



# CHANDLER

## EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

## Governing Board Candidate Questionnaire

Thank you for participating in the Chandler Education Association candidate interview process. This is one way representatives from a large number of public school employees can get to know you.

1. Please complete the candidate information below and respond to the questionnaire.
2. Return the candidate information and completed questionnaire by **Friday, June 28th , 2024 at 4pm** via email to Benjamin Bozovich at [vppoliticalaction@chandlerrea.org](mailto:vppoliticalaction@chandlerrea.org)
3. If you have any questions about the candidate interview process, please contact Benjamin Bozovich at [vppoliticalaction@chandlerrea.org](mailto:vppoliticalaction@chandlerrea.org)

### **I. Candidate Information:**

- A. Candidate name – Ryan Heap
- B. Home address -
- C. Home phone -
- D. Cell phone -
- E. Email address – rheapforcusd80@yahoo.com
- F. Length of time you've lived in CUSD boundaries – since June 2007

### **II. Please provide an education summary**

Dobson High School – class of '97  
ASU – B.S.E.E 2003  
ASU – M.S.E 2005

### **III. Please list your current employment**

Cirrus Logic Nov 2021 – present; Verification Engineer

### **IV. Civic engagement**

No prior public service  
Serve in my church as young men leader for boys ages 14-15

### **V. Please list any additional information you would like us to know about you**



# CHANDLER EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

4<sup>th</sup> generation Arizonan; fluent in Spanish from having served a full time proselyting mission in Culiacan, Sinaloa Mexico from 1998-2000

Please answer the following questions:

1. What qualifications do you bring to the district governing board? **Pragmatism. As an electrical engineer, I strive to define the best solution given the constraints of time, budget, and availability and skill set of the team, then set a plan to bring about that solution, execute that plan, and then evaluate whether that plan generated the best solution.**
2. In your opinion, what is the single greatest challenge currently facing our school district and why do you believe so? **Enrollment. CUSD is still Arizona's premier public school district but its enrollment has been declining steadily since the pandemic. Meanwhile, neighboring districts and charter schools enrollment has seen sharp increases. Number one job is to re-assert CUSD as parents first choice to send their kids.**
3. Once elected, what is one priority you intend to work on first? Where and how would you begin? **Understanding where CUSD is spending their budget and re-aligning it on avenues that will reverse the enrollment decline.**
4. What is your perception about the Chandler Education Association, its current role and relationship with the district? **CEA supports teachers first ensuring that they have the resources they need to be happy and successful by working to improve teachers pay and working conditions.**
5. How would you encourage the school board, administration, and Chandler Education Association to work together? **My hope is that the school board, administration, and CEA are there to improve the CUSD community which are the students, the teachers, and relationships with the parents/families of the students. When CUSD re-asserts itself as the first choice for families, the enrollment increases. When the enrollment increases, CUSD budget increases. Increasing budget allows administration to improve existing academic programs and initiatives. Increasing budget and better partnerships with parents/families improves the wages and respect of teachers and overall working conditions.**
6. As a board member, describe your leadership style in the decision-making process regarding district policy decisions pertaining to contracts, working conditions, job descriptions, student discipline, curriculum, evaluations, and safety? **Observe, identify areas of improvement, drive consensus of areas for improvement, establish measurable goals, execute to those goals. Assess the results. Iterate.**



# CHANDLER

## EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

7. As a board member, what would you suggest to help the district attract and retain talented educators and staff? **Enrollment. We have to improve enrollment in order to increase the budget. The budget is what allows the district latitude to increase pay to teachers and staff. I believe there are three areas that can help turn around enrollment: 1) safety and accountability 2) partnering with parents and 3) curriculum centered on academics and vocational skills**
8. As a board member, how would you prioritize funding in an environment that has suffered severe budget reductions (i.e., loss of federal dollars, legislative cuts, reduction in student population/per-pupil funding, etc.)? **CUSD has its strengths and its weaknesses. The budget must align with its strengths to continue to preserve enrollment while strategically aligning budget with activities that will help improve. CUSD is land locked so growth has to come with parents choosing CUSD first.**
9. What is your position on ESA vouchers? How would you like to see the Governing Board address the loss of students and funding due to ESA voucher expansion? **Whether it's ESA vouchers, or charter schools, it doesn't matter. The fact is some parents are not choosing CUSD. I am a parent of four CUSD students and my wife and I choose CUSD. Let's focus our energy on making CUSD parents' first choice.**
10. How would you handle any budget shortfall? **Short term – look at the cost per student on a school by school basis. Compare and assess what's driving the cost per student. Creatively work to reduce the cost with the superintendent and district administrators. Teacher pay and benefits must be preserved at all costs. Programs and initiatives that are not promoting growth in the district must be eliminated to divert budget to areas that do. Long term – identify what's causing parents to not choose CUSD and accelerate programs/initiatives to make CUSD parents first choice.**
11. What is your position on outsourcing district services to private companies to help manage the district budget or recruit staff (i.e., school safety, custodial, cafeteria and nutrition, classroom substitutes, etc.)? Please explain your position. **Not opposed to outsourcing district services to private companies so long as the value/cost ratio merits it. Vice versa, if a service is being outsourced, can it be done internally at a better value/cost ratio.**
12. What is your position regarding due process rights for school employees? Please explain your position. **Due process rights for teachers are protected by the 14<sup>th</sup> Amendment to the Constitution. I uphold the Constitution.**
13. How would you like to see the Governing Board and district administration address student and staff mental health? **My late mother and two younger siblings suffer from various forms of mental health and depression. It can be a very debilitating condition and is not something that can be dismissed. However, mental health/depression are components of medical care. CUSD provides staff medical**



# CHANDLER EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

coverage as part of its compensation package. Students medical care is the responsibility of parents/families. Should the staff's mental health needs or the student's mental health needs exceed the capacity of the associated medical coverage and impact the learning environment, the staff or student must be put on temporary leave until fit to return. The district rules regarding staff mental health and student mental must be very clear about conditions that merit placings staff/students on temporary leave and conditions of return.

14. [Community Schools are public schools](#) that provide services and support that fit each neighborhood's needs, created and run by the people who know our children best—all working together. What are your thoughts about implementing a model like this in CUSD? **I oppose any infringement of parental rights so long as said rights have not been severed by a court of law.**
  
15. If recommended, what type of support do you want from Chandler Education Association? **I do not want any support from a private institution. I want my campaign to be supported by individuals who agree with my positions and who desire to support me of their own volition.**



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3. If you have any questions about the candidate interview process, please contact Benjamin Bozovich at [yppoliticalaction@chandlerlea.org](mailto:yppoliticalaction@chandlerlea.org)

### I. Candidate Information:

- A. Candidate name: Claudia Mendoza
- B. Home address: [REDACTED]
- C. Home phone: [REDACTED]
- D. Cell phone: [REDACTED]
- E. Email address: 1xy1xx@gmail.com
- F. Length of time you've lived in CUSD boundaries: 21 years

### II. Please provide an education summary:

Education/Certification:

Doctor of Education, Educational Leadership, Northern Arizona University, Flagstaff, AZ, 2025

Master of Education, Educational Leadership, *Arizona State University*, Tempe, AZ, 2004

Reading Endorsement, *Northern Arizona University*, Flagstaff, AZ, 2010

Bachelor of Science, Elementary Education, Las Cruces, NM, 1995

Minor: Educational Psychology & Language Arts

Endorsements: Bilingual Education/ESL/SEI, Early Childhood, *New Mexico State University*,

Certificates Held: Principal PreK-12, K-8 Teacher, K-12 Reading, Early Childhood, Spanish Bilingual PreK-12



# CHANDLER

## EDUCATION ASSOCIATION

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### III. Please list your current employment

Mesa Public Schools, Principal at Sousa Elementary

### IV. Civic engagement

I do not currently hold any office. My consistency in building/advocating for my school communities and all their stakeholders as a principal demonstrates my commitment and passion for ensuring every student has access to a good education with high rigor for all students.

### V. Please list any additional information you would like us to know about you

[Claudia Mendoza CUSD Governing Board Biography](#)

[Claudia Mendoza CV](#)

**Please answer the following questions:**

1. What qualifications do you bring to the district governing board?

I bring over 28 years of experience in K-20 education, focusing on leadership roles at the elementary and university levels. My educational background includes a Bachelor of Science in Elementary Education, a Master of Education in Educational Leadership, and a forthcoming Doctor of Education in Educational Leadership. My extensive experience includes serving as a principal at various levels, working in educational outreach, and leading initiatives that promote college readiness and family engagement. These roles have equipped me with a deep understanding of educational systems, strategic planning, and community collaboration.

2. In your opinion, what is the single greatest challenge currently facing our school district and why do you believe so?

Our school district's greatest challenge is addressing educational equity and access, particularly in the context of diverse student populations. Ensuring that all students, regardless of their socio-economic background, have equal opportunities to succeed is critical. This challenge is compounded by funding disparities, varying levels of parental involvement, and the need for differentiated instruction to meet diverse learning needs.

3. Once elected, what is one priority you intend to work on first? Where and how would you begin?



# CHANDLER EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

Once elected to the school board, my first priority will be to advance diversity, equity, and inclusion initiatives to continue building a positive school community culture within the Chandler Unified School District. Drawing on my experience as an elementary school principal, I will begin by reviewing current DEI programs and gathering input from students, parents, teachers, and community members. Collaborating with these stakeholders, I will lead efforts to implement comprehensive DEI training for staff and create programs that celebrate and support our diverse student population. By prioritizing diversity, equity, and inclusion, we can foster a welcoming and enriching environment for all students, ensuring they feel valued and empowered to succeed.

4. What is your perception about the Chandler Education Association, its current role and relationship with the district?

The Chandler Education Association (CEA) plays a vital role in advocating for educators' rights professional development, and ensuring a positive working environment. A collaborative relationship between the CEA and the district is essential for addressing teachers' concerns, improving working conditions, and ultimately enhancing student outcomes. I see the CEA as a partner in promoting educational excellence and believe in maintaining open, transparent communication to address any issues.

5. How would you encourage the school board, administration, and Chandler Education Association to work together?

I would foster collaboration by establishing regular, structured meetings with representatives from the school board, administration, and the CEA. Creating joint committees to tackle specific issues, such as curriculum development or teacher retention, can facilitate cooperation. Ensuring all parties have a voice and are actively involved in decision-making will help build trust and foster a collaborative spirit.

6. As a board member, describe your leadership style in the decision-making process regarding district policy decisions pertaining to contracts, working conditions, job descriptions, student discipline, curriculum, evaluations, and safety?

My leadership style is collaborative and inclusive. I believe in gathering input from all stakeholders, including teachers, parents, students, and community members, to inform policy decisions. Transparency and data-driven decision-making are essential components of my approach. I prioritize open communication, ensuring that all voices are heard and that decisions are made in the best interest of the entire school community.

7. As a board member, what would you suggest to help the district attract and retain talented educators and staff?

To attract and retain talented educators and staff, I would advocate for competitive salaries and benefits, robust professional development opportunities, and a supportive work environment. Additionally, recognizing and celebrating the achievements of educators can boost morale and job satisfaction. Creating clear pathways for career advancement and fostering a positive, inclusive school culture are also critical.



# CHANDLER EDUCATION ASSOCIATION

*commitment / excellence / advocacy*

8. As a board member, how would you prioritize funding in an environment that has suffered severe budget reductions (i.e., loss of federal dollars, legislative cuts, reduction in student population/per-pupil funding, etc.)?

In times of budget reductions, prioritizing funding should focus on maintaining essential services that directly impact student learning and well-being. This includes preserving teacher positions, mental health services, and programs that support student engagement and achievement. I would also seek alternative funding sources, such as grants and community partnerships, to supplement the district's budget.

9. What is your position on ESA vouchers? How would you like to see the Governing Board address the loss of students and funding due to ESA voucher expansion?

I firmly believe that ESA vouchers divert critical funds from public schools, thus undermining the quality of education for the remaining students. Public schools need these resources to provide the high-quality education that every child deserves. The Governing Board should maintain a commitment to continually enhancing public school offerings, making them increasingly competitive and appealing to families. We can foster a vibrant and thriving educational community by consistently improving academic programs, expanding extracurricular activities, and ensuring a safe and supportive learning environment.

10. How would you handle any budget shortfall?

Handling a budget shortfall requires a strategic approach that involves prioritizing essential services, identifying areas for cost savings, and exploring alternative funding sources. Engaging the community in discussions about budget priorities and potential solutions is also important. Transparency in decision-making and careful planning to minimize the impact on students and staff are critical.

11. What is your position on outsourcing district services to private companies to help manage the district budget or recruit staff (i.e., school safety, custodial, cafeteria and nutrition, classroom substitutes, etc.)? Please explain your position.

Outsourcing should be considered carefully, weighing the potential cost savings against the impact on service quality and the local workforce. While outsourcing can provide short-term budget relief, ensuring that it does not compromise the quality of education or essential services is essential. Additionally, despite possibly lowering costs, I will not support outsourcing that leads to layoffs or pay cuts within our CUSD staff and teachers. Thus, any decision to outsource should involve thorough evaluation and stakeholder input.





# CHANDLER EDUCATION ASSOCIATION

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12. What is your position regarding due process rights for school employees? Please explain your position.

I strongly support due process rights for school employees, as they are essential for maintaining a fair and just working environment. Ensuring that employees can address grievances and defend against unjust actions promotes a culture of respect and accountability within the district.

13. How would you like to see the Governing Board and district administration address student and staff mental health?

Addressing student and staff mental health should be a top priority, with the implementation of comprehensive mental health programs, access to counseling services, and professional development for staff on recognizing and supporting mental health issues. Promoting a positive school climate and reducing the stigma associated with mental health is also crucial.

14. [Community Schools are public schools](#) that provide services and support that fit each neighborhood's needs, created and run by the people who know our children best—all working together. What are your thoughts about implementing a model like this in CUSD?

Implementing a Community Schools model in CUSD could benefit students and families by providing tailored services that address specific community needs. This approach fosters collaboration among educators, families, and community organizations, creating a supportive environment that enhances student learning and well-being. I would advocate for pilot programs to assess the feasibility and impact of this model.

15. If recommended, what type of support do you want from Chandler Education Association?

I would appreciate the Chandler Education Association's support in facilitating open communication with educators, providing insights into teachers' needs and concerns, and collaborating on initiatives that enhance the educational experience for all students. Their support in professional development and policy advocacy would also be invaluable.



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**I. Candidate Information:**

- A. Candidate name: Barbara Mozdzen
- B. Home address: [REDACTED]
- C. Home phone: [REDACTED]
- D. Cell phone: [REDACTED]
- E. Email address: brmozdzen@gmail.com
- F. Length of time you've lived in CUSD boundaries: 35 years

**II. Please provide an education summary :** B.S. Nursing from Northern Illinois University, Additional Calculus and Physics courses at University of Texas at Dallas

**III. Please list your current employment:** Homemaker

**IV. Civic engagement :** CUSD Governing Board for 15 + years, Current CUSD Board president, Chandler Education Foundation Board Member and volunteer, Read On Chandler Board Member, Yes for Chandler Students PAC treasurer for over 15 years (advocates for CUSD override and bond elections), former CHS Swim Booster President and parent swim volunteer, former Board Member at Desert Sun Child Development Center and Past President, former Art Masterpiece ceramics coordinator at Shumway, classroom volunteer, and local swim club volunteer.

**V. Please list any additional information you would like us to know about you:** Mom of three Chandler High School Graduates.



# CHANDLER EDUCATION ASSOCIATION

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Please answer the following questions:

**1. What qualifications do you bring to the district governing board?**

I have 15+ years of experience on the CUSD Governing Board, as President for a total of 7 years, along with extensive experience in Board Governance which includes collaboration with community members, teachers, parents and students, strategic planning, best practices and data driven decisions to ensure the best outcomes for students.

**2. In your opinion, what is the single greatest challenge currently facing our school district and why do you believe so?**

The greatest challenge is the funding of public education in Arizona. Schools are not adequately funded through the state funding formula. Diverting public funding to private educational institutions harms district schools and creates a domino effect that negatively impacts students, teachers and the quality of education. Teachers leave the profession due to inadequate pay, class sizes increase, staff are unable to afford housing in the area where they work, specialists aiding students are lost, maintenance of schools is deferred, the quality of life for staff is impacted and educational programming is reduced.

**3. Once elected, what is one priority you intend to work on first? Where and how would you begin?**

Reading by 3<sup>rd</sup> grade is vital to the success of a child in school, and the path to being a proficient reader begins long before a student starts kindergarten. Quality Pre-K programming is an important part of being ready to learn in kindergarten. There are many low or no cost early literacy programs available to families within the community such as library programs, City of Chandler programs, the Chandler Care Center and Read On Chandler's Make Way for Books program. These programs encourage child and parent engagement and recognize the pivotal role parents play in early childhood learning. I would like to further our partnerships with these organizations to offer these programs in our facilities.

**4. What is your perception about the Chandler Education Association, its current role and relationship with the district?**

CEA is a great resource for teachers through their advocacy and representation of CUSD certified staff. The annual survey CEA sends to all certified staff to determine what is most important for Super Q informs the negotiations and creates a collaborative effort between CEA and the District to create better working environments for our teachers.

**5. How would you encourage the school board, administration, and Chandler Education Association to work together?**



# CHANDLER EDUCATION ASSOCIATION

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The board president and administration should be meeting 1:1 with CEA's president on at least a quarterly basis to improve communications, collaborate, and share ideas on working together. It is more productive working together when people know each other and have shared interests and understanding. As a board member, I plan to encourage these relationships and mutual understandings, strengthening the connection between CEA, the board, and admin.

**6. As a board member, describe your leadership style in the decision-making process regarding district policy decisions pertaining to contracts, working conditions, job descriptions, student discipline, curriculum, evaluations, and safety?**

Decisions regarding policy are made by a majority of the board in a public meeting. No board member alone has the extensive knowledge needed to create the broad range of policies required by a large district. My leadership style in the decision making process includes gathering factual information, collaborating with individuals with expertise in the policy subject, asking questions regarding unintended consequences, equity, legal, impacts on staff, students, parents and community, and keeping an open mind until all data is gathered and the policy comes before the board for a vote. I prioritize using best practices and data-driven research to craft policies with the interests of students and teachers at heart.

**7. As a board member, what would you suggest to help the district attract and retain talented educators and staff?**

Foremost, CUSD must remain competitive in salary and benefits to attract and retain talented educators and staff. Mentoring new staff, having inspiring leaders at schools, providing staff with desired professional development, training and support, and being part of a successful team of CUSD educators can assist with retention of our talented staff. I plan to continue fostering work environments of community, appreciation, and success.

**8. As a board member, how would you prioritize funding in an environment that has suffered severe budget reductions (i.e., loss of federal dollars, legislative cuts, reduction in student population/per-pupil funding, etc.)?**

I was on the Governing Board during the Great Recession when districts across the state experienced severe budget reductions. My priority then, as it is now, is keeping our staff employed with CUSD. Many districts in the East Valley opted for laying off teachers and support staff. CUSD was one of the very few districts that did not. Our teachers, support staff and administrators are our most valuable asset and they are my funding priority.

**9. What is your position on ESA vouchers? How would you like to see the Governing Board address the loss of students and funding due to ESA voucher expansion?**

Public funding should be directed to public schools not private or religious schools. Hence, I strongly oppose the use of ESA vouchers and the expansion of the voucher program that we have seen within the state legislature. To combat the effects of the program, the Governing Board needs to continue to support quality programs along with providing innovative programming that attracts families and students to our district. The Governing Board understands that our district must compete for students. CUSD must provide the highest quality education and have the most desirable programs with the best teachers to mitigate the loss of students.



# CHANDLER EDUCATION ASSOCIATION

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**10. How would you handle any budget shortfall?**

After determining the sources of the budget shortfall, the accounts that are impacted, and the magnitude of the shortfall, I would collaborate with administration and our CFO to determine the options available to the district. Potential solutions could include examining each fund to identify additional savings, freezing site budgets, or transferring unrestricted funds to cover the shortfall. My priority would be to protect our staff's employment and wages from being impacted.

**11. What is your position on outsourcing district services to private companies to help manage the district budget or recruit staff (i.e., school safety, custodial, cafeteria and nutrition, classroom substitutes, etc.)? Please explain your position.**

I do not support outsourcing plans that could cause CUSD support staff to lose their jobs. Outsourcing agreements should be beneficial to the district, plus keep our existing CUSD employees, while also freeing up school leaders to do what they do best; serving students, teachers, and parents at their schools.

**12. What is your position regarding due process rights for school employees? Please explain your position.**

Every employee has the right to due process as outlined in state statutes and district policies. There are very specific due process procedures for certified, classified and at-will employees which must be followed properly.

**13. How would you like to see the Governing Board and district administration address student and staff mental health?**

I would like to see an expansion of the Hope Institute to a second location (Care Center), continuing student clubs on mental health along with mental health conventions/conferences open to students, staff, parents, community, and promotion of the mental health services available to staff members so that all staff members are aware of these services. Accessing mental health services has often carried a stigma, and I believe the Board and Administration, along with the community partners can work to normalize mental health services as vital HEALTH services and preventative care.

**14. Community Schools are public schools that provide services and support that fit each neighborhood's needs, created and run by the people who know our children best—all working together. What are your thoughts about implementing a model like this in CUSD?**

A pilot community schools program is under development with a few sites in CUSD. Leaders have been visiting schools that have implemented community schools successfully, with the intention of learning from those schools, and bringing that knowledge back to the district. I support creating community schools in our district as a way to support the whole child. Community partners will be vital to assist with providing these services and support.

**15. If recommended, what type of support do you want from Chandler Education Association?**

I would like endorsement by CEA and support with positive messaging about pro education candidates for CUSD governing board through canvassing, phone banks, and assistance with sign installation. Donations to my campaign are also welcomed and greatly appreciated.

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## 1. Candidate Information:

- a. Candidate name: Zeyna Pruzhanovsky
- b. Home address: [REDACTED], [REDACTED]
- c. Home phone: [REDACTED]
- d. Cell phone: [REDACTED]
- e. Email address: Zeyna4CUSD@gmail.com
- f. Length of time you've lived in CUSD boundaries: 13 years

## 2. Please provide an education summary:

- a. Business Administration, B.S. from the University of Kansas, 2002.
- b. Elementary Education Grades 1-8, Master of Education, Arizona State University, 2014.

## 3. Please list your current employment:

- a. Blackwater Community School, 3652 Blackwater School Rd, Coolidge, AZ 85128, July 2017- Present

## 4. Civic Engagement:

- a. Community engagement in sports and athletics with Shogun Judo as a parent volunteer, event organizer, and fundraising. 6170 W. Chandler Blvd, Ste 4, Chandler, 2014 – present.
- b. CUSD Teen Violence Advisory Committee 2024
- c. CUSD Software Advisory Committee 2023
- d. For Our City Day October 2023
- e. Chandler Chamber of Commerce Series of Roundtable Events 2023 and 2024
- f. Junior Achievement and Art Masterpiece parent volunteer
- g. Precinct Committee person for Legislative District 13 Democrats, 2023 – present.  
Executive Board Secretary for Legislative District 13 Democrats.  
July 2023 - July 2024

**5. Please list any additional information you would like us to know about you..** Our family moved here from Kansas in 2011 specifically for the premier education provided by CUSD schools. We have enjoyed the benefits of the number one district in Arizona, both of our

children recently graduating from CUSD. I am very passionate about the success of all our youth.

**Please answer the following questions:**

**1. What qualifications do you bring to the district governing board?**

As a 10-year educator, I will use my experience as a classroom teacher to represent teachers as their voice in the district. From this unique perspective, I understand the experiences and specific needs of educators and will advocate for increased communication, resources, and relevant professional development for teachers, working with educators in CUSD to understand how I can best support their needs. Additionally, my varied business education and experience in financial management, research, grants, retail, banking, and real estate will bring a business-level viewpoint to making board decisions, combining financial responsibility with advocacy for teachers.

**2. In your opinion, what is the single greatest challenge currently facing our school district and why do you believe so?**

The single greatest challenge currently facing CUSD is a shift away from collective education and the attacks on public education through the unrestrained voucher program. From its creation, public education and its broader inclusion have been the cornerstone of democracy and foundation of society. However, funding cuts caused by the voucher program threaten public schools and community programs, leading to a decrease in enrollment. We need to support our public schools, communities, and businesses, maintaining Chandler's role as premier district in Arizona. To do this, I believe we must support our teachers and school staff, providing increased resources, support, and professional development. When our teachers are successful, our schools are successful.

**3. Once elected, what is one priority you intend to work on first? Where and how would you begin?**

As a board member, I will work on strengthening pathways to graduation and exploring ways to support both students and teachers through the K-12 journey. Through attending every board meeting since April of 2023, I have learned board procedures and practices that lead to effective policy change. As such, I plan to call for both study and executive sessions to explore our current student pathways to graduation. Students themselves should be able to form their own goals and see their skills, ideas, and interests develop through their education, and teachers should be provided ample resources and knowledge of district goals to help guide our students to reach their educational goals. This holistic approach will hopefully transfer into higher graduation rates for students, especially for children in underrepresented communities.

**4. What is your perception about the Chandler Education Association, its current role and relationship with the district?**

As an educator myself, I wholeheartedly support the Chandler Education Association's goal of supporting teacher's needs and interests within the Chandler school system. CEA successfully represents teachers and staff in the district, providing much-needed input about policy issues that affect them. However, my plan to be the teacher's voice on the board includes increased interaction, communication, and collaboration with CEA. As a board member, I will commit myself to standing up for the interests of teachers; the most effective way to represent

educators is through CEA. Thus, while I support CEA's current role and relationship with the district, I believe that CUSD must increase its collaboration with CEA and include teachers' perspectives on more policy issues.

**5. How would you encourage the school board, administration, and Chandler Education Association to work together?**

Teachers are the stakeholders in CUSD, interacting with students and their families directly each day. As such, administration should consult with CEA representatives when any proposed changes are presented that may affect them, asking for their input before major decisions are made. If not already, I would encourage the Chandler Education Association to send a representative to the board meetings or monitor the recorded YouTube meetings. Afterwards, I would encourage the board to communicate any new proposed policy or changes that affect teachers and staff to CEA before implementation and provide an opportunity for CEA to review and make comments and suggestions before the implementation. Thus, I believe open communication and collaboration is the best way for the school board, administrators, and CEA to work together.

**6. As a board member, describe your leadership style in the decision-making process regarding district policy decisions pertaining to contracts, working conditions, job descriptions, student discipline, curriculum, evaluations, and safety?**

As a board member, I will bring a leadership style that prioritizes data-driven results and research while understanding how each decision impacts teachers, staff, and administration, carrying this approach to my policy decisions surrounding all topics. For example, before any decision is made surrounding contracts, I would research to understand the parameters of contracts, negotiations behind the contracts, and the working environment that would be affected by the implementation of such a contract.

In a similar sense, I would aim to understand all perspectives surrounding working conditions before making decisions, emphasizing the viewpoints of teachers, staff, and students that experience the environment that is at question. If working conditions are disruptive to any staff member, I would work to expedite any change necessary to stand up for our teachers.

Job descriptions are influenced by many factors: level of accountability, the changing needs of the position, changing requirements, etc. Such additions, changes, or eliminations would require adjustments to district policy. As changes inevitably occur, I aim to keep our job descriptions up-to-date and help policy move forward with subsequent changes, using current data to inform my updates to policy.

As with student discipline, making decisions requires investigation and a decision-making process that is fair for both parties, emphasizing teacher autonomy and a holistic approach. We should consider guiding our educational philosophy with the whole child in perspective, understanding the conditions that led to discipline misconduct and prioritizing attacking root causes to hopefully minimize future disciplinary infractions.

When analyzing curriculum, we must emphasize data and use of research-based, standards-driven instructional tools to drive student achievement. However, we must also emphasize transparency within our Chandler community, providing educators and community



members the opportunity to observe and comment on curriculum. After the adoption of curriculum, training should be provided to teachers for its successful delivery and modifying based on their input. After all, it is the teachers who are on the ground, interacting with the curriculum and our students.

Evaluations for teachers must emphasize bigger-picture attitudes and the educator's ability to assist students toward their goals. They must prioritize reflection and learning, giving educators sound, realistic, and data-based critique on how to improve educational methods while highlighting appreciation for their work. In addition, I believe we must create a culture of community, support, and interconnectedness that will help facilitate the evaluation process. From experience, a teacher learns and grows most effectively when surrounded by a supportive community with the resources to improve.

Finally, safety has become an area of growing concern within the Chandler community. Our approach to safety measures must include community outreach, mental health resources, and coordination with teachers, admin, counselors, and school resource officers. My leadership style surrounding school safety would involve community forums and outreach, partnering with Chandler City Council and other organizations to provide resources to our community. Additionally, I support providing schools with mental health specialists and including practices that take student mental health into account. When we provide stellar education, mental health support, and community resources, I believe that our schools and community will be safer. As a member of the CUSD Teen Violence Advisory Committee, I hope to be a part of the solutions that guide our proactive standards of safety for the betterment of all stakeholders.

**7. As a board member, what would you suggest to help the district attract and retain talented educators and staff?**

To attract talented educators and staff, CUSD must offer opportunities, and professional developments to our employees. This involves individualized plans for professional developments, support for career paths, opportunities to advance or move laterally, behavioral supports in the classroom, student teacher supports, resources for housing, and increased salaries and benefits that ensure our teachers are well-respected and do not have to worry about living paycheck to paycheck.

**8. As a board member, how would you prioritize funding in an environment that has suffered severe budget reductions (i.e., loss of federal dollars, legislative cuts, reduction in student population/per-pupil funding, etc.)?**

When dealing with budget reductions, we must be in constant communication and collaboration with our stakeholders surrounding what they deem most important. The board must prioritize funding programs that our community benefits from and that our stakeholders support. For me, I would never support laying off teachers and staff or cutting their pay; I believe that when our educators are well-valued and well-qualified, our schools will thrive and produce more funding for other programs. As a data-driven leader, I will look into other programs that are not producing success and see how we can manipulate funding to ensure that any budget reduction does not impact our staff.

**9. What is your position on ESA vouchers? How would you like to see the Governing Board address the loss of students and funding due to ESA voucher expansion?**

I believe that ESA vouchers are reckless, out-of-control, and ultimately harm public education

on all levels. The current voucher system has drawn millions of dollars away from district funding, leading to harsh budget shortfalls and struggles to maintain quality education. Our priority should be public schools first and foremost, where 90% of our families choose to educate their children. As a board member, I would continue to prioritize funding toward teacher and staff resources, differentiation of instruction, and support in the classroom to elevate the quality of education in Chandler and attract students and families that may be considering use of ESA vouchers.

**10. How would you handle any budget shortfall?**

As a board member, I will aim to reduce the impacts of any budget shortfall on our CUSD staff and communities, looking for ways to ensure that our schools continue to run smoothly and prioritize student and teacher well-being. For example, in any case of a budget shortfall, I hope to connect to the community and have local businesses support student activities and educational initiatives, specifically within our CTE and STEM programs. Our schools continue to provide the best scientific and vocational education; through community partnerships, we can alleviate the budget shortfall while maintaining our world-class education. Additionally, I would hope to expand the Chandler Online Academy and increase teacher training for online student engagement, providing alternative options for both students and teachers that maintain our legacy of excellence within CUSD. Finally, I hope to create pathways for students in CUSD to transfer skills to their post-graduation careers; this can include dual enrollment, AP courses, EVIT, CTE, and possibly even graduating early. Through these priorities, I hope to attract students to CUSD, helping alleviate the budget shortfall while prioritizing students and teachers.

**11. What is your position on outsourcing district services to private companies to help manage the district budget or recruit staff (i.e., school safety, custodial, cafeteria and nutrition, classroom substitutes, etc.)? Please explain your position.**

Using data and research, I believe that any outsourcing consideration must be done with thorough investigation and conversations with all stakeholders affected. The recent outsourcing of custodial management was done quickly, likely without conversations with custodial staff and the staff on the ground who would be most affected by these changes. As a board member, I will never support any outsourcing efforts that result in pay changes or layoffs with our teachers, administrators, custodians, and staff. Our CUSD employees must be our first priority, and maintaining a supportive relationship with our staff includes empowerment, which is lost through outsourcing. No amount of money saved through outsourcing is more important than our CUSD employees.

**12. What is your position regarding due process rights for school employees? Please explain your position.**

Every school employee should not only be aware of their due process rights, but empowered to stand up for themselves in cases of conflict. Before an employee is referred or terminated, there should be a fair, unbiased investigation with impartial oversight, which ultimately protects both the district and the employee. However, as a teacher on the board, I will advocate for the expansion of due process rights, including the right of advocacy, in addition to movements to ensure that every school employee is fully aware of their rights. After due process, any solutions and actions should prioritize empathy, understanding, and collective growth, rather than punishment and punitive measures.

**13. How would you like to see the Governing Board and district administration address student and staff mental health?**

To address mental health, building relationships should be a focal point. The relationships that teachers build with students not only encourage learning and academia, but also create a support system for students who may be struggling mentally. Often, teachers provide safe spaces for students; as such, we must recognize the importance of teachers and provide any resources they need to be the best support systems for their students. Additionally, building positive working relationships within staff improves morale and trust within colleagues; the district must encourage staff to form relationships with each other and trust the staff in doing so. From this point on in a healthy relationship, we can build a positive base for our community mental health within CUSD. This begins with positive peer-to-peer relationships that branch into supporting our students and staff. Working to build cohesive relationships will give a boost to positive mental health outcomes for all.

**14. [Community Schools are public schools](#) that provide services and support that fit each neighborhood's needs, created and run by the people who know our children best—all working together. What are your thoughts about implementing a model like this in CUSD?**

Community schools are cornerstones within communities, providing vital resources to neighborhoods and adapting to the needs of specific communities. This educational model truly benefits all involved, encouraging teachers who are on the ground and know the community the best to make meaningful decisions. Thus, I wholeheartedly support the community school model of education. Families want to be able to walk to school, attend community events in their neighborhood, and build bonds around their local school. Thus, outreach should focus on all members of the community, where everyone's voice is valued and used to improve the schooling model. Outside of education, community schools will also provide vital resources and services to those in need, which will ultimately help families, students, and teachers in the area.

**15. If recommended, what type of support do you want from Chandler Education Association?**

I would be honored to have the endorsement of the Chandler Education Association, which represents teachers and staff in our district. Additionally, I would be grateful for the support of CEA on the ground, helping to canvass, drop literature, put up signs, and spread the word that I am a pro-public education candidate. Through CEA, I would like to have roundtables and meaningful conversations with teachers in the district, allowing me to represent their concerns on the board to create positive changes for our teachers. I appreciate the opportunity you have given me to share my vision for CUSD. Thank you for being a voice for our teachers.