



ADM Community Schools

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ADM Families and Staff,

Over the past several weeks, we have had many productive conversations with parents regarding the issue of peer conflict and bullying. During the open forum portion of the February Board meeting, we heard from parents, students, and staff who shared their experiences and concerns. Some shared positive anecdotes about attending and working at ADM and the great experiences they have had. However, many spoke about challenges and experiences that were painful and heartbreaking.

Since the board meeting, district leadership and building principals have continued to meet and speak with those who have voiced concerns. We are also hearing from community members who are concerned that our district is being perceived negatively, in a way that does not reflect the positive things they see in our hallways and classrooms. We would like to thank everyone who has taken the time to meet, talk on the phone, and speak at the public forum. It is of the utmost importance that we listen to each other, demonstrate empathy, and extend grace and patience to one another.

Peer conflict and bullying are complex and difficult issues. They involve technology, cell phones, cameras, social media, and incidents that occur on-campus and off-campus. Bullying of any kind is unacceptable and is counter to ADM's mission, values, and policies. It can have a significant impact on a student's academic and emotional wellbeing, and we are committed to doing everything we can to prevent it. Our success will depend on the partnership and cooperation of our students, parents, and staff. We are confident that, together, we can do this important work.

In an effort to continue supporting our students and staff and in light of what has been shared with us, we have partnered with two organizations that we believe will be instrumental in supporting our school system moving forward.

1. We have partnered with the [Scanlan Center for School Mental Health](#), an organization that provides K-12 schools with post-crisis services such as post-crisis debriefing and support, individual post-crisis support, and crisis team debriefing support. We anticipate that the initial work of this partnership will focus on providing access to mental health support and training for ADM students and staff who are still being impacted by this tragedy.
2. We have partnered with [Restoring Student Wellness](#), an organization that supports K-12 schools with training and resources related to peer conflict, bullying, and harassment. We anticipate that the initial work of this partnership will focus on the facilitation of a comprehensive review of ADM's current student discipline policies and investigation processes.

The partnerships identified above represent two elements of ADM's response plan. More information about ADM's response plan will be presented to the Board of Education at the March regular Board meeting. As a reminder, the March meeting has been moved to Monday, March 20 due to spring break and will be held at 6:00PM at the District Administration Center. Following the meeting, detailed information about ADM's response plan will be sent to all ADM families.

We are committed to listening to all voices in our school community on these important issues and appreciate the patience and empathy being demonstrated across our community as we work together to solve the challenges before us.

Greg Dufoe
ADM Superintendent

Tim Canney
ADM School Board President

