

Memo – Privileged and Confidential

To: Pamela O’Berry and Cullen Seltzer, Sands Anderson

From: Jason Kamras, Richmond Public Schools

Re: Investigation Report on Monroe Park Shooting

Date: November 21, 2023

On behalf of the RPS Administration, I want to thank you for your comprehensive report. I am deeply grateful for its critical insights into how we can continue to improve as a school system. I also appreciate the sensitivity, humanity, and professionalism you brought to the investigation process.

In Section II of the report, you identified two inconsistencies between your report and our internal one. I would like to provide additional context about how we came to our conclusions.

First, you noted that you found no evidence that Ms. Harris, the school counselor working with Shawn Jackson, was acting as the principal’s designee in making the decision about whether Shawn should participate in the graduation ceremony. Our internal conclusion that she was, in fact, serving in this capacity was based on conversations that Mr. Jefferson, Chief Academic Officer for Secondary Education, had with then-Principal Gilstrap, who indicated that he *had* delegated this responsibility to his counselors. Unfortunately, we are not able to re-verify this, as Mr. Gilstrap has declined to be interviewed.

Second, you noted that Ms. Ramsey shared additional information about her time at the side entrance to the theater, including that she arrived after most graduates had done so and that she was not present while escorting dignitaries. We did not have this information from Ms. Ramsey when crafting the internal report, nor did we believe at the time that there was any ambiguity in her statement that she “witnessed each student walking through the metal detector to enter the building.”

In both cases, we based our conclusions on information that we believed to be accurate and complete. I sincerely apologize for any instance where we fell short of our goal of providing the best, most precise accounting of what occurred given the limited time and resources we had to produce our report.

If you have any further questions, please do not hesitate to contact me. Again, thank you for both the content of your report as well as the manner in which you produced it.