

Personal Questions

- 1. How does the mission of Hoover City Schools align with your professional and personal mission?**

In all aspects of my life, I strive for excellence. It is through hard work, dedication, and prioritization that I have built my professional and personal character. I believe every person has the ability to achieve greatness if given the appropriate tools and opportunities. This behavior and attitude were instilled by my early elementary teachers. My need to succeed was taught by my local school district's education goals, platform, and mission. A community's success is directly correlated to the caliber of education provided. If appointed to the Board, my personal background will allow me to make educated decisions, which will provide opportunities for Hoover City School's students to excel both educationally and personally. Education is where it all starts. I want the future generation to excel and increase an already very prosperous city.

- 2. What would you hope that your legacy would be when your time on the Board is completed? What is that one big accomplishment for which your name would be associated with?**

I want to be known as the member who was open-minded, kind, and helped HCS achieve its goals in a way in which all voices were heard. I want to be known as the member who worked collaboratively with fellow Board members and the superintendent to provide each student with equal educational opportunities. I want others to see that I went above and beyond to be the best possible Board member. Yes, it would be magnanimous if my legacy was creating a new high school. However, a Board member's primary goal should not be self-focused. While serving on the Board, I hope my achievements will leave behind a positive impact.

- 3. How would you respond if a parent makes contact with you about a specific situation at a school?**

As a parent of a Hoover City student, I would expect a Board member to listen. If the situation directly falls under a specific educational employee's jurisdiction, I would direct the parent to that individual. If the situation falls outside this scope, I would encourage the parent to bring the issue to a board meeting. Hoover City School district is large and I imagine the parents seek out Board members on numerous occasions. I know it would be daunting to respond to every individual issue. However, my goal is to provide due credit to each issue in the appropriate manner.

- 4. What is your stance on requiring vaccination for all students?**

Large scale vaccination is beneficial. This is heavily supported by evidence and the medical community. There is a reason so many diseases, which at one point were widespread, are nearly extinct. I want our students to feel safe not only emotionally, but physically. I believe vaccinations are an important factor in student safety. My mission is to provide every student with the best possible education. Requiring vaccinations eliminates the threat of disease and keeps students in the classroom

Communication Questions

5. **How should the Board communicate with parents and the community? How should the Superintendent and the Board interact and communicate?**

An effective Board provides an open line of communication between the parents and community. A Board's role is to listen to the community at large, understand local issues, and then make collaborative decisions with other Board members and the Superintendent. The monthly Board meetings give the community an excellent avenue to interact and voice his or her concerns. When responding to parents and the community, a Board member must respond in a respectful manner, regardless of whether the member agrees with the individual's opinion. This applies to interactions with the Superintendent as well. The Board should give the Superintendent feedback and provide constructive guidance that is in line with HCS' mission.

6. **What are potential ways you could foresee yourself interacting with individual schools directly to make yourself familiar with their specific needs without impacting operations?**

I conducted a survey of over ten HCS teachers. The biggest issue therein was the lack of the Board's presence within the schools. National teacher retention rates are at an all-time low. Teachers need to know they are supported and that the Board of Education backs them up. Thus, the Board members must make appearances in the schools. It is imperative to have first-hand knowledge of whether the Board's approved monetary divisions are actually benefiting the students' education. These visits would be planned well in advance, to prevent disruptions, and allow teachers to speak with the Board members personally.

Policy and Program Questions

7. **Moving forward post-pandemic, should each student have the option for traditional, hybrid, or virtual learning?**

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My husband and I elected to have our son learn virtually for the 2020-2021 school year. At that time, it was advantageous for my son, in light of his health problems, which made him susceptible to COVID. I understand a hybrid or virtual learning setting is beneficial for those with health related issues. However, looking from a fiscal standpoint, a hybrid or virtual learning option creates increased monetary needs, which may or may not be possible. The vast majority of students are taught in a traditional setting and this has proved successful for many, many years.

8. What are two things you think HCS is doing well and two things that you would to work to improve. How do propose to change those?

HCS celebrates and promotes diversity, and seeks feedback from community stakeholders. HCS also engages students' diverse interests and offers multiple ways for students to participate in their school community. The clubs and extracurricular activities allow students to excel personally as well as academically. This has given my son a positive and safe environment to explore his interests.

As for improvement, HCS needs to reevaluate the quality and number of paraprofessionals that provide support to special education students. My teacher survey revealed that teachers are struggling with the paraprofessionals. Most of the paraprofessionals hired by the third party company do not have any experience teaching or handling children in an educational setting. This diverts the teacher's attention. Teachers are taking quality instruction time to teach and redirect paraprofessionals. I advise seeking out another third party provider or require an introductory course for the paraprofessionals as a prerequisite for classroom placement.

HCS also needs to provide more opportunities for teacher's voices to be heard. Teachers are on the front line and are directly responsible for the students' education. Teachers must feel their input is valued and suggestions are genuinely taken into consideration. Teachers deserve the best employment environment possible. This attracts better educators and in turn will increase the overall academic success.

9. Do you believe HCS does its best to give quality education for all students? Explain your answer.

I do believe HCS gives its best to provide a quality education. In the spring of 2022, Hoover students at or above grade level increased by 11%, which was twice the state average growth rate. Test scores for proficiency in math and English improved as well. This evidences HCS has made substantial progress towards meeting its 2018-2022 objectives, specifically objective #1-D (enhance learning supports for struggling

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students). The numbers speak for themselves. HCS' students are improving academically.

- 10. As the City grows, it has an increase in fire, police, and other services provided by the City and the schools increase in the number of students and services provided. What are the roles of the City of Hoover and HCS in new development?**

The single most important factor is the quality of education. With the city's growth, HCS must absorb the increased population in such a way that each individual is still afforded a first-rate education. Overcrowded classrooms negate students' ability to receive the most valuable instruction. Teachers and administration will become overrun and attention ineffectively diverted. HCS must expand its coverage in order to remain in the top ten school districts of Alabama. One of the reasons people migrate to Hoover is for the school system, and this needs to be maintained in order to facilitate continued growth.

- 11. The City Council at the request of the Board of Education voted to ask legislation, which the legislation granted, a request for an election for an increase in property tax by 3.6 mils. What is your understanding for asking for this increase and how would it benefit the schools?**

After legislation approval, proposed property tax increase must be voted on by Hoover residents. In this instance, the Board requested a \$2 increase per month for \$100,000 homes, which would bring in an extra \$3.6 million for HCS. This would bring HCS to the \$75 million cap, which is the maximum amount permissible under the "Lid Law." If HCS wishes to advance past the \$75 million millage, the "Lid Law" requires legislative vote and subsequent county wide vote for exemption.

The increased property tax would help HCS accommodate the population growth. HCS needs new schools in order to maintain an appropriate student to teacher ratio. This provides excellent education for all students, especially veteran residents. Successful school districts are directly tied to funding. The increased tax would provide HCS with multiple opportunities to improve an already high ranked school system.

- 12. Explain to the best of your understanding what RC3 offers and how do we expand offering? Would it benefit the students and the community to expand the hours? If so, how should the hours be expanded?**

The Riverchase Career Connection Center elevates HCS amongst other school districts. This program improves community and affiliation relationships between the schools

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and local government/corporate entities. Many students are unable to attend college or prefer not to attend altogether. In today's society, college degrees are no longer directly linked to success. This program provides such students with necessary employable skills and opportunities to enter the workforce immediately after high school. This also gives students an option to explore career goals. It is a practical work-based experience that will improve the local workforce and increase overall community success.

At this time, I believe the split day model is successful. RC3 is still in its infancy stage. Evidence based support for further expansion will need more time to develop. The current hours have created meaningful experiences for students that have turned into employment opportunities. In this respect, the hours are meeting RC3's goals.

13. Should HCS find themselves in the middle of a pandemic in the future, what should the goal of HCS as it relates to teaching and learning?

The primary goal in any situation is the quality of the students' education. All procedures and policies should maximize the effectiveness of the teaching and learning environment despite extrinsic forces.

14. What is your understanding of the desegregation case of Stout v. Jefferson County Board of Education? How does this order impact daily decision of the HCS?

This case sought to bring an end to segregation and unfair redistricting. "Splintering" school districts, although such an action may be permissible under state law, was not permitted if it prevented the execution of a "unitary" school system. Hoover is now under a court order to implement a school structure, which meets the "Green Factors." These factors include student assignment, teacher assignment, faculty, transportation, extracurricular activities, and facilities. HCS must make a good faith effort towards complying with these factors.

This order greatly impacts the HCS decision making process. The factors cover a wide range of daily operations. Principals, teachers, and faculty must run the schools in a manner, which doesn't impede the court order. I honestly believe Hoover is a leader in embracing diversity. However, the court order magnifies every decision HCS makes. Every move the Board makes will be judged more so than usual. Does a policy, procedure, etc. meet the factors? This could impede the expediency of the decision making process and limit the Board's autonomy.

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15. HCS is one of the most diverse school systems in the State, with 53 different languages spoken in the home. What is the role of HCS in the area of racial diversity and equity in conversations?

My 6th grader shared that many students in his classes do not speak English. He told me the teachers are very accommodating. The teachers provide course materials and lessons to the students in his or her native language. My son also stated that many teachers are bilingual and are able to communicate and subsequently teach the non-English speaking students. This proves that HCS meets the needs of all its students, regardless of any language barriers. All children deserve the chance to learn.

16. What is your understanding of the early intervention program that HCS offers and the impact it has on students involved? What is the budget, outreach, and services provided?

The early intervention program is designed to locate special needs children. The “Child Find” program was created by the State Department of Education. The program works with local agencies, parents, and the community in order to find disabled or special needs individuals. The purpose is to intervene early on the child’s behalf and to create a plan that best fits the individual’s circumstances. The primary role of the early intervention providers is to support the individual in participating in everyday routines, activities, and education. The family and child are linked to provider specific agencies.

There is inadequate state and federal funding distributed to school districts for this program. However, the 2022 HCS Fiscal budget proposed \$24 million towards special education. A review of the early intervention program monetary needs should be assessed against the special education budget.