

OIG INVESTIGATIONS OF SEXUAL ALLEGATIONS

Presentation to the Board of Education of the City of
Chicago

January 25, 2023

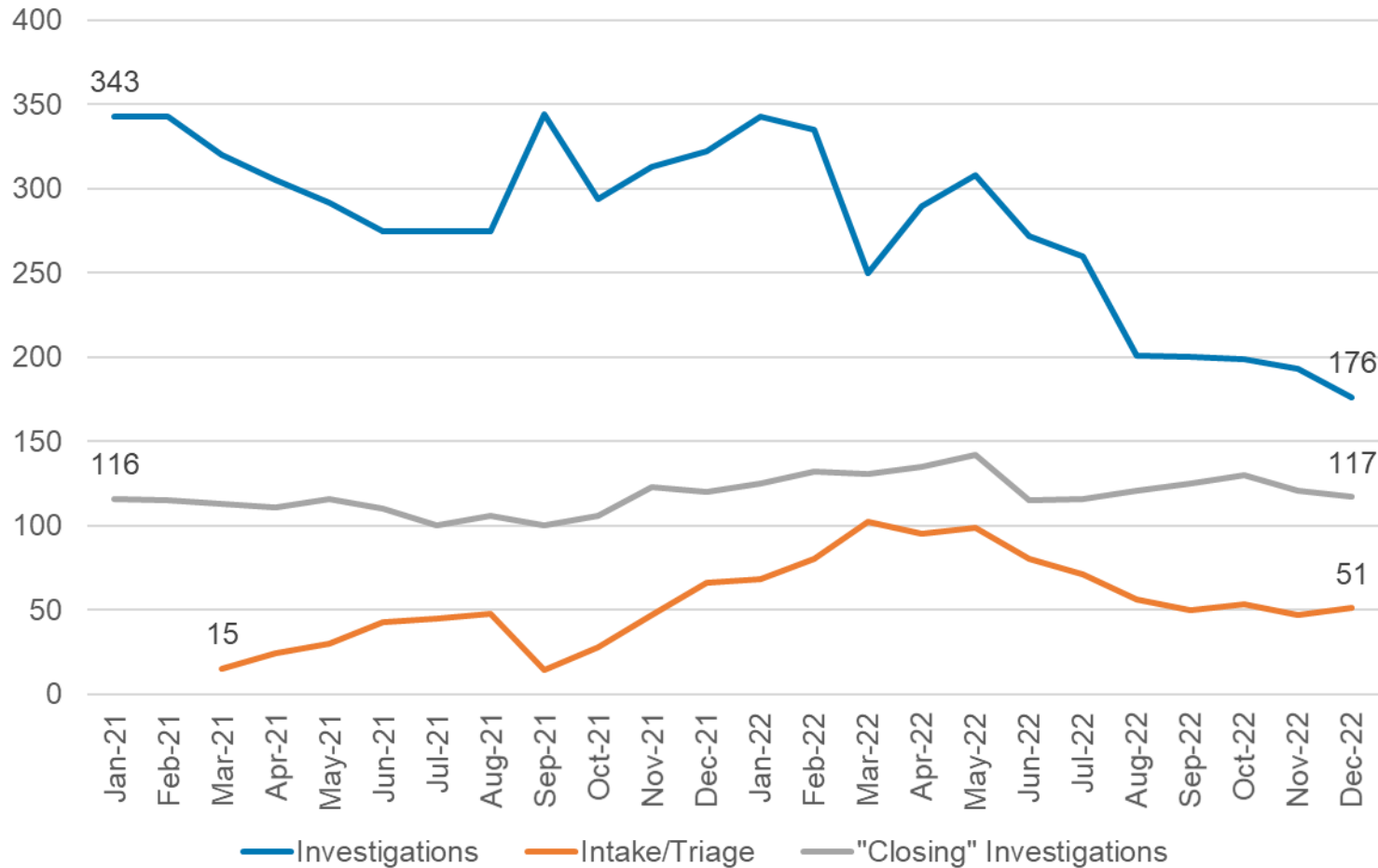


Chicago Board of Education • Office of Inspector General

SIGNIFICANT PROGRESS

- The OIG created a team of Investigative Specialists to conduct an initial assessment on allegations that do not clearly articulate adult-on-student sexual misconduct. The additional information helps determine whether the allegations require a full SAU investigation, and if not, how the complaint can be appropriately addressed.
- The SAU has increased its referrals, both after the initial assessment and mid-investigation, when the evidence indicates that there is no allegation of sexual misconduct and the matter would be better handled by another CPS department.
- Specialized teams of investigators have been created to handle investigations involving teachers who have been suspended pending investigation and Title IX investigations. The senior investigators handling these cases have smaller caseloads, enabling them to work faster towards a resolution.
- Summary Investigative Reports have also been made more succinct, while still reflecting the complexity of the evidence and severity of the allegations.

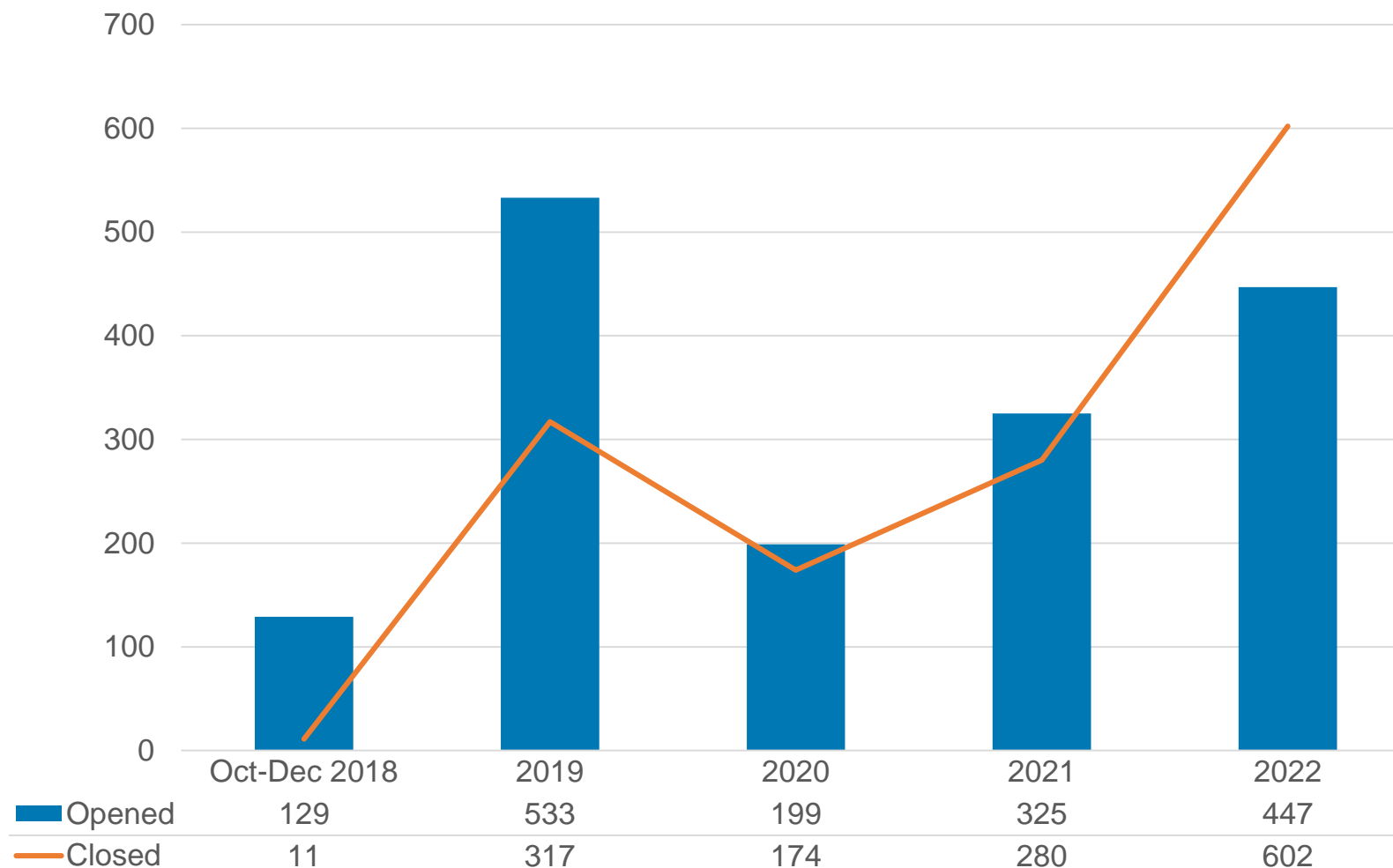
SIGNIFICANT PROGRESS



As of January 1, 2023, there were 349 open matters, 227 of which were active and 122 of which were “closing,” which indicates the investigation is complete and the file is being reviewed and written up.

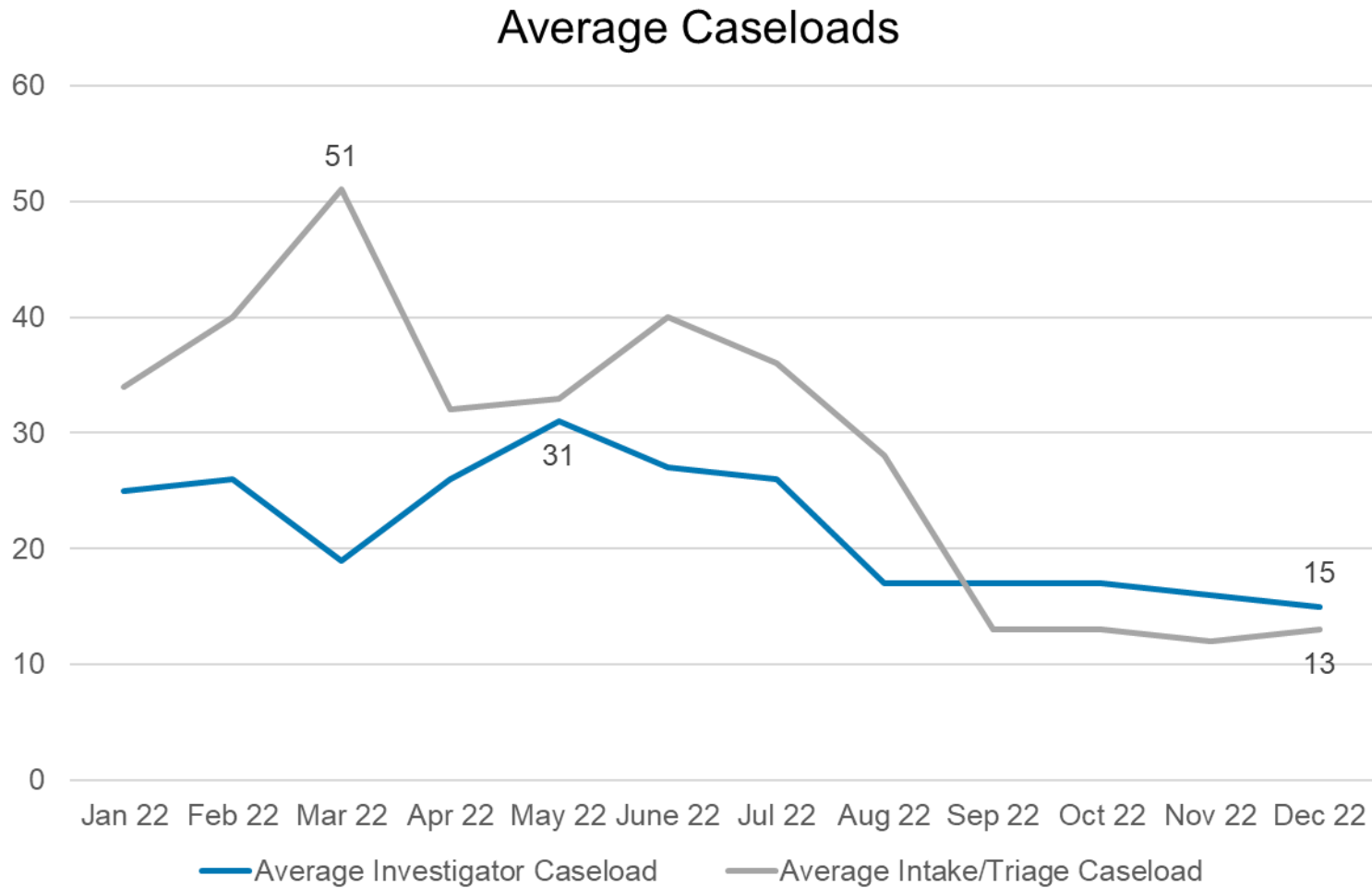
These investigations are being handled by a larger team of investigators, chief investigators, and attorneys who have collectively amassed decades of SAU-specific experience.

SIGNIFICANT PROGRESS



For the 2022 calendar year, the OIG closed 155 more cases than it opened and closed more cases than it opened in 9 out of the 12 months in 2022.

SIGNIFICANT PROGRESS



As of the end of 2022, the average caseload for investigators is at an all time low. This allows SAU investigators to focus on a smaller number of cases.

The average caseload for triage/intake specialists has also dropped. This allows for faster referrals of cases that do not implicate adult-on-student sexual misconduct.



CONCERNING TRENDS

Schools and Vendors Performing Investigations

The OIG and the OSP have discussed 13 instances where District schools, charter schools, and vendors are performing their own investigations of adult-on-student sexual misconduct allegations.

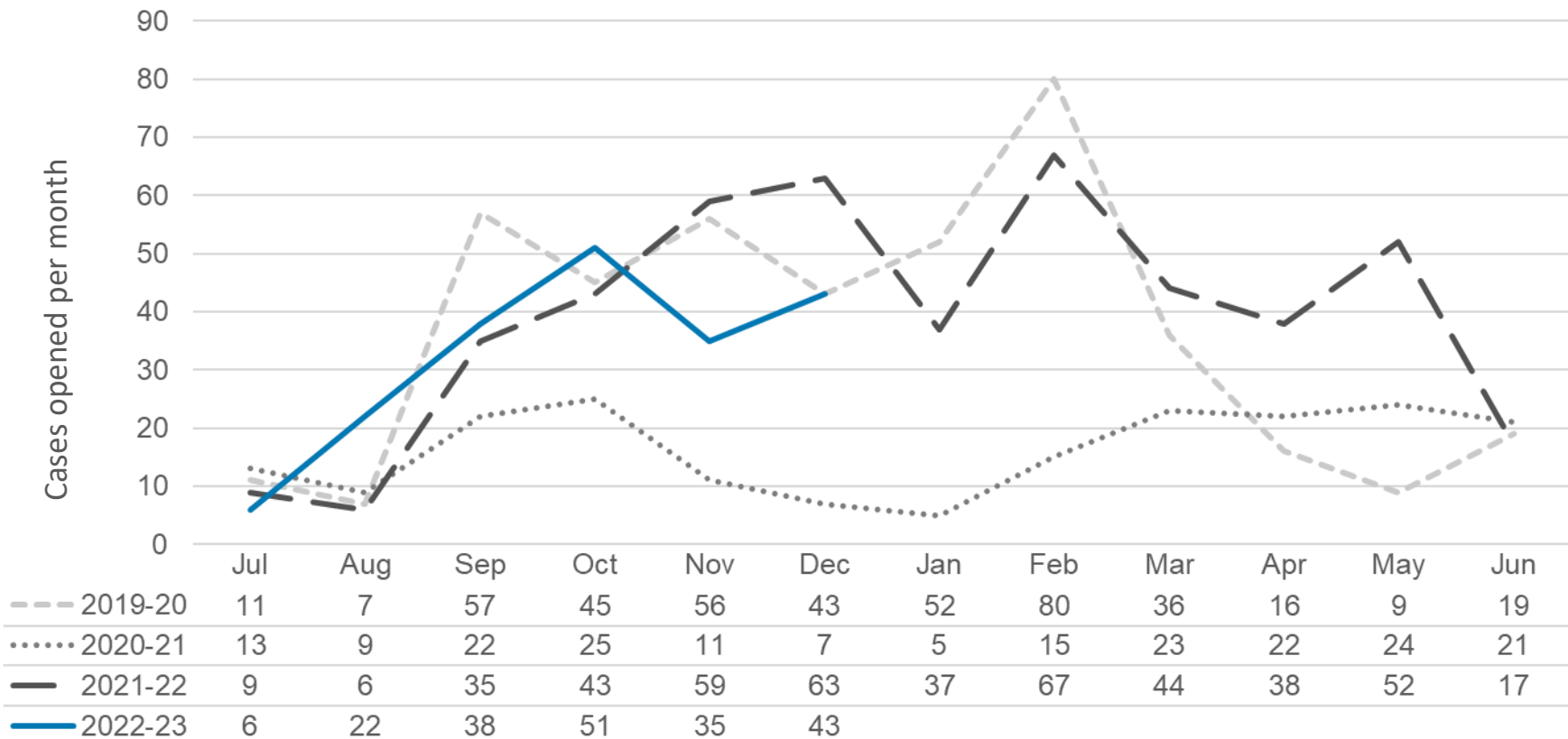
Charter School Vendor Background Checks

The OIG has observed a pattern suggesting that charter networks are violating their Background Checks and Adjudication Process Agreements with the District. Charter networks have been relying on vendors to background check vendor employees, sometimes without confirming that the background check was actually conducted. As a result, the vendor employees have not been screened against the District's DNH/DPI list, or the list of staff pulled pending an ongoing investigation. In other instances, vendor employees with extensive criminal records were allowed to work at a school despite having several convictions, including for Enumerated Offenses.

CASES OPENED PER MONTH

OIG SAU Case Intake Per Month

Cases opened July 1, 2019 – December 31, 2022



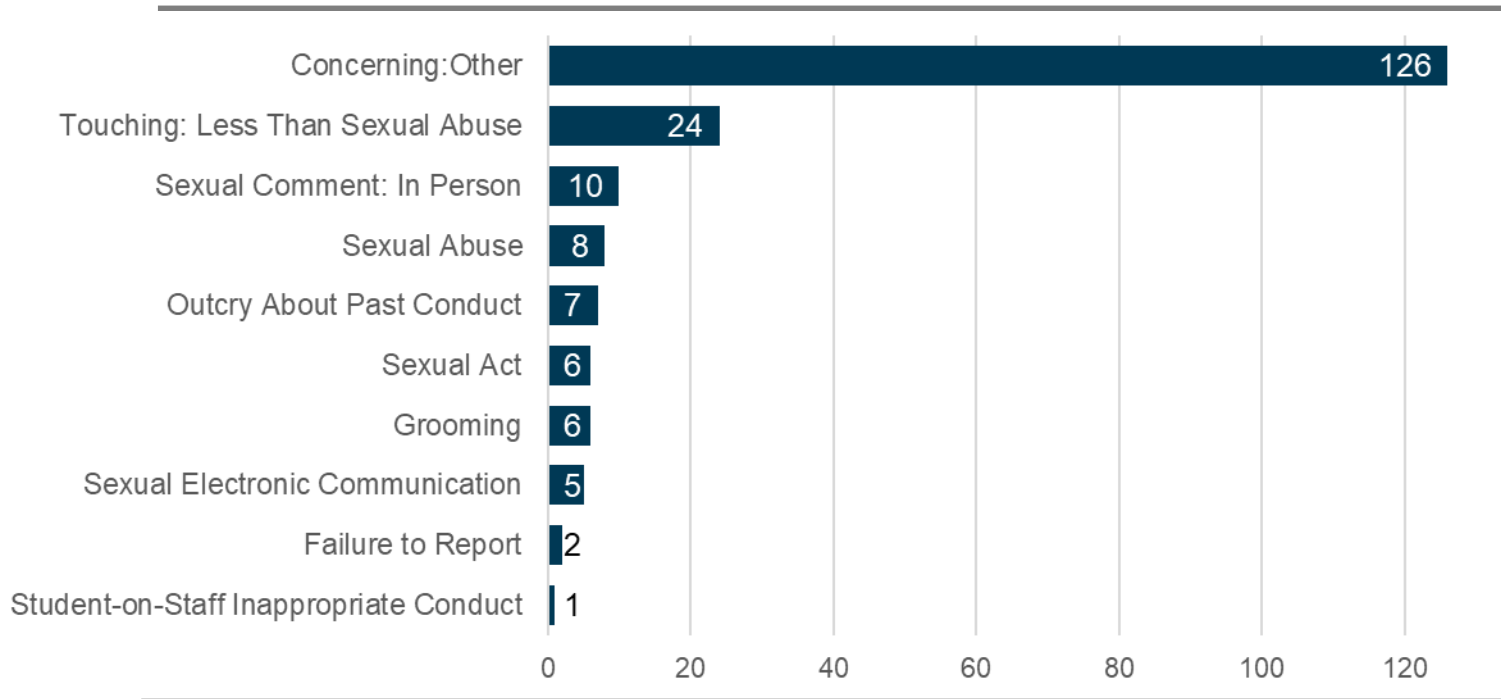
The OIG opened **195 cases** in July 2022 through December 2022, compared with 215 cases during the same period in FY21-22 and 87 in FY20-21.



TYPES OF ALLEGATIONS INVESTIGATED

Investigations Categorized by Initial Allegation Type

Cases opened July 1, 2022 – December 31, 2022



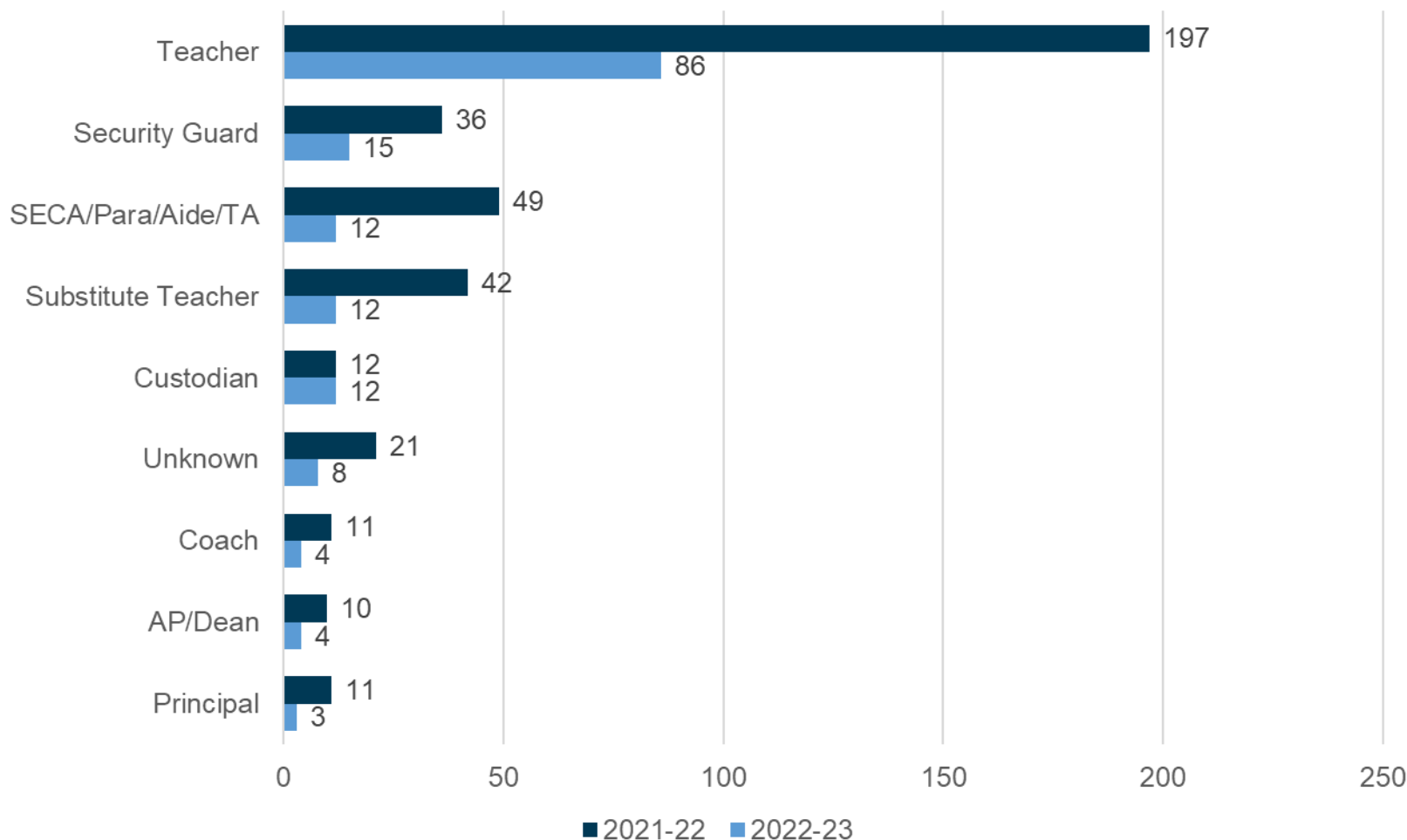
Generally, failures to report are uncovered during an investigation, rather than being alleged at the opening of an investigation.

Concerning: Other cases, which may involve leering, “creepy” behavior or other potentially concerning behavior, constituted **65%** of allegations received July 2022 through December 2022 compared with 52% in FY21-22, compared with 60% in FY20-21, and 58% in FY19-20.

Concerning: Other and **Touching: Less than Sexual Abuse** continue to make up the majority of initial allegations.

ALLEGATIONS BY SELECT JOB CATEGORY

Comparison to Previous Fiscal Year



The OIG previously identified a concerning increase in the number of allegations against [substitute teachers](#), but those have returned to essentially historical levels.

A recent concerning trend is that the number of allegations against [custodians](#) in the first six months of this fiscal year is equal to the total number of allegations against custodians for the entirety of the previous fiscal year.

ALLEGATIONS RATE COMPARISON

Non-Charter Schools vs. Charter Schools

	Non-Charter	Charter
Allegations July 1, 2022 – Dec. 31, 2022	160	30
20th Day Enrollment	266,063	56,043
% Total CPS Enrollment	83%	17%
% of Total Allegations	84%	16%
Allegations Per 100,000 Students	59.8	53.5

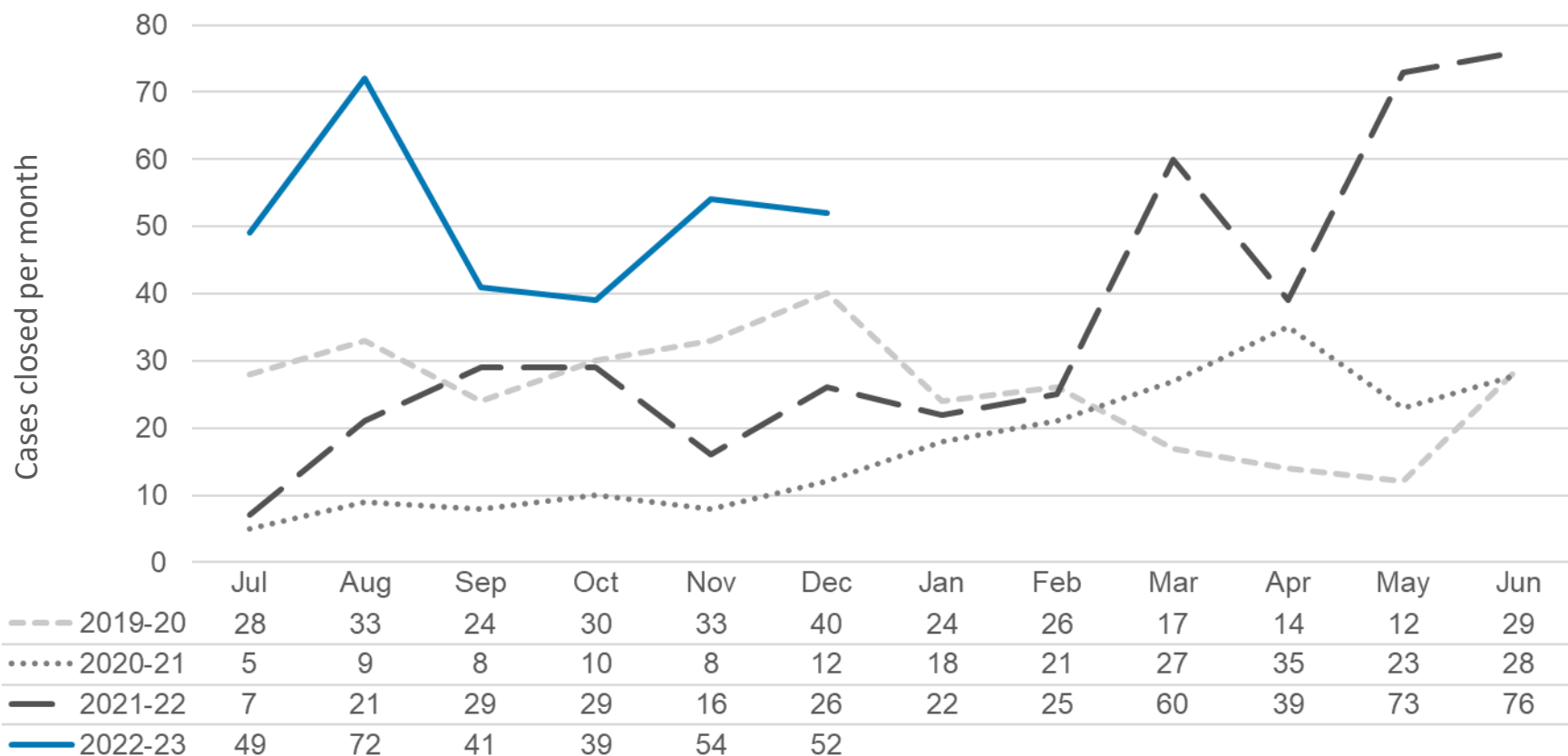
2022-2023 school year 20th-day enrollment data.

In the first half 2022-23 school year, charter schools and non-charter schools reported complaints at essentially the same rate. Historically, non-charter schools have reported between 1.5 and 2.6 times more cases per 100,000 students. The OIG continues to examine data for any concerning trends or disparities in reporting.

CASES CLOSED PER MONTH

OIG SAU Case Closures Per Month

Cases Closed July 1, 2019 – June 30, 2022



The OIG closed **307 cases** in July 2022 through December 2022, compared with 128 cases during the same period in 2020-21 and 52 in 2019-20.

SEXUAL MISCONDUCT FINDINGS

OIG cases closed October 1, 2018 — December 31, 2022

Finding

Sexual Act	21
Sexual Abuse	14
Grooming	8
Sexual Comment: In Person	23
Sexual Electronic Communication	11
Touching: Less Than Sexual Abuse	35

- From October 2018 to December 2022 the OIG substantiated violations of CPS' policy in 302 cases.
- Substantiated cases may involve multiple factual findings and policy violations.
- Sixteen of these serious sexual misconduct findings began with “concerning other” allegations.

PERSONNEL ACTIONS

Pulled or Blocked

As of December 31, 2022, **32** CPS staff were pulled with pay in connection with an open OIG investigation, including **17** CPS teachers. From July 1, 2022 to December 31, 2022, **33** individuals were pulled or blocked following an OIG recommendation. In addition, **15** CPS staff remained pulled with pay subsequent to the closing or referral of an OIG SAU case, however certain of these individuals are currently under investigation for subsequent allegations. Additionally, **6** substitute teachers were blocked.

Reinstated

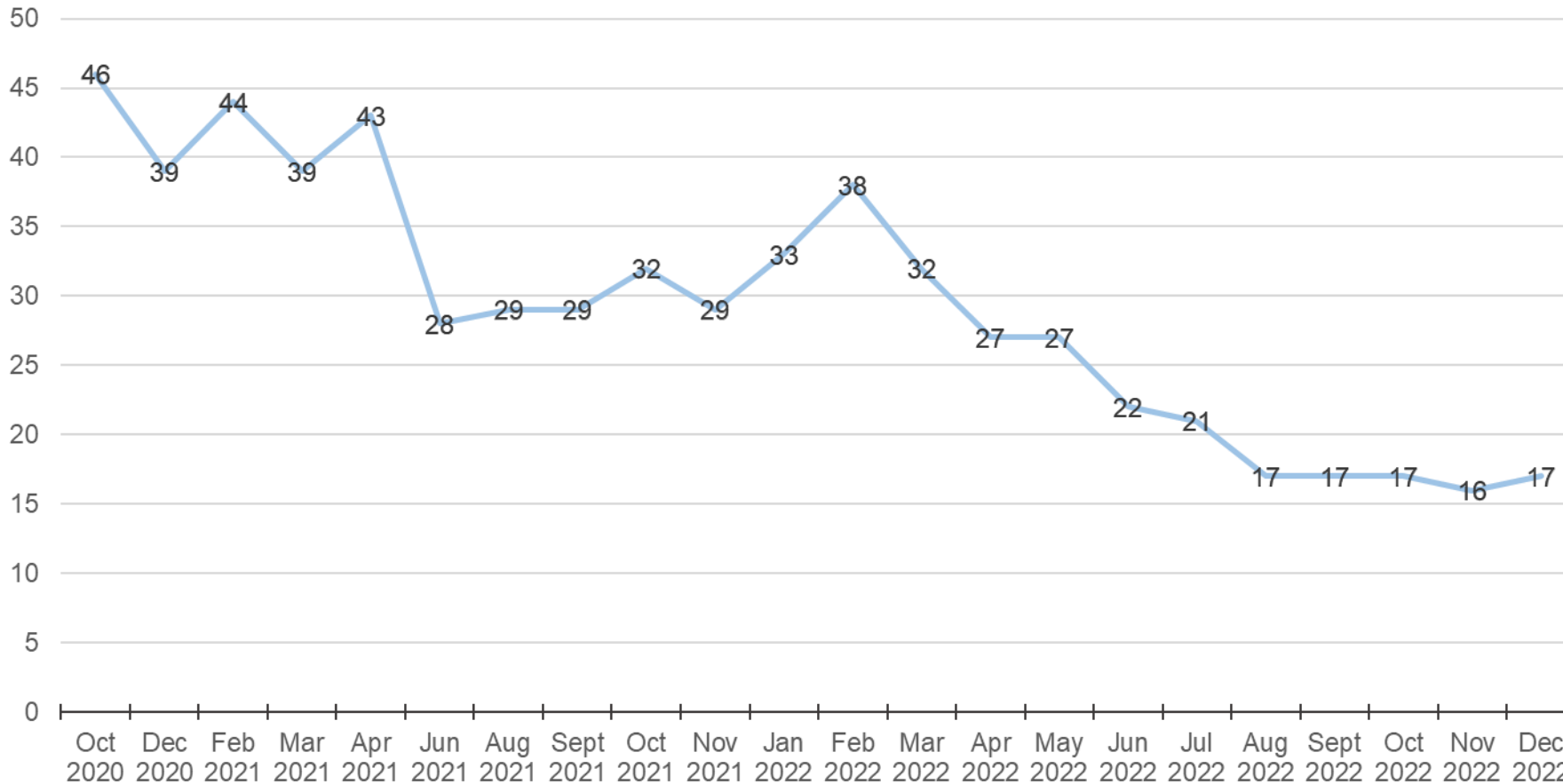
From July 1, 2022 to December 31, 2022, **8** individuals who were pulled or blocked were reinstated either based on the OIG's recommendation, or after the conclusion of the OIG's investigation.

Fired or resigned/retired

11 individuals who were subjects of an OIG investigation were fired or resigned/retired between July 1, 2022 to December 31, 2022.

PULLED CPS TEACHERS

CPS Teachers Pulled with Pay



As of December 31, 2022, there were 17 active investigations of allegations involving CPS teachers pulled with pay and 9 cases that are in the report writing process.

From July 2022 to December 2022, 6 teachers were pulled with pay, 5 teachers were reinstated, and the OIG issued 8 reports involving pulled teachers.



CASE INVENTORY AND UPDATES

As of January 1, 2023, the OIG had 227 active investigations and had substantially completed investigating an additional 122 cases. This includes 15 Title IX sexual harassment investigations involving a formal complaint of adult-to-student sexual harassment under current Title IX regulations.

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