Hate-Bias Data and Systemwide Response Summary

FY23–FY27

Purpose

This summary provides additional context in response to Board questions regarding hate-bias incident data, including how reporting practices have evolved over time, current trends, how data are monitored across schools and clusters, and how MCPS uses the information to inform prevention, intervention, and response.

Understanding Year-to-Year Hate-Bias Data

Hate-bias reporting in MCPS has evolved significantly over the past several years. For that reason, annual incident totals should be interpreted in the context of changes to reporting categories, tier definitions, training, procedures, and expectations for documentation rather than viewed as directly comparable measures from year to year.

- **FY23:** MCPS recorded 257 reported incidents using broad categories including race, religion, and LGBTQ+ bias.
- **FY24:** 520 incidents were reported. The data included additional detail regarding African American hate-bias and antisemitism, as well as incidents by school level.
- **FY25:** MCPS introduced and began tracking incidents using a **tiered framework**, including Tier Orange and Tier Red incidents. A total of 253 incidents were reported.
- **FY26:** MCPS expanded reporting to include **Tier Yellow incidents**, with Yellow incident tracking beginning in the second quarter. A total of 600 incidents were reported, including 373 Tier Yellow incidents.
- **FY27:** The tiered framework is being used from the beginning of the school year. As reflected in the current data provided, 91 incidents had been reported, including 66 Tier Yellow and 25 Tier Orange incidents.

These reporting changes have occurred alongside expanded systemwide professional learning and guidance. Resources developed across FY23–FY27 include hate-bias procedures, administrator professional development, PLC learning, compliance training, response protocols, supportive-measures guidance, counseling training, principal office hours, and resources focused on understanding, reporting, and restoring harm associated with hate-bias incidents.

Therefore, changes in reported incident totals across years may reflect multiple factors, including changes in what is captured through the reporting system and increased awareness and identification resulting from training and clearer reporting expectations. The annual totals should not, by themselves, be interpreted as evidence of a corresponding increase or decrease in the prevalence of hate-bias behavior.

FY26 Data Snapshot

During FY26, MCPS reported **600 hate-bias incidents**:

Tier	Incidents	Percent of Total
Tier Yellow	373	62.2%
Tier Orange	225	37.5%
Tier Red	2	0.3%
Total	**600**	**100%**

By school level, middle schools accounted for the largest share of reported incidents:

School Level	Incidents	Percent of Total
Elementary	154	25.7%
Middle	292	48.7%
High	154	25.7%

Patterns by Type of Bias

The FY26 data also allow the district to examine patterns within reported incidents.

Of the 600 reported incidents, the materials identify 314 Black/African American-targeted incidents across tiers and 142 incidents of antisemitism across tiers. Together, these represented 76% of all reported hate-bias incidents in FY26.

The more detailed FY26 dataset further identifies reported incidents involving other racial/ethnic, religious, LGBTQ+, and disability-related categories. These data are reviewed alongside school- and cluster-level information to understand where particular patterns may require additional attention.

Link: FY26 Hate-Bias Data

FY27 Data to Date

Of the 91 hate-bias incidents reported to date in the first quarter of FY27, 56 involved use of the "N" word and 23 involved what is believed to be Nazi swastika imagery. These represented

approximately 62% and 25% of all reported incidents, respectively. The table below shows the tier distribution for these two incident types; it does not include all FY27 reported incidents.

FY27 (Q1)	Use of the "N" Word	Swastika Imagery *Reported as Motivated by Hate/Bias**	Totals
Yellow	**46**	**10**	**56**
Orange	**10**	**13**	**23**
Summary	**56 (62% of all reported incidents so far)**	**23 (25% of all reported incidents so far)**	**79**

These preliminary data inform ongoing review of prevention, education, reporting, and response practices. They reflect only the portion of FY27 reported to date and should not be compared directly with full-year totals.

**This category refers to swastika imagery reported in connection with hate-bias incidents. The swastika also has longstanding sacred meanings in Hindu, Buddhist, and Jain traditions; religious and cultural uses should not be conflated with Nazi or antisemitic uses.*

Monitoring at the School and Cluster Levels

MCPS does not rely solely on systemwide totals or broad geographic summaries. The Department of Student Conduct and Appeals (DSCA), Department of Systemwide Equity (DSE), and Department of School Leadership and Improvement (DSLI) monitor data at the **school and cluster levels** to identify recurring incident types, concentrations of reports, and emerging patterns.

The FY26 cluster-level data demonstrate why this more granular analysis is important. For example, reported totals include:

Cluster/Area	Yellow	Orange	Red	Total
Downcounty Consortium (DCC)	52	36	0	**88**
Clarksburg	37	19	0	**56**
Northeast Consortium (NEC)	31	25	0	**56**
Walter Johnson	25	22	0	**47**
Quince Orchard	32	15	0	**47**
Damascus	26	15	0	**41**

Thomas S. Wootton	21	18	0	**39**

The district also recorded two Tier Red incidents, both at the high school level.

These numbers are used as indicators for further examination rather than, standing alone, as measures of school climate or school performance. Incident volume may be influenced by school enrollment, reporting practices, awareness, and other contextual factors. Analysis therefore considers the nature and recurrence of incidents in addition to raw counts.

How the Data Inform District Response

When data identify elevated incident volume, recurring incident types, or other patterns requiring attention, DSCA and DSE partner with DSLI and the appropriate school leadership to determine appropriate supports.

Responses may include:

Proactive supports

- Targeted professional learning and staff development
- Restorative approaches
- Student education and workshops
- Reinforcement of hate-bias procedures and reporting expectations
- School- or feeder-pattern-specific prevention strategies

Responsive supports

- Counseling and supportive measures
- Restorative responses
- Enhanced safety measures when appropriate
- Direct communication and engagement with students and families
- Central-office consultation and support for school administrators

The purpose of this monitoring is not simply to count incidents, but to use the information to identify patterns, strengthen prevention and response, and support safer school communities.

Continued Systemwide Work

MCPS has continued to strengthen the infrastructure supporting this work. The historical resource collection documents a progression from FY23 procedures to subsequent anti-hate and hate-bias training, administrator professional development, PLC resources, school-based expectations, response protocols, compliance training, counseling resources, and supportive-measures guidance.

For FY27, the tiered framework is in place from the beginning of the year, which should provide a more consistent basis for analyzing trends moving forward. Current FY27 data also continue to demonstrate the importance of examining the type and severity of incidents, not simply the overall number reported.

Additional Resources

FY26 Hate-Bias Data by Cluster
Cluster-level breakdown of Tier Yellow, Orange, and Red incidents.

Detailed FY26 Hate-Bias Data
Breakdown by incident category/type and school level.

MCPS Hate-Bias Reporting, Response, and Training: FY23–FY26
Provides an overview of MCPS hate-bias reporting, historical data trends, the tiered identification and response system, and related staff training and supports.