From: CCS No-Reply <ccs-no-reply@cypresschristian.org>
Date: October 10, 2026 at 6:00:24 PM EDT
Subject: Follow-up from the Board: Answers to Community Questions

Dear Cypress Christian School Families,

Since our September 30 email, many of you have written to the Board with additional questions and requests for clarification. Thank you. Your letters have been candid and thoughtful; some raised difficult concerns, but all reflect a deep care for CCS and a desire to see what is best for our school. Every note has been read and considered by members of the Board, and we want to answer those questions as openly, honestly, and faithfully as possible.

This past week we were sent a letter signed by many members of the community. Below, we have provided responses to each of the issues raised in that letter, followed by additional questions we have received by email. Please know that it is our intention and desire to be as transparent as possible while also respecting the privacy of those involved and the limits of what we can share. It is our hope that by communicating this information by email, we are able to reach all families at the same time with the same information. If your question is not answered here, we want you to please send it to the Board's email address at ccswarriorboard@outlook.com.

We know this season has been extremely difficult for our students, our faculty and staff, and our families, and we are grateful for the patience and prayers so many of you have offered. Please continue to pray for our students and teachers, for Mr. Reents and the leadership team, for everyone affected by these matters, and for the Board, that we would act with wisdom, fairness, and courage. James 1:5 reminds us, "If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you."

We, like each of you, are members of this CCS community. We love our School, and we remain confident in its future. We trust that God will lead our community through this season and that CCS will emerge stronger and more unified in the days ahead.

Sincerely,
Cypress Christian School Board of Directors

ATTACHMENT
Questions from the CCS Community and Answers from the Board

How are concerns involving senior leadership reviewed and resolved, and how is independence protected?
Under the school's bylaws, the Board is responsible for overseeing the Head of School. Patrick Reents, as Interim Head of School, is responsible for the daily leadership of the school. Concerns involving a teacher, coach, or school program should be directed to the appropriate division principal or to Mr. Reents. If there is a concern about how school administration has handled a matter, it may be elevated to the Board.
Independent reviews are implemented when necessary to ensure objectivity and impartiality. These independent/outside reviewers provide their findings directly to the Board, and legal counsel advises the Board regarding its responsibilities and the appropriate process. Decisions

concerning these personnel matters remain with the Board collectively. The Board will consider the information developed through each review before reaching a decision and will communicate the outcome to families while protecting confidential information.

What is happening with the independent safety reviews announced on August 4?
The review of CCS's policies and procedures, including supervision, reporting, screening, training, and accountability, is under way with outside specialists. The second review, an on-site child safeguarding assessment with interviews and a written report of recommendations, was delayed when the organization first selected to perform it was unable to proceed. The Board has since selected a replacement, the engagement is being finalized, and we expect that assessment to begin this fall. When each review is complete, we will share a summary of its recommendations and the changes the school makes as a result.

The safety and well-being of our students remain among the school's highest responsibilities. CCS continues to operate under its established safety, supervision, reporting, screening, and training requirements, and Mr. Reents and the administrative team remain responsible for ensuring those practices are followed each day.

Please note the personnel reviews are distinct from the independent review of the school's safety policies. They are separate assignments with different purposes and timelines.

Are the matters involving Mr. Barber, Mr. Hogan, and Dr. Potts related?
These matters should not be understood or interpreted as involving the same allegations. While the reviews of Dr. Potts and Mr. Hogan are open, the Board will not characterize these matters further, and nothing should be read into that either way.

Neither Dr. Potts's leave nor Mr. Hogan's leave is a finding of wrongdoing, and the Board will not prejudge the outcome of either review.

We are mindful that these reviews involve Dr. Potts and Mr. Hogan, who have served CCS. We are praying for them, their families, and every student and staff member affected. That care exists alongside our responsibility to consider the concerns raised carefully and fairly, and with respect to everyone involved.

In addition, the roles in the current reviews are distinct. An independent third-party reviewer is examining the concerns regarding Mr. Hogan and reports directly to the Board, not to school administration. The review concerning Dr. Potts is being conducted by the Board, with advice from outside legal counsel, because the Head of School is accountable to the Board. Mr. Reents does not conduct or decide either review.

The matter involving Mr. Barber remains with law enforcement.

What actions are being taken to strengthen CCS's communications, student safety, policies, and procedures?
The Board's immediate focus is on the previously announced proactive safety and policy reviews. Once the reviews are complete, the Board will consider the findings, determine what recommendations or improvements should be implemented, and communicate resulting changes to the CCS community.

Since August, the administration has added a new position, Director of Family and Student Care, to help protect and support students. In addition, it has implemented a soft-lockdown policy (a lockdown of external access) that will be in place alongside the hard-lockdown policy (barricading inside the classroom). Senior administration will be responsible for implementing any changes or recommendations from the third-party safety and policy reviews once they are completed.

Is there a reporting channel outside school administration for concerns involving senior leadership?
Yes, concerns about the Head of School, or about how senior administrators who report to the Head of School have handled a matter, may be submitted directly to the Board at ccswarriorboard@outlook.com. This address is monitored by Board members, not school administration. No student, parent, or employee will face any adverse consequences for raising a concern in good faith. The Board evaluates concerns brought to its attention, seeks appropriate legal and professional counsel, and determines what review or action is warranted.

Will the Board provide families meaningful and regular communication?
Yes, the Board's desire is to provide you with consistent and clear communication. We have previously sent CCS families communications on August 4, September 4, and September 30.

The Board will write to all families at each major step, and at least every three weeks while these reviews remain open, even if the update is only that the work is continuing.

Will the Board provide a direct opportunity for parents to engage with the Board?
Many of you have asked to meet with the Board. We hear that request and the answer is yes. The Board will hold an in-person meeting with families as soon as the personnel reviews are complete and the Board has acted on them.

The Board has chosen to answer families' questions in writing first as openly, honestly, and faithfully as we can, while also respecting the privacy of those involved and the limits of what we can share to ensure that everyone has the same information at the same time.
In the meantime, families may also contact the Board directly at ccswarriorboard@outlook.com.

Why won't the Board tell families more about the personnel reviews?
While the personnel reviews remain open, the Board cannot share information that could compromise the fairness of the process or the privacy of the individuals involved. Where we cannot answer a question, we will do our best to explain that limitation as clearly as possible. Describing the details of a personnel review before it is complete would be unfair to the people involved, could discourage people from speaking candidly, and could expose the students and families who have spoken with the reviewers. Once the Board has a completed review, it will consider it, vote, and inform families.

What is Dr. Potts's status, and who is reviewing the matter?
As the Board shared on September 30, Dr. Potts is on administrative leave while the Board completes its review. Administrative leave is a neutral employment measure. It is not disciplinary, and it is not a finding or a final decision about his employment. Under the school's bylaws, the Head of School is appointed by and accountable to the Board, so the review is the Board's own, and the Board is advised by outside counsel. The Board is gathering the

information it needs and is moving as quickly as fair process allows. The Board will make its decision and update families as soon as there is something we can share.

What is the status of the review concerning Mr. Hogan, and when will it be finished?
Mr. Hogan remains on administrative leave while an independent reviewer completes the review. The reviewer assigned is an attorney and conciliator with no role at CCS. She was selected for her independence from the school, the Board, and the administration. The reviewer reports directly to the Board, not to the school's administration. We know this review has taken longer than families as well as the Board had hoped. The review is well advanced, and the reviewer has not yet given the Board a completion date; when she does, we will share it. The Board has asked for a thorough review rather than a fast one, and we will act promptly when the review is complete.

The Board has not received interim findings or recommendations; those will be provided when the review is complete. We will communicate the Board's resulting decisions as appropriate, but we will not publish the full report of an individual personnel review because doing so would expose the students, families, and staff who spoke with the reviewer.

How is the Board handling its stewardship of tuition during all of this?
We understand and realize that there may be concern about the use of administrative leave as a matter of financial stewardship. Administrative leave is a neutral step that avoids deciding the outcome of a review before it is complete. The Board cannot discuss any individual's pay, benefits, or contract.

The Board takes seriously its stewardship of the tuition and gifts families entrust to the school and oversees the school's finances as part of its regular responsibilities.

Is my child safe?
The Board is not aware of any threat to student safety at this time. The school's safety policies and reporting obligations remain fully in force. Mr. Reents and the administrative team are responsible for daily operations, including supervision, and the Board continues its oversight. If the Board or school leadership learns information bearing on the safety of a student, it acts on it without delay, including notifying families and the proper authorities when the law or circumstances call for it.

Were other students affected? Is support available?
First and foremost, protecting the privacy and well-being of children and their families is essential. The Board will never publicly identify or share private information about their circumstances.

As the school shared in May, it reached out directly to families who may have been affected by the matter involving Mr. Barber, and support remains available. Any family who would like support may contact Corlischa Badenhorst, Director of Family and Student Care, at Corlischa.Badenhorst@CypressChristian.org.

What is the process for reporting concerns about a child's safety?
Concerns about a child's safety should be reported to law enforcement or the Texas Abuse Hotline (1-800-252-5400), as well as to CCS senior administration or the Board.

What qualifications and certifications are required for teachers and coaches, and how are those requirements verified?
The Cypress Christian School Handbook states that every teacher must hold at least a bachelor's degree. New teachers must obtain ACSI certification and complete the Philosophy of Christian Education requirement within the period the school's policies require. Current certificates are kept on file.

All employees are screened against the Texas Education Agency's Do Not Hire Registry, given a background check, and provide professional and spiritual references prior to employment. They also undergo yearly background checks and complete annual training with MinistrySafe, which provides information on how to identify grooming behaviors, prevent child abuse, and fulfill reporting requirements. In addition, the Faculty and Staff Handbook outlines expectations for professional interaction with students, including prohibiting them from personal social media contact with students.

Can Mr. Reents lead objectively while these reviews are under way?
The Board has met directly with Mr. Reents and has confidence in his ability to lead CCS in a manner consistent with the school's mission and biblical values. Since joining CCS, he has demonstrated the character, commitment to Christian education, and leadership qualities that equip him for this responsibility. He is currently meeting with faculty and staff in small division groups to encourage them and personally express his gratitude for the exceptional way they have continued to serve our students, families, and one another during this challenging season.

Mr. Reents serves as Interim Head of School and reports to the Board. He does not conduct or decide either personnel review. The independent reviewer reports to the Board, and decisions about the personnel matters are the Board's alone. The appointment is temporary, and the Board and the administrative team are supporting him as he carries these responsibilities alongside his work as Vice President of Academics.

Several families have asked whether Mr. Reents worked with Mr. Barber, Dr. Potts, or Mr. Hogan at a previous school. School records, including Mr. Barber's employment application and résumé, list no employment at Grapevine Faith Christian School at any time. Mr. Reents has confirmed that he worked at Grapevine Faith for six school years beginning in 2018, that his time there overlapped with Mr. Hogan from 2018 to 2020, and that neither Mr. Barber nor Dr. Potts was at Grapevine Faith during his years there.

What should I make of what I am reading online?
The Board's letters to families are the school's statements on these matters. We encourage families to exercise caution with rumors, theories, and speculation circulating online. Repeating unverified claims can harm individuals and families and deepen uncertainty within our community.

The Board does not respond to social media posts or online articles. If you have information the Board should know, please send it to us directly at ccswarriorboard@outlook.com.