



BRIGHTER TOGETHER

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December 17, 2025

Dear North Syracuse Central School District Community,

We want to inform you that a hateful message was discovered in a bathroom at our Junior High School late this afternoon. The message was immediately reported, and the incident is under active investigation. Please know that situations like this are taken very seriously, and we respond promptly to ensure the safety and well being of our school community.

Any form of hate directed toward an individual or group does not reflect the values of our school district. Our schools are committed to being safe, welcoming environments where all students and staff feel respected, supported, and valued. We continue to work intentionally to foster a culture where everyone feels a sense of belonging.

In response to recent events, the district is taking decisive and meaningful action to strengthen safety and inclusion for every student. These efforts include a comprehensive audit of disciplinary outcomes conducted by the NYU Metro Center, revisions to the Student Code of Conduct to strengthen our response to bias based behavior, and the implementation of district wide training focused on implicit bias, restorative practices, and New York State's Culturally Responsive Sustaining Education framework. In addition, new systems have been implemented to track and monitor DASA complaints to ensure accountability and transparency.

To support students, we have enacted our crisis management procedures in our secondary buildings. These teams are in place to help students process and cope with incidents involving hateful or harmful behavior. We are grateful to the student who reported the message to school administration. Speaking up is an important step in protecting and supporting our school community.

As we approach the holiday break, please be assured that this incident remains a top priority. Students who engage in writing or displaying hateful messages will face disciplinary consequences in accordance with district policy. In all incidents involving hateful acts, we also partner with local law enforcement to determine whether any laws have been violated and whether further action is necessary.

Once the investigation is complete, we will communicate any information that we are legally able to share. Thank you for your continued support and partnership as we care for our students and uphold the values of kindness, respect, and inclusion in our schools.

Respectfully,

Dr. Terry L. Ward

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