

THE DCHC PROJECT

Dr. Stephanie Elizade, Superintendent of Schools
Dallas Independent School District
9400 North Central Expressway
Dallas, TX 75231

October 07, 2025

RE: Immediate Removal of Principal Troy Tyson and a Community's Demand for Accountability, Integrity, and Protection at David W. Carter High School

We, the DCHC Project, a united coalition of parents, alumni, teachers, and concerned community members, issue this letter out of deep frustration and moral urgency. Our school, David W. Carter High School, once a proud symbol of Oak Cliff excellence, now stands as a painful reminder of what happens when leadership goes unchecked, when policy is ignored, and when voices of concern are dismissed.

For over two years, we have spoken publicly, petitioned, and pleaded for help. Our testimonies at multiple school board meetings from parents, alumni, and staff have fallen on deaf ears. We now bring our concerns to the highest levels of Dallas ISD leadership and to our elected officials.

1. A CRISIS IN LEADERSHIP

At the center of this storm is Principal Troy Tyson, whose tenure has been marked by intimidation, retaliation, and ethical decay. The following have occurred under his leadership:

1. Teachers have been bullied, coerced into resignations, punished with unfairly low performance scores tied to their compensation directly violating district policy prohibiting harassment, retaliation, and misuse of evaluation systems.
2. Students have reported being physically and verbally accosted by the principal; incidents corroborated by witnesses and video evidence.
3. Each year, female athletes have routinely been discriminated against, with the girls' track team and girls' basketball team repeatedly denied equitable support, meals, and resources which are clear violations of Title IX and Dallas ISD's nondiscrimination policy. Further, Principal Tyson attempted to persuade staff including Ms. Cross, girls' athletic director, to sign a document stating that the discriminatory acts did not occur.

Despite this well-documented record, despite the nearly 500 verified signatures on a petition demanding his removal, and despite declining student outcomes, the District has done nothing meaningful to intervene.

2. THE COLLAPSE OF ACADEMIC INTEGRITY

When Mr. Tyson assumed leadership, Carter High was a campus striving to rebuild. Today, under his leadership:

1. The school has not earned higher than a C campus rating.
2. Its academic growth has dropped from a D to consecutive F ratings.
3. The morale among students, teachers, and staff continues to suffer evidenced by declining student enrollment especially among incoming freshmen and high teacher turnover rates especially among core content areas and career pathway programs.

This is not simply a leadership failure, it is a betrayal of the students who depend on Carter High for opportunity and hope.

3. ETHICAL MISCONDUCT AND ABUSE OF POWER

The reports of inappropriate relationships between Mr. Tyson and subordinate staff members including Ms. Watson (English Department) and Ms. Taylor (SPED Department) cannot be brushed aside as rumor. Witnesses have provided consistent accounts of favoritism, special treatment, and stipends connected to these relationships. Moreover, Ms. Watson has confided in colleagues, Ms. L. Cross and Ms. E. Roquemoire, specific details about her relationship. Such conduct, which has been substantiated, constitutes a violation of Dallas ISD's Code of Ethics, which prohibits personal relationships that create conflicts of interest or the appearance of favoritism.

4. A DISTRICT COMPLICIT BY INACTION

The Dallas ISD District administration are not bystanders; you are stewards of public trust. Each policy, whether governing harassment (DIA Local), employee grievances (DGBA Local), or professional ethics (DH Local) places the ultimate responsibility for intervention at the district level.

When multiple board meeting speakers, community letters and emails have been sent in addition to a public petition with hundreds of signatures all illustrating an outcry for support and intervention is met with silence, that **silence becomes complicity**.

Every day this campus leadership remains in place, students are endangered, teachers are silenced, and the public's faith in the Dallas Independent School District diminishes.

5. OUR DEMANDS

The DCHC Project calls for the following immediate actions from the District:

1. **Immediate removal (suspension under investigation)** of Principal Troy Tyson.
2. A complete audit of staff evaluations, athletic funding and equipment use, and campus stipend allocations by Principal Tyson at D. W. Carter High School.
3. Full protection for whistleblowers and staff witnesses who have made formal and informal reports of misconduct.
4. A full investigation into the bullying of students, teachers and staff to include the numerous district grievances filed against Principal Tyson due to varying incidents of misconduct.
5. A public report of investigative findings.

6. THIS IS ABOUT MORE THAN ONE PRINCIPAL

This is about a system that looks the other way, when developing female-student athletes are denied fair and equitable treatment, when student safety is compromised, when highly skilled teachers are pushed out, and when the principal engages in incessant policy breaking, unethical behavior.

This is about a system that will subject a predominately African American campus and community to these egregious conditions while evidence supports that should these offenses take place at a campus where the student, parent, and community demographic is predominately Hispanic or non-Black the District has taken swift action to resolve the concerns to include removing the campus principal and/or staff member during the investigation.

With urgency and unwavering resolve,

The DCHC Project

Parents .□ Alumni .□ Teachers .□ Concerned Citizens of Oak Cliff
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