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Dear iLEAD Agua Dulce Board Members,

We, the parents of iLEAD Agua Dulce, are writing to demand immediate action to address the catastrophic failures of leadership under Director Wendy Maxwell. This school — once a beacon of inclusivity, innovation, and safety — has strayed so far from its mission that families and staff are left disillusioned and betrayed. These issues have persisted all year, despite complaints, and we refuse to remain silent any longer.

Communication between the school and parents is utterly broken. We've raised concerns repeatedly, only to be met with silence, excuses, or outright dismissal by the administration and the board. Whether it's about academic support, IEPs, safety, bullying, or school policies, our voices are ignored, creating a divide that undermines the community we trusted iLEAD to foster.

The school's commitment to all students has eroded. While iLEAD was meant to be a haven for inclusive education, with roughly 60% of students having IEPs, the lack of proper support is glaring. Students with special needs are often denied consistent accommodations, and some face mistreatment from staff unprepared or untrained to meet their needs. But this isn't just about special needs students—all students are suffering from a lack of adequate resources, adequate sanitization measures for the facilities, emotional & educational support, and attention to their individual needs. The promise of a nurturing, innovative environment has been replaced by neglect and inconsistency.

Safety and supervision are in a dire state. Inadequate oversight has led to incidents where students are left vulnerable, with insufficient staff training and protocols failing to ensure a secure environment. Parents have reported concerns about lax supervision during school hours and activities, yet no meaningful changes have been implemented. A school's first duty is to keep our children safe, and iLEAD is failing miserably.

Bullying concerns have been and are continuing to be grossly mishandled. Despite repeated reports from parents and students, the school has failed to address ongoing bullying effectively, leaving students feeling unsafe and unsupported. Furthermore, the administration has shown a complete lack of age-appropriate conflict resolution strategies. Instead of fostering solutions that teach students how to navigate conflicts constructively, the school's approach has been inadequate, allowing issues to escalate and persist. This failure undermines the emotional and social well-being of our children.

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At the heart of these failures is Wendy Maxwell's ineffective leadership. She has consistently dodged accountability, offering excuses instead of solutions. At a recent board meeting, she had the gall to blame a former principal, who retired over a year ago, for her own lack of preparedness. This is not leadership—it's deflection. A true leader takes responsibility, seeks help, listens to their team, and acts decisively. Maxwell has done none of these. Her delayed or nonexistent responses to emails and lack of follow through are met with excuses & weak justifications rather than action plans. Her leadership has cultivated a toxic environment, driving away dedicated staff and families in droves. The mass exodus of students and educators (12 resignations as of this writing) is no accident—it's the direct result of her inability to lead.

The consequences are undeniable: staff turnover disrupts our children's education, and families are unenrolling because the school no longer reflects the values that drew us here. The mission statement we believed in is now a hollow promise, replaced by a culture of dysfunction and neglect.

We demand immediate change. The board must hold Wendy Maxwell accountable and take swift action to address:

1. The communication breakdown, ensuring parents' concerns are heard and acted upon promptly.
2. Inadequate support for all students, including consistent accommodations for those with IEPs and resources for every learner to thrive.
3. The critical lack of safety measures and supervision, implementing robust protocols and staff training to protect our children.
4. The failure to address bullying and implement age-appropriate conflict resolution strategies, ensuring a safe and supportive environment for all students.
5. The toxic culture driving away staff and families, starting with leadership that takes responsibility and fosters collaboration.
6. A clear, actionable plan to realign the school with its original mission of inclusivity, innovation, and safety.

We're not asking for empty promises—we're demanding results. The board's inaction has allowed this crisis to spiral, and we hold you accountable for enabling this decline — for what reason maybe only a financial audit could explain? Our children deserve a school that upholds its potential, with leadership that listens, learns, and leads. We urge you to act immediately to

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restore iLEAD Agua Dulce to the safe, inclusive, and vibrant community it was meant to be.

Sincerely,

The Concerned Parents of iLEAD Agua Dulce