

Oxford Community Schools Board of Education Statement

April 11, 2023

Good evening Oxford Community Schools Board of Education members, Superintendent Markavitch, and the Oxford community members here this evening and watching from home.

My name is Bradley Dizik, and I am an Executive Vice President at Guidepost Solutions. Thank you for inviting us to speak with you tonight to provide an update on our independent investigation. At the conclusion of my comments, they will be posted to our website, guidepostsolutions.com.

I am pleased to report that our investigation is closer to completion and that we have transitioned, for the most part, to report writing. We intend to issue two reports. We still have two or three interviews scheduled for this month. To date most of the victims and victims' families have met with us. We have final interview requests out to the counsel for the victims and their families to afford them all an opportunity to meet with us before the investigation concludes and the reports are made public. Thank you to everyone who has participated and helped facilitate these meetings.

As an initial matter, we expect that our first report will be released publicly in the next few weeks. This report will be released to you, the board, at the same time as it is released to the public. Our first report will document the district's current security and threat assessment program and practices. We have reviewed all these practices. This report will document a lot of good practices, others that may be excessive and unneeded going forward, and places where improvement can be made. After this first report is released and at the request of this board for community listening sessions, we will host a community forum to answer questions about our first report for the Oxford community and the public. The date and format for this community forum is to be determined but most likely in May.

Back in November 2022, we announced that our first report would be released in January 2023. However, five minutes after I made that statement, former Superintendent Weaver announced his resignation. Additionally, we learned shortly after that, as a final act before announcing his resignation, Mr. Weaver hired a new Director of Operations who is now responsible for the district's security and threat assessments. Various new security policies, emergency operating plans and related technology have been implemented thereby significantly changing the district's security posture. This new Director of Operations, with the support of Dr. Markavitch and this board, has also provided us with a level of transparency and access that we did not previously receive. Beginning in the Winter, with the election of Dan D'Alessandro as President and the appointment of

Dr. Vickie Markavitch as Superintendent we experienced more voluntary cooperation from school employees including those represented by counsel. Because of these considerations, a decision was made to report to the community on what is now and will be in place going forward rather than document and report on security and threat assessment programs and practices that were interim and no longer applicable.

In preparing the second report which will include the findings of our independent investigation, we have been in frequent contact with the Oakland County Prosecutor's Office. The Prosecutor's Office has provided Guidepost with significant, detailed information relating to the incident. That information is critical to the review, and some portions of that information are still non-public. As a condition of receiving that information, Guidepost pledged that it would not divulge any non-public information until such time as the Prosecutor was comfortable that disclosure would not impact the Miller hearing for the shooter or the criminal trial of the Crumbleys. Guidepost will continue regular communication with the Prosecutor's Office to determine when and how we can issue our second report on the incident without impacting the criminal cases.

Hopefully, our working relationship with the Prosecutor's Office will serve as a national example for how communities, subject matter experts, law enforcement and prosecutors can work together and collaborate to find factual truths and identify learnings from tragedies like the one here in Oxford.

In addition to the Oakland County Prosecutor, the Oakland County Executive, Oakland County Corporation Counsel, and Oakland County Sheriff provided us with complete transparency, producing all evidence and making available to us every person we asked to interview which includes individuals who are now retired and had no requirement to sit down and meet with us.

As alluded to above, beginning in the Winter, we experienced more voluntary cooperation from school administrators and employees including those represented by counsel. Although voluntary cooperation remains imperfect, with the support of Dr. Markavitch, and the advocacy of President D'Alessandro, voluntary cooperation has been substantial. However, several current and former school employees who are critical witnesses have declined to participate, most on advice of the district's counsel.

Putting aside the significant difficulties we have encountered with cooperation, and although imperfect, we do have prior statements for some of them, including deposition/court transcripts and statements made to law enforcement the day of the incident, witness accounts, extensive factual discovery including access to communications, to help us provide the community and public with a comprehensive factual report of what happened before, on, and after November 30, 2021.

To sum up, our first report will be released in the coming weeks. And our second report will be released after consultation with the prosecutor's office to determine when and how we can issue

the report without impacting the criminal cases. Both reports will be comprehensive and include recommendations. Both reports will be released to the board at the same time they are released to the public.

That concludes our remarks.