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February 4, 2025

Dear LPS School Community:

Doing the right thing requires daily practice. We believe it is our obligation to serve and care for others in our community and stand up for just causes, even when it might be difficult to do so. When we act with integrity and moral courage, our small actions can lead to big changes. These are words from our LPS core values, and it is in this spirit that we write to you today.

On January 29, 2025, the White House issued [this Executive Order](#) entitled “Ending Radical Indoctrination of K-12 Schools.” The Order calls into question equity work in schools, and it undermines our ability to support all individuals, including LGBTQ+ youth and educators in our school community.

Two days later, Attorney General Andrea Campbell and 12 other AGs [issued this statement in response](#), and we applaud their efforts. On that same day, nearly 100 Lexington Public Schools students and staff participated in a professional learning experience. Engaging our critical thinking skills, we worked to create a secondary DEI curriculum as part of our larger effort to create a comprehensive PK-12 DEI course of studies. We explored the [Learning for Justice Social Justice Standards](#) and what being part of a beloved community means. The sharp contrast between the Executive Order and our district equity work on this day had us “nodding blithely at the inevitability of incompatible events.”¹

To our students, staff, parents, and caregivers who are feeling frightened and scared right now, please know that we stand with you. In Lexington, diversity, equity, inclusion, and accessibility efforts have been the cornerstone of our [LPS strategic plan and vision](#). Our strategic plan was created by our community and not *for* our community, and here in Lexington, children are taught to think for themselves.

It is important for students, families and staff to know that nothing has changed with respect to the laws in Massachusetts. Massachusetts General Laws c. 76 s. 5, states that “no person shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin or sexual orientation.”

¹ Linda Darling Hammond, [Transforming School Reform: Policies and Practices for Democratic Schools](#), National Center for Restructuring Education, Schools, and Teaching, (1994): 8.

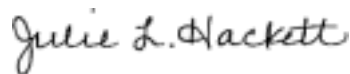
In the words of our Attorney General, “DEIA initiatives do more than prevent discrimination—they promote respect, understanding, and the celebration of diverse perspectives. This means ensuring that people of diverse races, backgrounds, and beliefs are present and valued in workplace and educational settings, that everyone receives fair treatment and equal access to opportunities, and that individuals or groups feel welcomed and supported in those settings.” We wholeheartedly agree.

To that end, we offer the following guidance in hopes that it will provide an added layer of safety and security for all members of our school community.

1. Staff members, please feel free to share this message with students, staff, parents/caregivers who reach out with concerns. If you need additional support or assistance in any way, please contact your building administrator, district leadership, or the superintendent’s office.
2. Nothing has changed in our schools and educators should continue their inclusive practices.
3. Children whose identities are affirmed feel safer in schools. LPS is in its 30th year of administering the Youth Risk Behavior Survey (YRBS), and the safety and security of our children remains a top priority. All staff members should continue with their current practices in their classrooms with respect to gender identity.
4. Our diversity, equity, and inclusion and PK-12 DEI curriculum work in Lexington Public Schools will carry on, and we will continue to prioritize DEI professional learning experiences.

In Lexington Public Schools, we are committed to our diversity, equity, and inclusion efforts. We are dedicated to working toward mutual understanding of all cultures, backgrounds, identities, ideas, beliefs, learning styles, and abilities that are different from our own. We recognize that everyone brings unique skills, perspectives, and experiences. Together, we will continue to create a safe and supportive learning environment where everyone is honored and respected.

Sincerely,



Julie L. Hackett, Ed.D. Superintendent of Schools School Committee Member

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