

From: Gray, Rebecca R (Non-Employee) <rrgray@fcps.edu>
Sent: Saturday, November 04, 2023 10:46 AM EDT
To: Phillips, Tracey <tlphillips1@fcps.edu>
Subject: Re: potential walkout 11/9

Hey Traci, I'm assuming you guys read the parents stuff on Facebook but just in case they are blowing up about this walkout. Apparently the MSA has put flyers around saying it supports Palestinians so our Jewish parents are in an uproar and are planning to take their kids out of school because they are worried that it will become dangerous that day. Probably worth a community message.
Enjoy your weekend!

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From: Phillips, Tracey <tlphillips1@fcps.edu>
Sent: Thursday, November 2, 2023 10:47:59 AM
To: Robinson Secondary All <Robinson_Secondary_All@fcps.edu>
Subject: potential walkout 11/9

Good morning,

I have met with students from our Muslim Student Association and they are planning at Humanitarian Walkout on Thursday, November 9 at 1:30 pm.

FCPS and Robinson Secondary will neither oppose nor endorse the potential walkout; please do not provide students direct guidance as to how to walkout or when. Should students choose to walkout, our first priority will be their safety and security during such a demonstration. Please read through all the information below.

1. If students walk out:
 1. Administration and security staff will be in the hallway, and we will direct students outside door 1 and have security staff and administrators at that location.
 2. Please continue with your instructional plan as this demonstration cannot interfere with the rights of other students who stay in class.
 1. You may inform students who walked out, when they return, that they will be responsible for making up work missed.
2. **ALL students who walk out** please change their attendance to "CUT" as soon as they walkout. The "CUT" will remain in the attendance record to verify the student was not present for the entire class period. We will make an announcement when students are back in the building.
3. If students walk out – I will send out an eNotify message to the community.

General Information about the FCPS policy on Student Participation in Political Activities and other Causes

- FCPS respects the rights of our students to engage in peaceful protest and express their opinions through speech and other ways as long as it is done respectfully, does not interfere with the rights of others, and does not disrupt learning in the school.
- We respect students' rights to participate in walkouts especially during non-instructional time such as lunch, in hallways, during activities, etc., as long as they meet their educational and administrative obligations. They may wear t-shirts and other insignia advertising related messages as long as those clothes are not obscene, vulgar, or otherwise in violation of the SR&R.
- Students are allowed to leave classrooms and their buildings, although they are encouraged to remain on school property for safety reasons.
- Per SR&R, "An unexcused absence from school or from class is one for which the student does not have a legitimate reason in the opinion of the principal. When a student is absent without prior communication between the parent and the school, school personnel will notify the parent and take appropriate action based on the individual circumstances."
- If principals are approached about leafleting, rallies, speeches, flyers, use of tables for literature and discussion, etc., their approval or disapproval should be governed by the same rules that the school ordinarily applies to such activities. (See Regulation 1367 and SR&R)
- Harassment of participants should not be tolerated at any school.
- Our Student Rights and Responsibilities document states: "Students may exercise the right to freedom of expression through speech, assembly, petition, and other lawful means and have the right to advocate change of any law, policy, or regulation. The exercise of this right may not interfere with the rights of others..."

Staff Participation in Political Activities

- Teachers are directed to remain in class with students who do not participate in any walkout.
- Although these events are primarily student-sponsored, it is possible employees will desire to participate. They may do so during non-work time.
- They should not distribute materials in the classroom unless the principal has approved distribution as part of a curricular or SR&R activity.
- FCPS employees are encouraged to exercise their constitutional rights to participate in political activity---e.g. campaigning, running for office, registering voters, displaying and distributing political materials---but should do so on their own time, or by taking leave.
- Instructional personnel may discuss political issues with students as part of the instructional program, following FCPS guidelines to insure balanced and critical review of issues.
- FCPS employees may not participate nor may FCPS facilities be used in political campaigns during school or work hours.

During work hours, employees and those acting on behalf of FCPS should not wear campaign buttons, T-shirts, hats or other items designed to influence the outcome of an election, nor should they display such items in their workplaces.

Tracey Phillips
Principal
Robinson Secondary
703-426-2102