



Outlook

[EXTERNAL] Re: Request for Documentation

From Michael Talley <[REDACTED]>

Date Fri 10/24/2025 5:40 PM

To Poitra, Cherie F <[REDACTED]>

Cc Tsosie, Berdina R <[REDACTED]>; Michael Talley <[REDACTED]>

7 attachments (14 MB)

Student Handbook.pdf; Gym Facility Access Policies.pdf; PD Agenda.pdf; Staff Sign-In Sheet.pdf; Personnel Policies and Procedures.pdf; Mandated Reporter Training.pdf; Activities_Discipline_Bullying_Harassment_Reporting.pdf;

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Hello,

I have attached the following documents for your review:

1. **Student Handbook**
2. **Activities/Discipline/Bullying/Harassment/Reporting Policies**
3. **Personnel Policies**
4. **Gym Facility Access Policy**
5. **PD Agenda**
6. **Mandated Reporter Training PPT**
7. **Staff Sign-In Sheet**

The assault that happened in the weight room occurred after hours and was a result of a lack of supervision. What I know so far is that 2 coaches, one of whom is an employee, have been charged with child neglect for not reporting a posted video of the alleged incident. As I indicated on the phone, the Principal placed several students on out-of-school suspension. The head coach has resigned. He is not an employee of the school. One of the assistant coaches, an employee, is on administrative leave, pending the outcome of the investigation and adjudication process.

After consultation with our school attorney, and subsequent letter she wrote this afternoon, students implicated in the assault will remain on suspension for safety reasons, until we receive a report on the investigation and can act accordingly. These students have been given computers to take home and will be provided educational services during their suspension. We have not been able to secure a response or a summary from the investigator, which has caused a lot of confusion on our end with respect to administering the appropriate decisions. Our attorney has reached out to the investigator but has yet to receive a report summary. Today is the 15th day since the investigation of the incident.

4/13/26, 10:42 AM

[EXTERNAL] Re: Request for Documentation - Fleming, Carla P - Outlook

I attached the student handbook and conduct policies, as well as our personnel policies. I highlighted the **Gym Facility Access Policy** because that is new. It was board approved in August and developed to prevent the very reasons we are in this situation. You will see that this document was written primarily for coaches to govern after-hour facility use and expressly discusses proper supervision of students and reporting of any accidents or incidents. I personally met with the AD and coaches on **August 27th**. At that meeting, I emphasized proper supervision of the gym and weight room and discussed at length the liability issues of having students injured as a result of a lack of supervision. Put simply, the coaches are aware of the rules and their responsibilities. They failed to uphold those responsibilities.

The mandated reporter training PPT is attached. This is the presentation I have used with staff for the past 2 years. I attached our sign-in sheet as well. I cannot speak to what was done in prior years as I was not here as the Superintendent. Since the incident, we have closed off the facility to after-hour use and are working on the following changes:

- Review and possible changes to the Student handbook
- Development of a separate Activities handbook
- Mandatory pre-season meetings (student-athletes & parents)
- Code of conduct (signed) for athletes, parents, coaches
- Development of a "restorative" discipline matrix

I have also spoken to and met with the victim's parents on more than one occasion. If you need any additional information please feel free to reach out.

Mike Talley, Superintendent**Standing Rock Community Schools**

"Leadership is all you can do to have the heart of a lion, the skin of a rhino, and the soul of an angel."