

From: [Lori Levine](#)
To: [Nicholas M. Novak](#)
Cc: [Judith Jones](#); [Patrick J. Saunderson](#)
Subject: Re: [External] Student Walkout
Date: Thursday, November 9, 2023 7:11:05 AM

Some people who received this message don't often get email from [REDACTED]. [Learn why this is important](#)

Dear Principal Novak,

Thank you for your response and additional details about the walkout. I hope that some thoughtful discussions and lessons come out of this. I also hope that DEIA initiatives will include discussions of anti-Semitism and what it entails. A good reading to start is "People Love Dead Jews" by Dara Horn. It is nuanced and extremely relevant.

Sincerely,
Lori

On Wed, Nov 8, 2023 at 22:03 Nicholas M. Novak <Nicholas_Novak@hcpss.org> wrote:

Good evening Ms. Levine,

Thanks for your email. I appreciate you sharing your concerns and exploring possible needs for our students, staff, and community. Let me first share that no chants were made at today's walkout. I was made aware of that specific chant being used at protests on college campuses and the antisemitic nature of the message. We specifically let student organizers know that statements like that were not acceptable.

With respect to the education needed for our students and the greater community, I agree that there is much to learn about what is going on and the historical context that frames the current conflict. I had shared with the student organizers that many people in our school probably couldn't identify Gaza on a map, yet alone know all the complexities of the October 7th attack and subsequent events. I have copied Pat Saunderson-Area 1 Community Superintendent and Judy Jones-Director of Diversity, Equity, and Inclusion on this email since I have discussed next steps for not just Atholton, but all of HCPSS as we wrestle with the local impact of global events. It will definitely be something we discuss moving forward.

Thanks again for your email.

Sincerely,

Nick Novak

Principal

Atholton High School

[6520 Freetown Road](#)

[Columbia, MD 21044](#)

410-313-7065

Follow me on Twitter and Instagram: [@PrincipalNovak](#)

From: Lori Levine <[REDACTED]>
Sent: Wednesday, November 8, 2023 12:54 PM
To: Nicholas M. Novak <Nicholas_Novak@hcpss.org>
Subject: [External] Student Walkout

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! CAUTION: This email originated from outside of HCPSS. Do not click links or open attachments, unless you recognize the sender and know the content is safe.

Dear Principal Novak,

I am writing to you today to address the student walkout that took place earlier, demonstrating support for a cease-fire in Gaza. I respect the students' right to express their opinions on the ongoing conflict, and I do not intend to impede that right. However, I would like to discuss some concerns, particularly in relation to the impact on the Jewish students within our Atholton community.

My foremost concern pertains to any signs or speeches delivered during the event that may have contained hateful or potentially incendiary content. For instance, were there any instances of chants, such as "from the river to the sea," which advocate for the elimination of Jews and Israel? I also seek clarification on the involvement of any teachers in the event and

the educational approach taken in addressing the ongoing war. Do students have access to a comprehensive understanding of the complexities of this situation, including the fact that a cease-fire requires cooperation from both sides, something that Hamas will not comply with, as mentioned in [The New York Times article](#), which quoted a Hamas advisor stating he “[hopes] that the state of war with Israel will become permanent on all the borders, and that the Arab world will stand with us”? Furthermore, have students been informed about the circumstances that contributed to the current conflict, instigated by Hamas’ brutal invasion, slaughter of 1,400 innocent people, and abductions of more than 200?

I would also like to inquire whether the school is addressing the issue of anti-Semitism in our country and its influence on media reporting. Would you offer similar support and understanding to Jewish students and their allies should they wish to organize a walkout to express their own concerns regarding the horrific murder, rape, and torture of 1,400 people on Israeli soil, the hundreds of people still held in tunnels in Gaza by a terrorist organization, and Israel’s right to defend itself?

Please understand that my intent in raising these issues is not to express anger over the students' walkout, but rather to voice my deep concern. It is my belief that all students should be provided with a comprehensive and unbiased education that fosters a true understanding of the historical and current events surrounding this ongoing conflict. I am worried that this may not be occurring, and that our Jewish students may be experiencing feelings of exclusion, blame, and fear as a result.

I kindly request that you address these concerns and consider ways to ensure a balanced and inclusive educational environment for all our students.

Thank you for your attention to this matter.

Sincerely,

Lori Levine

From: [Alicia Bauer](#)
To: [Anissa Dennis](#); [Judith Jones](#); [Razia F. Kosi](#); [Michael Braun](#); [Charles Anderson](#); [Kevin A. Burnett](#); [Patrick Arnone](#); [Caroline Walker](#); [Adam C. Eldridge](#); [Dwayne Williams](#); [Jeffrey Fink](#); [Joelle Miller](#); [John DiPaula](#); [Joshua R. Wasilewski](#); [Karim Shortridge](#); [Karl J. Schindler](#); [Katie Clark](#); [Kenneth Porritt](#); [Marcy Leonard](#); [Nicholas M. Novak](#); [Paul Owens](#); [Raymona S. Reid](#); [Robert A. Motley](#); [Shawn M. Hastings](#); [Steven Fleming](#); [Alana Lake](#); [Angela Henderson](#); [Anton Evans](#); [Darryl Thompson](#); [Dawn Scott](#); [Della Myers](#); [George Brown](#); [Kelvin Collins](#); [Kevin McDuffie](#); [Mark Perry](#); [Marvin Tunstall](#); [Melvin Kenney](#); [Michael C. Guizzotti](#); [Michael Williams](#); [Randy Snearly](#); [Richard Cumby](#); [Richard Ebb](#); [Thomas Claxton](#); [James R. LeMon](#); [Kendra Johnson](#); [Monique Lamar](#); [Patrick J. Saunderson](#); [Justin FitzGerald](#); [Jen Robinson](#); [Jonathan E. Davis](#); [Jack Davis](#); [David Burton](#); [Brandon Lapp](#); [Bryan Mason](#); [Casey Viou](#); [Eric Agard](#); [John Martin](#); [Kiron Harrison](#); [Leah G. Littlefield](#); [Marc Carneal](#); [Robert Flynn](#); [Ryan Kane](#); [Shannon Cole](#); [Shawn Kane](#); [Cliff Macer](#); [Chris Johnson](#)
Cc: [Michael Rudinski](#); [Michael Senisi](#); [Jeannie Prevosto](#); [Christopher Reagle](#); [Michael F. Lerner](#); [Michael Salapata](#); [Elizabeth A. DeFrances](#); [Joseph A. Thomas](#); [Jarrett Ingram](#); [Brian Rau](#); [Troy Stevenson](#); [Marcus D. Lewis](#); [James P. Creighton](#); [Brandon A. Lauer](#); [Lawrence Williams](#); [Stephen Cowles](#); [Alyson Mitchel](#)
Subject: Questions on Topics from the Quarterly Principals, SROs, & Security Assistants Meeting (10/31)
Date: Wednesday, November 8, 2023 1:42:03 PM
Attachments: [image001.png](#)

On behalf of Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer.....

Thank you for attending the Quarterly Principals, SROs, Security Assistants, and AAMs meeting on October 31, 2023. Please use [this document](#) to let us know of any questions you have on the topics addressed at the meeting. If you have any questions related to this request, please don't hesitate to reach out.

Thank you,

Nessa

Anissa Dennis, Ed.D.
Chief School Management & Instructional Leadership Officer
Howard County Public School System
Phone: 410-313-6607



Alicia A. Bauer

Executive Assistant III

Division of School Management and Instructional Leadership
Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
410-313-6607
www.hcpss.org



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To: [Anissa Dennis](#); [Judith Jones](#); [Razia F. Kosi](#); [Michael Braun](#); [Charles Anderson](#); [Kevin A. Burnett](#); [Patrick Arnone](#); [Caroline Walker](#); [Adam C. Eldridge](#); [Dwayne Williams](#); [Jeffrey Fink](#); [Joelle Miller](#); [John DiPaula](#); [Joshua R. Wasilewski](#); [Karim Shortridge](#); [Karl J. Schindler](#); [Katie Clark](#); [Kenneth Porritt](#); [Marcy Leonard](#); [Nicholas M. Novak](#); [Paul Owens](#); [Raymona S. Reid](#); [Robert A. Motley](#); [Shawn M. Hastings](#); [Steven Fleming](#); [Alana Lake](#); [Angela Henderson](#); [Anton Evans](#); [Darryl Thompson](#); [Dawn Scott](#); [Della Myers](#); [George Brown](#); [Kelvin Collins](#); [Kevin McDuffie](#); [Mark Perry](#); [Marvin Tunstall](#); [Melvin Kenney](#); [Michael C. Guizzotti](#); [Michael Williams](#); [Randy Snearly](#); [Richard Cumby](#); [Richard Ebb](#); [Thomas Claxton](#); [James R. LeMon](#); [Kendra Johnson](#); [Monique Lamar](#); [Patrick J. Saunderson](#); [Justin FitzGerald](#); [Jen Robinson](#); [Jonathan E. Davis](#); [Jack Davis](#); [David Burton](#); [Brandon Lapp](#); [Bryan Mason](#); [Casey Viou](#); [Eric Agard](#); [John Martin](#); [Kiron Harrison](#); [Leah G. Littlefield](#); [Marc Carneal](#); [Robert Flynn](#); [Ryan Kane](#); [Shannon Cole](#); [Shawn Kane](#); [Cliff Macer](#); [Chris Johnson](#)
Cc: [Michael Rudinski](#); [Michael Rudinsky@hcpss.org](#); [Michael Senisi](#); [Jeannie Prevosto](#); [Christopher Reagle](#); [Michael F. Lerner](#); [Michael Salapata](#); [Elizabeth A. DeFrances](#); [Joseph A. Thomas](#); [Jarrett Ingram](#); [Brian Rau](#); [Troy Stevenson](#); [Marcus D. Lewis](#); [James P. Creighton](#); [Brandon A. Lauer](#); [Lawrence Williams](#); [Stephen Cowles](#); [Alyson Mitchel](#)
Subject: Please Complete the Feedback Survey for Today's -Quarterly Principals, SROs, & Security Assistants Meeting
Date: Tuesday, October 31, 2023 1:31:19 PM
Attachments: [image001.png](#)

Good afternoon,

On behalf of Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer.....

Thank you for attending the Quarterly Principals, SROs, Security Assistants, & AAMs meeting today, October 31, 2023! Please take a moment to complete the [meeting feedback survey](#) before you leave today.

If you have any questions, please don't hesitate to reach out.

Thank you,

Nessa

Anissa Dennis, Ed.D.
Chief School Management & Instructional Leadership Officer
Howard County Public School System
Phone: 410-313-6607



Alicia A. Bauer

Executive Assistant III

Division of School Management and Instructional Leadership
Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer
Howard County Public School System
10910 Clarksville Pike
Ellicott City, MD 21042
410-313-6607
www.hcpss.org



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-----Original Appointment-----

From: Anissa Dennis <Anissa_Dennis@hcpss.org>

Sent: Friday, September 29, 2023 10:54 AM

To: Anissa Dennis; Judith Jones; Razia F. Kosi; Michael Braun; Charles Anderson; Kevin A. Burnett; Patrick Arnone; Caroline Walker; Adam C. Eldridge; Dwayne Williams; Jeffrey Fink; Joelle Miller; John DiPaula; Joshua R. Wasilewski; Karim Shortridge; Karl J. Schindler; Katie Clark; Kenneth Porritt; Marcy Leonard; Nicholas M. Novak; Paul Owens; Raymona S. Reid; Robert A. Motley; Shawn M. Hastings; Steven Fleming; Alana Lake; Angela Henderson; Anton Evans; Darryl Thompson; Dawn Scott; Della Myers; George Brown; Kelvin Collins; Kevin McDuffie; Mark Perry; Marvin Tunstall; Melvin Kenney; Michael C. Guizzotti; Michael Williams; Randy Snearly; Richard Cumby; Richard Ebb; Thomas Claxton; James R. LeMon; Kendra Johnson; Monique Lamar; Patrick J. Saunderson; Justin FitzGerald; Jen Robinson; Jonathan E. Davis; Jack Davis; David Burton; Brandon Lapp; Bryan Mason; Casey Viou; Eric Agard; John Martin; Kiron Harrison; Leah G. Littlefield; Marc Carneal; Robert Flynn; Ryan Kane; Shannon Cole; Shawn Kane; Cliff Macer; Chris Johnson

Cc: Alicia Bauer; Michael Rudinski; Michael_Rudinsky@hcpss.org; Michael Senisi; Jeannie Prevosto; Christopher Reagle; Michael F. Lerner; Michael Salapata; Elizabeth A. DeFrances; Joseph A. Thomas; Jarrett Ingram; Brian Rau; Troy Stevenson; Marcus D. Lewis; James P. Creighton; Brandon A. Lauer; Lawrence Williams; Stephen Cowles; Alyson Mitchel

Subject: Quarterly Principals, SROs, & Security Assistants Meeting

When: Tuesday, October 31, 2023 12:00 PM-1:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Homewood - Cafeteria

Please hold this time on your calendar for the upcoming Quarterly Principals, SROs, and Security Assistants Meeting

From: [Alicia Bauer](#)
To: [Anissa Dennis](#); [Judith Jones](#); [Razia F. Kosi](#); [Michael Braun](#); [Charles Anderson](#); [Kevin A. Burnett](#); [Patrick Arnone](#); [Caroline Walker](#); [Adam C. Eldridge](#); [Dwayne Williams](#); [Jeffrey Fink](#); [Joelle Miller](#); [John DiPaula](#); [Joshua R. Wasilewski](#); [Karim Shortridge](#); [Karl J. Schindler](#); [Katie Clark](#); [Kenneth Porritt](#); [Marcy Leonard](#); [Nicholas M. Novak](#); [Paul Owens](#); [Raymona S. Reid](#); [Robert A. Motley](#); [Shawn M. Hastings](#); [Steven Fleming](#); [Alana Lake](#); [Angela Henderson](#); [Anton Evans](#); [Darryl Thompson](#); [Dawn Scott](#); [Della Myers](#); [George Brown](#); [Kelvin Collins](#); [Kevin McDuffie](#); [Mark Perry](#); [Marvin Tunstall](#); [Melvin Kenney](#); [Michael C. Guizzotti](#); [Michael Williams](#); [Randy Snearly](#); [Richard Cumby](#); [Richard Ebb](#); [Thomas Claxton](#); [James R. LeMon](#); [Kendra Johnson](#); [Monique Lamar](#); [Patrick J. Saunderson](#); [Justin FitzGerald](#); [Jen Robinson](#); [Jonathan E. Davis](#); [Jack Davis](#); [David Burton](#); [Brandon Lapp](#); [Bryan Mason](#); [Casey Viou](#); [Eric Agard](#); [John Martin](#); [Kiron Harrison](#); [Leah G. Littlefield](#); [Marc Carneal](#); [Robert Flynn](#); [Ryan Kane](#); [Shannon Cole](#); [Shawn Kane](#); [Cliff Macer](#); [Chris Johnson](#)
Cc: [Michael Rudinski](#); [Michael Senisi](#); [Jeannie Prevosto](#); [Christopher Reagle](#); [Michael F. Lerner](#); [Michael Salapata](#); [Elizabeth A. DeFrances](#); [Joseph A. Thomas](#); [Jarrett Ingram](#); [Brian Rau](#); [Troy Stevenson](#); [Marcus D. Lewis](#); [James P. Creighton](#); [Brandon A. Lauer](#); [Lawrence Williams](#); [Stephen Cowles](#); [Alyson Mitchel](#)
Subject: Agenda: Quarterly Principals, SROs, Security Assistants, & AAMs Meeting (10/31)
Date: Friday, October 27, 2023 8:58:02 AM
Attachments: [image001.png](#)

On behalf of Anissa Dennis, Chief School Management and Instructional Leadership Officer....

Good morning,

Please see the [agenda](#) for the Quarterly Principals, SROs, Security Assistants, and AAMs meeting on October 31, 2023, at 12:00 p.m. at the Homewood Center.

Thank you,

Alicia A. Bauer

Executive Assistant III

Division of School Management and Instructional Leadership

Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer

Howard County Public School System

10910 Clarksville Pike

Ellicott City, MD 21042

410-313-6607

www.hcpss.org



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To: [Anissa Dennis](#); [Judith Jones](#); [Razia F. Kosi](#); [Michael Braun](#); [Charles Anderson](#); [Kevin A. Burnett](#); [Patrick Arnone](#); [Caroline Walker](#); [Adam C. Eldridge](#); [Dwayne Williams](#); [Jeffrey Fink](#); [Joelle Miller](#); [John DiPaula](#); [Joshua R. Wasilewski](#); [Karim Shortridge](#); [Karl J. Schindler](#); [Katie Clark](#); [Kenneth Porritt](#); [Marcy Leonard](#); [Nicholas M. Novak](#); [Paul Owens](#); [Raymona S. Reid](#); [Robert A. Motley](#); [Shawn M. Hastings](#); [Steven Fleming](#); [Alana Lake](#); [Angela Henderson](#); [Anton Evans](#); [Darryl Thompson](#); [Dawn Scott](#); [Della Myers](#); [George Brown](#); [Kelvin Collins](#); [Kevin McDuffie](#); [Mark Perry](#); [Marvin Tunstall](#); [Melvin Kenney](#); [Michael C. Guizzotti](#); [Michael Williams](#); [Randy Snearly](#); [Richard Cumby](#); [Richard Ebb](#); [Thomas Claxton](#); [James R. LeMon](#); [Kendra Johnson](#); [Monique Lamar](#); [Patrick J. Saunderson](#); [Justin FitzGerald](#); [Jen Robinson](#); [Jonathan E. Davis](#); [Jack Davis](#); [David Burton](#); [Brandon Lapp](#); [Bryan Mason](#); [Casey Viou](#); [Eric Agard](#); [John Martin](#); [Kiron Harrison](#); [Leah G. Littlefield](#); [Marc Carneal](#); [Robert Flynn](#); [Ryan Kane](#); [Shannon Cole](#); [Shawn Kane](#); [Cliff Macer](#); [Chris Johnson](#)
Cc: [Michael Rudinski](#); [Michael Rudinski](#); [Michael Senisi](#); [Jeannie Prevosto](#); [Christopher Reagle](#); [Michael F. Lerner](#); [Michael Salapata](#); [Elizabeth A. DeFrances](#); [Joseph A. Thomas](#); [Jarrett Ingram](#); [Brian Rau](#); [Troy Stevenson](#); [Marcus D. Lewis](#); [James P. Creighton](#); [Brandon A. Lauer](#); [Lawrence Williams](#); [Stephen Cowles](#); [Alyson Mitchel](#)
Subject: Please Complete the Hate Bias Survey Prior to the 10/31- Quarterly Principals, SROs, & Security Assistants Meeting
Date: Tuesday, October 24, 2023 10:22:42 AM
Attachments: [image001.png](#)

Good morning,

On behalf of Judith Jones, Director of Diversity, Equity, and Inclusion....

In anticipation of our training on October 31st, please complete the following survey to provide input on your experiences and needs with hate bias incidents in schools. This survey is for school administrators, security assistants, School Resource Officers, and AAMs. The survey is anonymous but we ask each responder to indicate their role in the first question.

[REDACTED]

Thank you,

Alicia A. Bauer

Executive Assistant III

Division of School Management and Instructional Leadership

Dr. Anissa Dennis, Chief School Management & Instructional Leadership Officer

Howard County Public School System

10910 Clarksville Pike

Ellicott City, MD 21042

410-313-6607

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From: [Judith Jones](#)
To: [ES Principals](#); [MS Principals](#); [HS Principals](#)
Cc: [Anissa Dennis](#); [David K. Larner](#); [Bill Barnes](#); [Jahantab Siddiqui](#)
Subject: Response to School leadership- Israel Hamas War
Date: Tuesday, October 10, 2023 4:57:13 PM

October 10, 2023

Dear Colleagues:

On Saturday, October 7th, Hamas perpetrated a terrorist attack against Israel. Hamas attacked a peace concert at the Kibbutz Be'eri while simultaneously attacking 22 towns and army bases along the border. In response, Israel has launched airstrikes on the Gaza Strip and the West Bank. As a school system, we recognize the tremendous loss of life. Students and staff may experience these events differently, and some may be experiencing strong reactions and/or may feel the need to talk about what is happening. Prior to the outbreak of this war, there has been a rise in antisemitic and Islamophobic incidents nationally and within our communities. Our first priority is the well-being of all students and staff. It is our hope that during these challenging times, we are able to continue to have safe, nurturing and supportive environments.

Student and Staff Support:

The HCPSS [Mental Health and Wellness webpage](#) has links to a number of resources that provide parents and educators with guidelines, strategies, and tips for supporting students during these difficult times. Your school-based Program Innovation and Student Well-being staff are available to assist students who may need additional support managing their emotions and reactions to these events. If your PISWB staff need further assistance or additional resources, please encourage them to contact a member of their leadership team.

As a reminder, our Employee Well-Being resources offer a range of support options for staff members. The [Employee Counseling and Support Services](#) are available to all staff and their families, and can be accessed on the HCPSS Staff Hub.

Below are the resources that will be shared with student services, secondary administrators, elementary administrators, and secondary social studies teachers.

[Student Services Staff Announcement](#)

[Secondary Administrators Memorandum](#)

[Secondary Curriculum Support for Secondary Social Studies Teachers](#)

[Elementary Administrators Memorandum](#)

Thank you for your continued support for our students, families, and our Howard County Community.

Respectfully,

Judith Jones, Director of Diversity, Equity, and Inclusion

Judith Jones

Pronouns: She, Her, Hers

Director of Diversity, Equity & Inclusion

Office of Diversity, Equity, and Inclusion, Howard County Public Schools

10910 Clarksville Pike, Ellicott City, MD 21042

Judith.Jones@hcpss.org

(410)313-1542

"It's Not Enough to Do Equity; You must BE Equity" ~ Baruti K. Kafele