

Scott R. Kizner, Ph.D.  
Superintendent



## STAFFORD COUNTY PUBLIC SCHOOLS

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### Office of the Superintendent

June 5, 2020

Dear Colleagues:

The death of George Floyd and many others before him is a harsh reminder that racism remains a significant problem in our society. It is remarkably disturbing that solely based on the color of your skin you are at risk of being attacked or, even worse, killed. I struggle to understand how some people and institutions can believe that a black person should be treated with less dignity and respect than a white person. I cannot and will never accept that a black person should not have the same opportunities and privileges as I have had as a white male. I cannot and will not accept, as our educational leader, that we will have employees that do not have an unwavering belief that we will treat all adults and children, regardless of color, with great respect and dignity. I cannot and will never accept that our school system can continue with policies and programs that deny equal opportunities for all or promote disparate outcomes based on the color of a person.

The color of a person's skin should never be a predictor of his or her success. We will never be a great school system until we all know, in our hearts and by our daily actions, that in Stafford County Public Schools all members of our school community are equally valued and have the same opportunities to reach greatness.

The first step is recognizing and acknowledging that we have a problem. I am ready to move to the second step. I look forward to working with others on this important journey toward unwavering acceptance and fairness for all.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott R. Kizner".

Scott R. Kizner, Ph.D.  
Superintendent