching and learning. I will continue to keep you updated of information the district can provide.

I also want to reiterate our full faith and confidence in the administrative team at Arapahoe High School. They have handled this situation with professionalism, caring, and integrity. The Arapahoe community is healing and moving forward.

Littleton Public Schools for many, many years has had a strong reputation for academic excellence. Just last month, the Colorado Department of Education awarded nine awards of academic excellence to schools in LPS. And, for the fourth year in a row, LPS earned the rating of "Accredited with Distinction." Only 10 percent of Colorado's school districts earned this top academic rating, and LPS remains the only school district in the Denver/Boulder metro area to do so. Ninety percent of our graduates are college-bound, and the Class of 2013 earned more than \$40 million in college scholarships. Our students earn top honors in the performing arts, athletics, and in competitions across all academic areas.

Littleton Public Schools is a special place in which to learn, teach, and grow because of this community's strong partnership with its schools. More importantly, we are a community that continues to support and care for one another. We look forward to an outstanding spring semester. Thank you for all you do.

Sincerely,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

January 23, 2014

Dear LPS Parents and Staff:

On Monday, we celebrated the life of Dr. Martin Luther King, a man dedicated to peace, love and equality. Dr. King once said, *"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."*

Our community has been challenged, and there are those who would create controversy. The suggestion has been made that the district is avoiding engaging in a public debate because we have something to hide. I assure you that nothing could be further from the truth. We are working closely with and fully cooperating with Arapahoe County Sheriff Grayson Robinson and his staff as they continue their active investigation. All LPS employees have a duty to not publicly divulge information that could affect the investigation. In addition, all LPS employees are governed by federal and state laws that restrict any release of information pertaining to a student. The district also has a legal obligation to protect the privacy of all students and faculty.

I, as superintendent of this district, and the team of dedicated professionals that work with me, will continue to do our very best to provide students and employees with a safe and healthy place in which to learn and work. We have a number of policies and procedures in place that protect students and maintain effective learning environments. As recommended by the Columbine Commission, LPS has a Behavioral Risk and Threat Assessment process that includes a mental health professional working with law enforcement, families, and other agencies. Our threat assessment process was developed in partnership with the United States Secret Service, the FBI, and national risk assessment experts. This process is used whenever there is a report of an occurrence that may constitute a threat.

We continue to provide counseling support and access to other mental health services for staff and students as needed. Our school and district staff members have worked tirelessly these past weeks to support students and staff in their daily work and to keep our schools moving forward. Our community mental health agencies have contributed hundreds of hours of direct assistance. We have received thousands of dollars of donations and services. LPS has strong partnerships with the local law enforcement agencies that serve our community. The vigilance of our employees, students, parents, and neighbors help keep students safe. Positive relationships and involved school communities keep us strong.

Together, we will create our future.

I want to thank all of you for the outpouring of support and offers of help. This community is filled with generous, caring people who want the very best for their schools. It is an honor to serve you.

Sincerely,

*Scott Murphy*  
Superintendent





*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

February 20, 2014

Dear LPS Parents and Staff:

I wanted to take this opportunity to thank both parents and students for using the Safe2Tell system to alert LPS to issues and behaviors of concern.

For those of you who may not know, and as a refresher for those who do, Safe2Tell is a Colorado specific reporting tool which allows anyone to anonymously let authorities know of any situation. Safe2Tell® provides people a way to report any threatening behaviors or activities endangering them or someone they know, in a way that keeps them safe and anonymous. It is a 501c3 not-for-profit organization based on the Colorado Prevention Initiative for School Safety with initial funding from The Colorado Trust.

Safe2Tell focuses on kids and the issues they face today. It was based on the Columbine Commission Report's recommendation that students need a safe and anonymous way to keep lines of communication open-- that tragedies could be prevented if young people had a way to tell someone what they knew without fearing retaliation.

The anonymity of all Safe2Tell reports is protected by C.R.S. 07-197. This means the reporting party remains UNKNOWN by Colorado state law, signed by Governor Bill Ritter on May 3, 2007.

Now, using Safe2Tell®, anyone can make a call to make a difference. By calling 1-877-542-7233 or submitting a tip through the website, people can help anyone who is in trouble or prevent a tragedy.

I also want to take a moment today to remind you that the safety and well-being of our students and staff continues to be our highest priority. All schools encounter situations from time to time that require a response. When that happens at an LPS school, we have processes and procedures in place that guide these responses. While we do not discuss the details of every situation, we want to assure you that every concern is taken seriously and handled with care. When we deem that safety and security would be improved by sharing that information, we do so. That is our commitment to you. Nothing is more important.

Thank you all for keeping our district strong.

Sincerely,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

March 17, 2014

Dear Littleton Public Schools Families and Staff:

Spring is such a busy time of year for our students and staff. I wanted to touch base with you again today just to let you know how hard your students are working and how proud we are of all they are accomplishing! All students grades three through 10 have been participating in TCAP testing, Colorado's student assessment tests. Our students are successfully competing in state competitions in Future Business Leaders of America, Technology Student Association, DECA, the performing arts, and in athletics. The Class of 2014 includes three Presidential Scholar Candidates, three Boettcher Scholarship finalists, 13 National Merit Scholarship finalists and 21 Commended Scholars, and four Daniel's Fund Scholarship finalists, among others. Thank you for supporting your students!

As you know, LPS has a history of attracting families outside of our community. Our schools are the preferred choice for more than 3,000 students who live outside district boundaries. Thank you for allowing us to educate your children! We are pleased to report that our open enrollment numbers are holding steady compared to last year and in many cases are on the rise. Ten of our 13 elementary schools have waiting lists at some or all grade levels. All four middle schools have as many or more open enrollment applications than last year. Littleton, Heritage, and Arapahoe high schools experienced an increase, as well, and Arapahoe continues to have a waiting list. Thank you to our teachers, parents, students, and community members for maintaining the LPS tradition of excellence.

I also want to take this opportunity to mention that at some point the Arapahoe County Sheriff's Office will publicly release its report regarding the events of December 13, 2013. Though we don't know when that might happen, we do know that the release of the report, regardless of its timing or content, will create intense media attention and will be difficult for our community. While the Arapahoe High School community was most greatly impacted, the events affected our entire community in various ways. As LPS has the ability to communicate accurate information to all of you directly, and as we have a legal and ethical commitment to the privacy of our community, we have chosen not to participate in public discussion of the people or the events of that day. Your students will be out of school for Spring Break soon. We ask that you take this opportunity to talk to your kids, see how they are doing and if they need additional support. We continue to provide counseling support and access to other mental health services for staff and students as needed.

We continue to do our very best to provide students and employees with a safe and healthy place in which to learn and work. We are keenly aware of the responsibility we have to our community. We have a number of policies and procedures in place that protect students and maintain effective learning environments. We are always striving for continuous improvement in all areas.

Littleton Public Schools is a family, and together, we keep our district strong. Thank you for your continued commitment to your schools.

Sincerely,

*Scott Murphy*  
Superintendent



May 2, 2014

Dear Littleton Public Schools Families and Staff:

I am amazed that there are only about three weeks of school left in the 2013-2014 school year. In the coming weeks, there will be so much to reflect on and to celebrate. Elementary and middle schools will host awards events, concerts, and continuations for their kindergarten, 5th and 8th graders who will soon move up to the next stage in their education. Our high schools are celebrating student success through academic awards celebrations, end-of-the-year concerts, senior awards nights, and ultimately graduation ceremonies where we all have an opportunity to celebrate the culmination of 13 years of education for the Class of 2014.

We recently celebrated the careers of 49 retiring LPS employees. They have given a combined 1,059 years of service to the children and families in this community! We can all remember that one particular teacher that made a significant impact on our own lives, and it is our sincere privilege to make a difference in the lives of today's children.

Each of these celebrations fills us with pride for our students, teachers and parents. Educating children is a team effort; we simply couldn't do it without the support of our parents and larger community.

Another example of that partnership is demonstrated through the 2013 Bond, which was passed by LPS voters last November. Work will begin as soon as school is out for the summer and will continue for the next four years, providing much needed repairs and improvements at every school and district facility. Thank you, LPS community, for supporting us!

I am frequently reminded of the caring, character, and perseverance of the LPS family. All have been a part of our long history. All have been called upon recently and have served us well.

It continues to be my honor to serve you.

Respectfully,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street, Littleton, Colorado 80120. 303.347.3300.*

August 14, 2014

Dear Littleton Public Schools Families and Staff:

Tomorrow and Monday we will welcome back more than 15,000 students for the 2014-2015 school year! We thank all families for their patience as we added a day of instruction to this year's calendar and changed the first day of school. Having another day of instruction is ultimately what is best for students and their education; we thank you for your support!

It was wonderful to see the schools buzzing with activity and excitement this week as teachers and staff prepare for your students. Earlier this week we welcomed 70 new teachers to LPS. Eight of these new teachers graduated from an LPS high school and chose to return to LPS for their careers. That speaks volumes for our school district, our families, and our community! Please join me in welcoming our new teachers to the LPS family.

We are pleased to share our 2014 Transitional Colorado Assessment Program scores with you. LPS students are scoring 10 to 20 percentage points higher at the proficient and advanced levels than the state average in all grades and all subjects tested. In addition, LPS students are ranked #1 in student achievement among Denver Metro Area school districts in reading, writing, and math in 18 of the 24 grade levels and subject areas tested. We are very proud of our students and teachers and all who support the work they do! Your partnership with us makes all the difference.

The dedication for Clarity Commons will take place this Saturday afternoon at 2 p.m. Clarity Commons was donated to Arapahoe High School by Claire Davis' family and the Littleton Adventist Hospital Foundation. It is a peaceful garden built on the Arapahoe High School campus that will provide quiet outdoor space where students and staff can gather. We thank the Davis family and everyone who helped make this beautiful addition to Arapahoe High School possible.

You may have noticed some of the 2013 Bond projects underway across the district this summer, as well. By 2017, every LPS school and support facility will have undergone repairs and upgrades that make them safer, more efficient, and able to support learning in the 21st century. Thank you for supporting your schools.

We look forward to a successful 2014-2015 school year!

Sincerely,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street, Littleton, Colorado 80120. 303.347.3300.*

September 9, 2014

Dear LPS Parents and Staff:

I'm pleased to report that the 2014-2015 school year is off to a great start! Students and teachers are hard at work, and we continue to see that hard work pay off.

I'm proud to tell you that Littleton Public Schools has received the rating of Accredited with Distinction from the Colorado Department of Education for the fifth straight year! Accredited with Distinction is the highest accreditation rating given and is reserved for the state's top performing school districts. LPS is the only school district in the Denver metro area to be Accredited with Distinction for five years. I cannot stress enough how significant this is. Earning this rating is very difficult, which is why it is so rare. To be able to earn this prestigious rating five years in a row is truly remarkable. This kind of academic achievement year after year is something we should all be proud of. This community's support for education is the reason why LPS continues to be the top achieving school district in the Denver metro area.

While the academic achievement of our students is impressive, nothing is more important than the safety and welfare of our students and families -- physically, socially, and emotionally. These are complex issues that are challenging for parents, for communities, and for schools. As part of our commitment to you, LPS has implemented some significant changes for the 2014-2015 school year. We have partnered with the Littleton Police Department and the Arapahoe County Sheriff's Office to increase the number of School Resource Officers in our schools. In addition, enhanced security measures are included in the 2013 Bond Program, which voters approved last November. Thank you for supporting your schools!

Educating students and preparing them to succeed after they graduate from high school is our work. Sometimes, however, we recognize that there is more to do. There are times when parents and community agencies need help supporting families in crisis. LPS staff, including mental health professionals, regularly assist families in crisis. They are called upon 24 hours a day, seven days a week. Safe 2 Tell, an anonymous reporting system, is in place districtwide. LPS recognizes that through behavioral risk and threat assessment, we can reduce the risk of violence in our schools. LPS is committed to being part of a larger community of mental health professionals. To that end, the LPS Board of Education has allocated an additional \$810,000 to increase the number of counselors, social workers, and psychologists in our schools.

I also want to take this opportunity to share with you some words I first wrote to you in a communication dated January 17, 2014:

*"The events of December 13 are still fresh in the hearts and minds of many. Recently there has been a lot of communication within our community. Some of these discussions are taking place online and are being reported through newspapers and TV stations. This is to be expected. Much of the conversation, however, is based on inaccurate information, rumor, and innuendo. I would encourage all Warriors to wait for the sheriff's investigation to come to a close before drawing conclusions. In a press release yesterday, the sheriff pointed out*

*that his department is still in the midst of a complete investigation. As such, LPS cannot participate in public discussion of what occurred. The sheriff is the spokesperson for the investigation and is the only accurate source for information. I ask that we keep LPS strong by respecting the privacy of all in our community. Doing so will preserve the honor and integrity of our schools. We will not allow others to distract us from the important work of teaching and learning. I will continue to keep you updated of information the district can provide."*

While this message was first sent to you nearly eight months ago, the circumstances have not changed. The Arapahoe County Sheriff's Office will release its report regarding December 13, 2013 sometime this year. Until then, the investigation remains ongoing. As I've said before, LPS has the ability to communicate accurate information to all of you directly, and we have a legal and ethical commitment to the privacy of our community. Additionally, you will recall my position that we will never publicly discuss safety and security measures as that puts our students, faculty and families more at risk. LPS has strong relationships with our community and local media. We will not, however, participate in creating controversy that compromises student safety and privacy. We are committed to continuous improvement in all areas, which provides students with a safe and healthy place in which to learn and work. Nothing is more important.

Thank you for your continued commitment to your schools.

Sincerely,

*Scott Murphy*  
Superintendent  
Littleton Public Schools



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

October 10, 2014

Dear Littleton Public Schools Families and Staff:

This afternoon, the Arapahoe County Sheriff held a press conference and released his report of the findings from the investigation of the December 13, 2013 shooting at Arapahoe High School. I thanked the Sheriff for his report and for his leadership. Some of the report's detail was startling but confirmed the direction the Littleton Public Schools Board of Education has been taking, both before and after those events.

While the academic achievements of our students have been nothing short of impressive, the safety and welfare of our students and families -- physically, socially and emotionally -- is paramount.

As superintendent of this premier school district, it is my responsibility to provide an outstanding educational program and a variety of services in our schools. This was true before December 13, on December 13, and after December 13. We lost two members of our school community that day. Nothing I can say or do can change that.

What I can say, and what the actions we have taken demonstrate, is that we are moving forward to create a better future. We have partnered with the Littleton Police Department and the Arapahoe County Sheriff's office to increase the number of uniformed School Resource Officers in our schools beginning this school year. We continue to enhance security measures as outlined and funded in the 2013 Bond Program and approved by the voters in November, 2013.

Educating students and preparing them to succeed after they graduate from high school is our work. We also understand that parents and community agencies need our help to support families in crisis. We recognize that prevention is the key to reducing the risk of violence in our schools. As recommended by the Columbine Commission, LPS has had in place since 2008 a Behavioral Risk and Threat Assessment process that includes a mental health professional working with law enforcement, families, and other agencies. Our threat assessment process was developed in partnership with the United States Secret Service, the FBI, and national risk assessment experts.

We are regularly reviewing and improving this process so that we can help families before tragedy occurs. To this end, the LPS Board of Education has allocated an additional \$810,000 to increase the number of counselors, social workers and psychologists in our schools. Our school district is taking the lead in promoting the mental well-being of our community.

LPS has had a focus on mental health for many years. There are over 20 separate prevention programs in place across the district. For nearly a decade, Safe 2 Tell, the anonymous reporting system developed here in Colorado, has been in place districtwide.

Every day we take additional steps forward in improving the quality of life for everyone in our school community. We've communicated directly with you. We've celebrated the continued success of our students and staff districtwide. We continue to care for our LPS family. I am proud of the honor and integrity that all of you have brought to the process. Thank you for your continued support.

We are moving forward. We continue to learn from our past. Together, we are creating a brighter future.

Respectfully,

*Scott Murphy*  
*Superintendent*





*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

November 14, 2014

Dear Littleton Public Schools Families and Staff:

I want to take this opportunity to congratulate all of our students and staff for an outstanding fall semester. In every school and in every classroom across the district, students and teachers are working hard, fully engaged in the important work of teaching and learning. I also want to congratulate all of our students who were involved in athletics and activities this fall. We have enjoyed the plays, games, matches, concerts, and competitions. We are extremely proud of each and every one of you!

Nothing is more important to me than the safety and well-being of our students and staff. To that end, I have asked the LPS Board of Education, and they have agreed, to establish a special Safety and Mental Health Advisory Committee. This committee will review all of the programs and services we have in place to keep families safe as well as to serve children at risk or in crisis.

Parents, mental health experts, community members, law enforcement, teachers, students, and administrators will be represented on this committee. **The district is currently accepting applications for two at-large positions. The application is available on the district website, [www.littletonpublicschools.net](http://www.littletonpublicschools.net).**

The committee will conclude its work in June, 2015. Safety and mental wellness in our schools are critical pieces to our success with youth. This committee's work will help us continue to improve what we do for students.

Thank you for your continued support of our schools. There is no doubt that LPS continues to be a special place with unprecedented support from its communities. It continues to be my honor and privilege to serve you.

Respectfully,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

December 17, 2014

Dear Littleton Public Schools Families and Staff:

On behalf of everyone at Littleton Public Schools, I want to wish you an enjoyable holiday season and a happy new year.

As we move forward into 2015, I want to thank you all for a great 2014. Arapahoe High School, and our district as a whole, started the year under difficult circumstances. We came together as a family, and we continue to heal.

2014 was a very positive year for our district. A few milestones that I would like to point out include:

- LPS received 12 awards of academic excellence from the Colorado Department of Education this month. The district received its 5<sup>th</sup> consecutive Accredited with Distinction rating for academic excellence, seven schools were named John Irwin Schools of Excellence, three schools received the Governor's Distinguished Improvement Award, and the district's English Language Acquisition program received the Excellence Award.
- It has been a joy to see our students participate in activities and athletics in our elementary, middle and high schools over these past few weeks. The plays, concerts, and competitions showcase our students' gifts, and it is an honor to watch them shine!
- The LPS Board of Education recently revised its Strategic Plan and added a new Focus Area that demonstrates the Board's commitment to expand and enhance programs that address the physical, social, and emotional well-being of students, families, and staff.
- The district Safety and Mental Health Advisory Committee was formed and met for the first time earlier this month. We look forward to the conversations this committee will continue to have throughout the spring of 2015.

Thank you for your continued support. I look forward to seeing you in January.

Respectfully,

*Scott Murphy*  
Superintendent



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

*Dear Littleton Public Schools Families,*

*You may have seen reports in yesterday's news coverage regarding a proposal given to the LPS Board of Education yesterday morning. The following message was sent in response.*

*Thank you for your continued support of Littleton Public Schools.*

March 17, 2015

The Littleton Public Schools Board of Education recently received a document titled, *The Davis Family Proposal to LPS for Open Discovery and Waiver of Damages*. The Board of Education has not had time to review the proposal and will do so this week. As an elected, volunteer Board representing taxpayers, it is the Board's obligation to have its attorney and others examine the proposal to ensure that it provides a process that is in the best interests of the taxpayers and the children that the Board represents. This is a new proposal and will take time to review. The Board, representing the interests of students, parents and community members, must follow its thoughtful processes.

The Board's first opportunity to examine the proposal is Thursday, March 19, 2015, when they will receive advice from legal counsel in executive session. The Board will then discuss the proposal in open session during a special meeting to be scheduled the week of March 30, 2015.

The tragic events of December 13, 2013 have caused the Littleton Public Schools community to examine every aspect of our safety and mental health processes and protocols. We have released every piece of information requested by all of the various law enforcement agencies as part of their investigations, including Karl Pierson's records. We have always been transparent with all law enforcement agencies and all members of our community.

The majority of our community has appreciated our focus on students: their safety, mental wellness, academic achievement, and preparation for post-secondary college or careers. We continue to communicate directly with our community on all matters, including our safety and mental health processes. This fall, the Board added a new priority to its Strategic Plan, which focuses entirely on safety and mental health. The LPS Board of Education committed nearly \$1 million in the 2014-2015 school year for additional counselors, social workers, and psychologists in our schools. We partnered with local law enforcement to add additional School Resource Officers in our schools.

With the support of the Board of Education, I formed a community Safety and Mental Health Advisory Committee last fall for the purposes of examining our current practices and procedures related to safety and mental health, finding ways for continuous improvement, and reporting these findings directly to our Board of Education. This committee is composed of parents, mental health experts, community members, agency leaders, law enforcement, teachers, students, administrators, and elected officials. This group has been meeting since last December, and all sessions are open to the public. These meetings have been

covered by our local media. In addition, we have reached out to state and national experts to work with our community members to help us on our path of continuous improvement.

We appreciate our partnership with the Davis family and our combined efforts over many months to construct the Clarity Commons memorial park on the Arapahoe High School campus. We continued to work together to plan events for the Davis family and the Arapahoe community that took place in Clarity Commons.

Two students' lives were lost on December 13, 2013. Nothing we can say or do can change that. We learn from our past. We continue to look for ways to improve our processes and procedures within the resources available to us, because while academic achievement is our purpose, nothing is more important than the safety and well-being of our students.

We appreciate everyone's efforts to best serve children.

Respectfully,

*Scott D. Murphy*  
Superintendent  
on behalf of the LPS Board of Education



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

April 2, 2015

***For Immediate Release***

**Contact:**

Diane Leiker  
Director of Communications  
303.347.3386  
[dleiker@lps.k12.co.us](mailto:dleiker@lps.k12.co.us)  
[www.littletonpublicschools.net](http://www.littletonpublicschools.net)

**Littleton Public Schools and Davis family to partner in discovery process**

Littleton Public Schools and Michael and Desiree Davis have agreed to participate in a joint discovery process to better understand the events that led up to the shooting at Arapahoe High School on December 13, 2013. The Davis' daughter, Claire, was shot that day by fellow student Karl Pierson who then took his own life. Claire later died from her injuries.

"We've developed a process that meets our shared goal of making schools safer," said Michael Davis. "We very much appreciate LPS' willingness to partner with us."

Jack Reutzel, president of the Littleton Public Schools Board of Education, noted that the district is committed to safety of its students, faculty, and staff. "This will be the next of many steps already taken in the last 15 months to examine and improve processes and procedures. We have already implemented changes in the district as a result of the tragedy and we continue to want to learn how the district can make meaningful and thoughtful improvements for the benefit of all students."

The LPS Board invested nearly \$1 million for the current school year for additional counselors, psychologists, and social workers in district schools. The district has also evaluated and improved the danger assessment process, increased security measures, and partnered with local law enforcement agencies to increase the number of School Resource Officers in district schools. A community Safety and Mental Health Advisory Committee was formed last fall and has been meeting since December 2014 for the purposes of examining current practices and procedures related to safety and mental health, finding ways for continuous improvement, and reporting these findings directly to the LPS Board of Education. This committee is composed of parents, mental health experts, community members, agency leaders, law enforcement, teachers, students, administrators, and elected officials.

"We know that the Davis family and the LPS community are committed to the safety and well-being of our students, and we welcome opportunities to learn from the past and improve the future," said LPS superintendent Scott Murphy. "We appreciate the Davis family's proposal, because we share a goal of identifying what works well and what can be improved for the safety of all students and our community as a whole."

The revised proposal was approved by the Board of Education in open session during a special meeting the afternoon of Thursday, April 2, 2015.

###

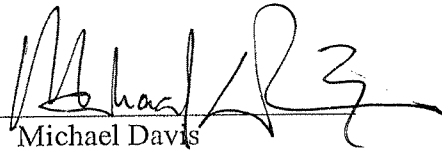
## ARBITRATION AGREEMENT

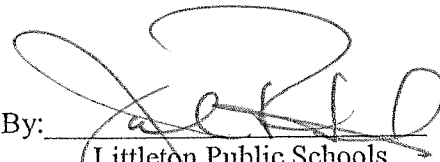
Michael and Desiree Davis (the Davis family) and the Littleton Public School District (LPS) (the Davis family and LPS are sometimes referred to herein as the Parties) enter into the following Arbitration Agreement (Agreement) concerning an arbitration proceeding to investigate the facts and circumstances surrounding the shooting at Arapahoe High School on December 13, 2013 (the Shooting). The terms under which the arbitration will occur are set forth in more detail in the attached Exhibit A.

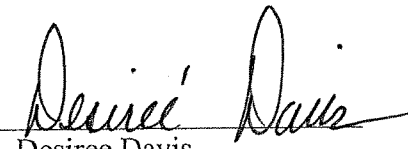
1. The Arbitration will occur in accordance with the Colorado Uniform Arbitration Act, § 13-22-201, et seq.
2. The Parties will select an arbitrator from the Judicial Arbiter Group ("JAG") to oversee the Arbitration.
3. The JAG arbitrator will resolve any disputes over the propriety, relevancy or scope of any discovery sought in the Arbitration.
4. The Parties will have the right to seek enforcement of subpoenas or other orders or rulings by the arbitrator in the Arapahoe County District Court.
5. The arbitrator shall have the authority to construe and enforce this Agreement. If any provision of this Agreement is adjudged to be void or otherwise unenforceable, in whole or in part, such adjudication shall not affect the validity of the remainder of the Agreement.
6. This is the complete Agreement of the parties on the subject of this arbitration. This Agreement supersedes any prior or contemporaneous oral or written arbitration agreement between the Parties. In executing this Agreement, neither party is relying on any representation, oral or written, on the subject to the effect, enforceability, or meaning of this Agreement except as specifically set forth herein.
7. This Agreement shall in all respects be interpreted, enforced, and governed by and under the laws of the State of Colorado, without reference to Colorado's law on conflicts of law.

BY SIGNING BELOW, EACH PARTY TO THIS AGREEMENT ACKNOWLEDGES THEY HAVE CAREFULLY READ THIS AGREEMENT, THAT THEY UNDERSTAND ITS TERMS, AND THAT THEY HAVE ENTERED INTO THIS AGREEMENT VOLUNTARILY AND NOT IN RELIANCE ON ANY PROMISES OR REPRESENTATIONS OTHER THAN THOSE CONTAINED THE AGREEMENT ITSELF.

Dated this 2nd day of April, 2015.

By:   
Michael Davis

By:   
Littleton Public Schools  
Jack Reutzel, President

By:   
Desiree Davis

## **Exhibit A to Arbitration Agreement**

### **between Davis Family and Littleton Public Schools**

Michael and Desiree Davis, individually, and as personal representatives of the Estate of Claire Davis (the Davis family) and the Littleton Public School District (LPS) (the Davis family and LPS are sometimes referred to herein as the Parties) enter into the following Agreement concerning an investigatory arbitration proceeding to discover and report on the facts and circumstances leading up to the day of the shooting at Arapahoe High School on December 13, 2013 and LPS's response to those events (the Shooting).

The purposes of this arbitration include discovering the facts and circumstances surrounding the Shooting, the conditions and events that gave rise to the Shooting, the lessons to be learned from the Shooting, and the response of LPS to those events. The goals of the arbitration are to provide information to experts who can assist in: (a) formulating policy recommendations which can be implemented to identify students in crisis; (b) identifying steps that can be recommended to reduce the likelihood of and severity of harm attributable to students in crisis, and (c) suggesting response protocols which would represent best practices in response to a student in crisis. The Parties' ultimate objective is to discover ways to make schools safer for our children and to help prevent future tragedies like the one that occurred at AHS on December 13, 2013. The Parties hereby agree as follows:

1. In consideration of LPS' agreement to arbitrate this matter as set forth herein, the Davis family agrees not to file suit against LPS, its Board members, administrators, teachers, current and former employees, agents or insurers and will forever release and waive their right to seek damages or any other type of legal or equitable relief from LPS, its Board members, administrators, teachers, current and former employees, agents or insurers for any and all claims, legal or equitable, known or unknown relating to the murder of their daughter Claire Davis, except as otherwise expressly provided in this Agreement. The Davis family represents that it has not assigned any of its claims.

2. The Davis family and LPS agree to initiate an arbitration (the Arbitration) before an arbitrator (Arbitrator) at the Judicial Arbitrator Group (JAG). The purpose of the Arbitration will be to conduct discovery (defined below) into the Shooting. The Davises will not seek money damages or any other monetary relief in the Arbitration or any other proceeding. LPS will pay any arbitrator's fees charged by JAG. The Davis family and LPS will jointly select the Arbitrator who will oversee these proceedings. Each Party shall bear its own attorney fees and costs (except for the Fees set forth in paragraph 4). In the event the Parties should fail to agree on the selection of the Arbitrator, JAG shall select the Arbitrator unless both Parties should object in which case JAG shall select another Arbitrator which decision will be final unless otherwise agreed by the Parties.



3. LPS agrees not to invoke governmental immunity as a bar to the Discovery in the Arbitration. LPS may invoke governmental immunity in any other proceeding whether brought by the Davis family or others, including subrogees.

4. The Parties shall be entitled to pursue discovery in the Arbitration as contemplated by the Colorado Rules of Civil Procedure and the Colorado Uniform Arbitration Act, § 13-22-201, et seq. This will include depositions, subpoenas, interrogatories, document requests, and Requests for Admission (Discovery). The Parties have the right to serve and enforce subpoenas on, and the right to conduct Discovery of third parties. The Parties agree that the Arbitrator will resolve any Discovery disputes that may arise in the Arbitration, including without limitation any such disputes related to relevancy or information that a Party considers privileged, work product or otherwise not subject to discovery under the Colorado Rules of Civil Procedure. The Parties will cooperate in the scheduling of any Discovery that occurs. The Parties agree that no depositions will occur until June 1, 2015. The Parties agree that they will use reasonable efforts to complete all depositions of current LPS employees by August 10, 2015. The Parties will use reasonable efforts to complete all Discovery by October 1, 2015. LPS will pay the costs for deposition transcripts and court recorder fees in an amount not to exceed \$25,000. For any deposition or court reporter fees in excess of \$25,000, each Party shall pay its own expenses.

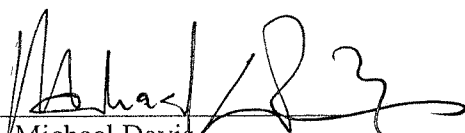
5. Subject to any protective orders that may be entered by the Arbitrator, the Parties agree that Discovery and all other proceedings will be made public either: in conjunction with or after the release of a report pursuant to paragraph 11; or by either party 45 days after the completion of the Discovery. Absent a written agreement between the Parties, the Arbitrator will determine the date that Discovery is completed. The Parties agree that only the Parties and their counsel, two persons designated by a Party for support, and any consulting advisors shall be permitted to attend any depositions in the Arbitration. The Parties further agree that each side will provide to the other Party's counsel the names of the individuals who will be attending any deposition at least 48 hours prior thereto. Finally, the Parties agree that no video-taped depositions will occur in the Arbitration.


6. The Parties acknowledge that the Family Educational Right to Privacy Act (FERPA) may apply to and protect educational records that are produced or otherwise obtained during the Arbitration. Nothing in this Agreement requires or permits LPS to act in contravention of its obligations under FERPA. The Parties agree to confer on how best to protect against the public disclosure of any confidential educational records consistent with FERPA produced or otherwise obtained during the Arbitration. If LPS objects to Discovery on the basis of a perceived violation of FERPA, the Parties will first confer in an effort to obtain the requested Discovery in a manner that does not violate FERPA. If the Parties cannot agree, the dispute will be submitted to the Arbitrator for decision. If either party objects to the Arbitrator's decision, such Party may then seek a judicial determination of the dispute in the appropriate Colorado district court. The Parties acknowledge that FERPA protections have been waived with respect to certain educational records of Karl Pierson.


7. The Parties may subpoena any LPS administrators, classified employees, teachers, staff and other non-classified employees as necessary. The parties encourage the full cooperation of these individuals in the Discovery
8. LPS will maintain its litigation hold during the Discovery process, taking reasonable steps to preserve any and all documents, electronic communications, emails and other information that may be relevant to the Arbitration, including communications between LPS and/or Arapahoe High School administrators and Karl Pierson and/or his parents. If it has not already done so, LPS will, immediately instruct its employees not to destroy or alter LPS records during the Discovery process.
9. No evidentiary hearing on the merits will occur, and the arbitrator will not be asked to make any findings or conclusions on the merits.
10. The Parties agree that, subject to any protective orders that may be entered, all information and Discovery performed will be made available to the public.
11. The Parties believe it will be desirable to release a Joint Report and Conclusions based on the evidence gathered through the Arbitration and agree to cooperate in good faith in the effort to release such Joint Report and Conclusions. In any event, both the Davises and LPS may release their own reports and conclusions based on the evidence gathered through the Arbitration. No report (either preliminary or final) may be issued to the public by or at the direction of either Party until 45 days after completion of the Discovery. A copy of any report (preliminary or final) to be released to the public will be disseminated to the other side at least 5 business days before release to the public.
12. This Agreement does not create any rights or benefits for third parties and its enforceability is limited to the Davis family and LPS.
13. The Parties recognize that certain school responsibility bills (15 SB 213 and 214) are pending before the Colorado legislature. The Parties agree that nothing that occurs with respect to those bills will affect the enforceability of this agreement.
14. The Parties' arbitration agreement will promptly be issued to the public after execution by both Parties.

Dated this 2nd day of April, 2015.

[SIGNATURES ON THE FOLLOWING PAGE]

By:   
Michael Davis

By:   
Littleton Public Schools  
Jack Reutzel, President

By:   
Desiree Davis



*Education Services Center. 5776 S. Crocker Street. Littleton, Colorado 80120. 303.347.3300.*

May 18, 2015

Dear LPS Parents and staff:

It's incredible to think that the Class of 2015 will be graduating this week! This has been an amazing school year, and it's hard to believe that it is almost over. From kindergarten through the most advanced courses we offer at the high school level, your students have accomplished so much, and we are so proud!

Recently, we honored a group of high school scholars who have earned prestigious and valuable college scholarships through the National Merit Scholarship Program, Boettcher Scholarship Program, and the Presidential Scholar Program. These are but a few examples of the culmination of 13 years of hard work all of our students have completed. We are so very proud of the Class of 2015!

We also recently honored 51 professionals who are retiring from LPS this year. They represent more than 1,100 years of experience. It's a bitter-sweet time, as we celebrate their contributions to the children of this community while we know we will miss them dearly. LPS is better because of them.

I want to personally thank all of you who supported the LPS Foundation's Spirit Celebration last month. A record-setting attendance of 570 raised more than \$200,000 for the LPS Foundation, which in turn supports teachers in classrooms across the district. I am grateful for this community's outpouring of generosity as \$42,000 was also raised in support of the Foundation's new Scott Murphy Legacy Fund, which will help support mental health intervention in our schools.

We welcome the new LPS Superintendent Brian Ewert to the district; Brian is currently the superintendent in Englewood Public Schools. I've had the pleasure of working with him as a superintendent of a neighboring district, and I am confident that he is a great fit for LPS. Some of you may have had the pleasure of meeting Brian already, as he has been attending PTO, school accountability, and staff meetings across the district. Brian will officially take the helm July 1.

In my nearly 40 years of education, I've never been more proud of parents, students, and employees as I am today. We continue to celebrate our successes, and we move forward through our challenges together. We understand that while academic achievement is our focus, nothing is more important than the well-being of our students and community.

As I enter retirement and a new phase of my life, I want you to know that I am deeply honored to have been a part of the outstanding LPS family. I will miss all of you, and I wish the very best for you and your family.

Respectfully,

*Scott Murphy*  
Superintendent