

**Please provide your general and specific thoughts on how the county can address the unmet needs facing our schools. Detail how you would prioritize aid for education in your budget deliberations.**

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The Board has been working diligently to inform and educate the commissioners with respect to the requirements and timing of implementation of the Blueprint since the legislation passed. Of note, Dr. Smith, Chair Bailey, and CFO McCourt have spent many hours spelling out the specifics of our need. One of our greatest challenges is that the Executive Director of the AIB, Rachel Hise, has consistently told County Administrators, County Executives, and County CFOs that there is no need to provide any additional funding to LEA's. Instead, we are to reallocate our current funds to implement the Blueprint as directed by the AIB. Given the wealth of our county, the state expects our commissioners to fill the gaps but not to go above MOE. My priority continues to be to fund the negotiated agreement and to prioritize the classroom in support of our students.

**There is considerable room for improvement in addressing educator recruitment and retention. Class sizes have increased because of cost-cutting measures and/or due to hiring freezes, layoffs, and retirements. Many support personnel positions have been eliminated. And Maryland is always challenged with filling educator jobs because we import nearly half of all certificated teachers from prep programs in other states. The coronavirus pandemic has exacerbated these shortages. At the same time, the Blueprint calls for the hiring of 15,000 additional educators to provide more individualized attention to students. How will you address critical concerns with educator recruitment and retention?**

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We have been fortunate not to have to eliminate positions as other systems have been forced to do. Unfortunately that does not extend to the positions we added with pandemic grant funding that has now expired. We may find ourselves in a position to have to eliminate positions at some point but at present it is my understanding that those in grant funded positions that are sunseting are being placed (or being offered) other positions within the system. My concern revolves around the changes to teacher certification (now licensure) and reciprocity that I strongly believe will make the recruitment challenge even worse. MSDE couldn't have chosen a worse time or path than the one they are now following. I believe that our new agreement will go a long way to address retention. I will work to address the licensure issues with the SBOE.

**Do you support or oppose Maryland's updated maintenance of effort law that requires local jurisdictions to fund the local share of all wealth-equalized formulas, instead of only the foundation formula?**

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Support

**Additional Comments:**

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Long overdue!

**As a Board member, are you in favor of allocating public funding to home and privately schooled students?**

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Oppose

**Additional Comments:**

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**Do you support or oppose local autonomy to develop evaluation systems in compliance with statute and regulation?**

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Support

**Additional Comments:**

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(No response)

**Do you support or oppose efforts to overturn school districts mutually agreed upon, statutorily compliant evaluation models in pursuit of one-size-fits-all models developed by federal and state agencies, rather than local education agencies?**

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Oppose

**Additional Comments:**

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I believe local control is paramount in education.

**Do you support or oppose efforts to provide educators with sufficient professional development to ensure that they can deliver high-quality instruction aligned with College and Career Readiness?**

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Support

**Additional Comments:**

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(No response)

**Do you support or oppose public education employees' rights to bargain collectively?**

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Support

**Additional Comments:**

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(No response)

**How familiar are you with the EASMC contract?**

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Familiar

**Additional Comments:**

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(No response)

**What changes, if any, would you like to see? And how would you honor the negotiated agreement, especially in tight fiscal times?**

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I believe our negotiated agreement is a strong one as is the process by which it is negotiated. I can still remember a time when negotiations were contentious and don't wish to return to those days. Mutual respect, a willingness to listen from all parties, and the knowledgeable teams utilized by all go a long way toward making the process work. I have always worked to honor the negotiated agreement with all of our bargaining units, even when times were quite tough. I don't see a time when I wouldn't do so and I think my track record demonstrates that fact.

**How will you address the impact that the housing crisis has on our students, including the need for mental health supports?**

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I've supported having behavioral health staff in our buildings. Furthermore, I serve on the Council for the Advancement of School Based Health Centers (on behalf of the Maryland Association of Boards of Education, MABE) and have been a strong advocate for behavioral health services to be available in SBHC's. I'm pleased that the two SBHC's that are now at SRMS and MBMS offer those services. Students in crisis are hard pressed to learn, sometimes manifesting that stress in destructive and disruptive ways that impact not only themselves but everyone around them. While some may not see those services as necessary or preferable, I fully support making them available for students.

**EASMC supports honesty in education. To encourage critical thinking, we believe educators should have professional autonomy and should be afforded the deference to teach the truth in their classrooms, schools, and districts. Do you support or oppose this position?**

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Support

**Additional Comments:**

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(No response)

**How will you support diversity, equity, and inclusion for all students throughout the county? What specific policies do you support whose goals are focused on providing equitable access, opportunities, resources, and supports?**

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I have supported and encouraged opening more advanced classes to all students, especially those of color. We have changed prerequisite requirements to ensure that students are encouraged to stretch in the classes they take. We have also supported opening PSAT and SAT testing to all students, paying for them out of our budget. When it appeared that dual enrollment classes would be removed from our high schools, I advocated both through SMCPs and CSM (where I am now on the Board of Trustees) to reconsider their respective positions. I'm happy to say that the classes are again being offered next year. I have advocated for innovative approaches to recruitment to include more job fairs at HBCU's. As a supporter of the TAM program, I believe growing our own is one of the best ways to address the issue of diversity in our hiring.

**Do you support or oppose local efforts to create and support community schools in areas of concentrated poverty?**

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Support

**Additional Comments:**

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(No response)

**As a Board member, what would you do to increase parental involvement and public support for our public schools and educators?**

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I have worked to ensure that committees within our system have representation by parents to the extent possible. I have also advocated for students to be included on many of these committees. I am presently advocating for the County Council of PTA's to be stood up again after an absence of many years. I strongly believe that PTA's can be a great pipeline of parental involvement and the Council would offer a chance for PTA reps from all our schools to come together to explore topics of interest and to share ideas and best practices.

**As a Board member, are you in favor of contracting out custodial, cafeteria, and maintenance services rather than have those services provided by Board of Education employees?**

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Oppose

**Additional Comments:**

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(No response)

**As a board of education member, how will you advocate with our county commissioners for meeting the school systems needs?**

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I am in frequent contact with several of our commissioners. Commissioner Ostrow and I are members of the same Rotary club which allows me to talk with him in a variety of settings. I have a good working relationship with Commissioner Colvin and we often catch up on topics of interest legislatively and locally. Contacts with our funding agents cannot only be at budget time. My attendance at the many events in our community and my working relationship with the majority of them provides many openings for me to discuss issues and share information and I make best use of those opportunities.