

November 9, 2021

USD 345 Staff and Families:

As you all know, the board met last night and adopted a resolution to disavow any association with Fred A. Seaman. The district and the middle and high school will only be associated with the word Seaman as it relates to our community and history. Within the [resolution](#) that can be found online, there are five sections we would like to expand on.

Section 1. The actions, conduct, and beliefs of Fred A. Seaman in regard to his involvement with the Ku Klux Klan are condemned by the Seaman USD 345 Board of Education. The racist beliefs of the Ku Klux Klan and its members, including Fred A. Seaman, are contrary to those who live, work, and go to school in Seaman USD 345. These racist beliefs are revolting, vile, and have no place in a civilized society.

The district has the board's full support in condemning all acts of racism. Racism will not be tolerated on any level and must be addressed.

Section 2. All references to Fred A. Seaman, including his image and likeness, shall be removed and permanently banned from all district buildings, except as set forth herein.

Before school buildings opened this morning, the two known places of references to Fred A. Seaman were removed. One photo and caption on the Seaman High School Hall of Fame and one class photo poster where he was principal have both been moved to the museum. If you see any reference to Fred A. Seaman in our district, let us know so we can remove those items and move those items to the museum.

Section 3. The high school student museum class is encouraged to create an exhibit in the museum that focuses on Fred A. Seaman's repulsive involvement and association with the Ku Klux Klan. Fred A. Seaman's repugnant participation with the Ku Klux Klan should not be allowed to disappear into history.

We will work with our high school museum class to provide documents and other material they may need to create this exhibit. We suspect the District Namesake's Final Report will be a part of this exhibit.

Section 4. Seaman USD 345 must continue to address the issues of racism and bullying that occur in our schools and throughout our community. The district must engage the community in discussions about diversity, while celebrating the fact that others' experiences may be different than ours.

We will increase our efforts in diversity, equity, and inclusion. We have already begun this work and will continue to expand on this important effort. We will keep our community aware of our

work and informed about our diverse student population, curbing racism, and bullying prevention. We will engage our District Equity Council, the Equity Action Network, staff, building site councils, and the district site council around this important work, and our staff will have many opportunities to engage and lead in this work.

Section 5. Seaman USD 345 disavows any association with Fred A. Seaman. From this point forward, the district, and its buildings, shall be associated with the Seaman community and its long and proud history that has developed over the past 100 plus years, not the individual who initially founded the high school.

As mentioned before, any association with Fred A. Seaman will be removed and placed in the museum. The district, middle, and high school's names will instead be associated with that of our community.

Our current efforts in diversity, equity, and inclusion have been challenged by some, maybe because they don't understand our intentions. Our intentions are to capture that sense of belonging we all need. Belonging is a basic need and we can't get there without work around diversity, equity, and inclusion. This resolution makes it clear that our board supports this work and we will continue to address these issues with the help of our families.

We are steadfast in our efforts to ensure every student in our school community feels like they belong. We can't underestimate the importance of feeling accepted, understood, and celebrated and the sense one feels when they truly belong. We will strive to build an environment around these ideals because every one of our students deserves to be affiliated with and be accepted by our school community. We all belong.

Sincerely,

Dr. Steve Noble
Superintendent