

SUMMARY OF OCTOBER 25, 2007 PARENT MEETING

I. Overview of the Evening

Worthington Christian Schools (“WCS”) called a meeting of all school parents (pre-school through high school) and high school students to provide information about recent media reports and to inform parents of future changes at WCS. The meeting began promptly at 7 PM and was dismissed at approximately 8:20 PM. Four WCS panel members sat at the front of the Auditorium and conducted the meeting. The panel members were: meeting moderator – John Haller, WCS Superintendent – Bill Williams, WCS Assistant Superintendent – Troy McIntosh and WCHS Principal – Tom Anglea.

We are in need of parent volunteers who will be willing to help WCS move forward with the proposed changes outlined below. You can indicate your interest in helping by filling out the form on this link <http://www.worthingtonchristian.com/faq/> or by calling Cindy Dunn at the WCHS (614) 431-8210.

The following is a summary of the remarks made that night.

II. The Apology and Request for Forgiveness

- WCS acknowledged that despite the past eight years of exemplary teaching and coaching service, the decision to return Mr. Smith to the classroom was an error in judgment. Had we anticipated the pain that the victim, Mr. Smith, the Smith family, our students and school families are now going through, our decision would have been different. As we move forward we don’t want to place anyone in that position again; and we want to ensure that every student at WCS is safe. To that end, we have drafted a new policy that says we will not hire or continue to employ anyone who has admitted to, or been convicted of, sexual misconduct with a student. Mr. Smith was a tremendous asset to WCHS. However, we realize the decision has caused division and pain and we seek your forgiveness.

III. Moving Forward at WCS

- We will immediately begin to operate under this rule and formalize it at the next WCS Advisory Team meeting: “WCS will not hire nor continue to employ anyone who has admitted to, or been convicted of, sexual misconduct toward a student.”
- Within the next 30 days, WCS will be contracting with an independent, outside team or teams of professionals that will conduct a thorough review of the school’s hiring practices, staff evaluations, grievance procedures, harassment policies, and any other area that the firms believe to be

appropriate. The professionals will be charged with preparing a summary report of their findings that will be made available to WCS families.

- Within the next 30 days, the school will begin drafting and implementing guidelines to clearly govern what is appropriate faculty-student relationships. This will allow both faculty and students to understand what necessary and appropriate boundaries are. We will appoint several faculty members and parents to serve on the drafting committee. Our faculty and staff will be fully trained on the guidelines and will be expected to abide by them. The guidelines will also be shared with our school families so you now what the expectations are. We have full confidence in our current staff that appropriate behavior is and will continue to be the norm.
- Since 2002, WCS has been requiring background checks on all new school employees prior to hire. We have had no checks come back with any offense listed. Earlier this year, Ohio HB 79 began to require all school districts, including chartered non-public schools like WCS, to begin more frequent background checks on its employees. Months before any of the revelations of the past 2 weeks came to light; WCS administrators adopted a policy that went beyond the requirements of HB 79. By Nov. 1, any teacher or administrator who had not had a background check within the last five years will have to have submitted a clean report, well in advance of the state requirements. Additionally, they will be required to another background check done every five years. As of today, nearly all WCS staff (and 100% by Nov. 1) has had a recent background check. None have come back with any criminal record of any kind. We will continue to abide by all state operating standards in this area.
- In order to provide a safe and confidential environment for students and staff to report allegations of abuse, we will be appointing two faculty ombudsmen, one male and one female, to whom students will have access. These ombudsmen will be appropriately trained to handle allegations with respect for the student as well as due process for the faculty member.

IV. The Future at WCHS

- Academically, we have a commitment to the students in Mr. Smith's and Mr. Crary's classes. We have a long-term sub in Mr. Crary's room. She is one of our approved subs. She has a B.S. in English Secondary Education from Taylor University. Three years teaching experience and recently moved to Columbus. She is highly qualified.
- Starting last week, Cindy Hecker is our temporary sub in place for Mr. Smith as we continue the hiring process for his position. Mr. Anglea is networking this position; he has spoken to a potential candidate last week, and has a follow-up phone call planned for this week. Pray for God's person for this science position.

- Mr. Anglea has met with WCS students multiple times recently to keep them informed of the current situation. Last Monday afternoon and Tuesday were extremely difficult days for our students. Yet they look to the future. For many their trust in the Lord is strong, their faith is growing, and their love for their school is showing.

Questions were taken from those in attendance. Parents who did not get to ask their question, would like additional information or could not attend the meeting are invited to submit their request to <http://www.worthingtonchristian.com/faq/> for further follow up.

We are in need of parent volunteers who will be willing to help WCS move forward with the proposed changes outlined above. You can indicate your interest in helping by filling out the form on the link above or by calling Cindy Dunn at the WCHS (614) 431-8210.

VII. Thoughts After the Meeting

We believe that God used this special time with our parents to begin a healing process and to move us forward in making WCS a much stronger school.