



2024

PRIMARY ELECTION

VOTER GUIDE

STATE BOARD OF EDUCATION
CLARK COUNTY SCHOOL DISTRICT
WASHOE COUNTY SCHOOL DISTRICT



Making informed decisions about our elected representatives in Nevada is critical. Whether you are a parent, family member, employer, or a resident who wants to learn more about the slate of candidates, we encourage you to use this voter guide to help you learn about the decision-makers who will impact your students and schools.

Your neighborhoods. Your schools. All kids.

This guide was created for educational purposes only. Opportunity 180 does not endorse or support political candidates, including educational candidates. Written responses were submitted on a voluntary basis and were published as submitted. Opportunity 180 made reasonable efforts to contact every candidate who filed in these races through public candidate filing records and inquiries via social media.

These candidates are noted at the end of their respective district's section. Candidates who filed but did not respond to the questionnaire are noted at the end of their respective district's section. For inquiries about this voter guide, please contact Anthony Curry, Public Policy Director at Opportunity 180, via email at anthony@opportunity180.org.

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2024 Election Information

The 2024 Primary Election will be held on Tuesday, June 11. It will be a “hybrid” election with an option to vote by mail or vote in-person. You can also vote in-person during early voting, at special early voting sites. Early voting will take place Saturday, May 25 – Friday, June 7.

To vote by mail: You will receive a mail-in ballot packet to your address on record if you are registered to vote. You can:

- Drop off your packet to a designated drop-off site. Click here for a list of [Clark County](#) drop-off sites, and click here for a list of [Washoe County](#) drop-off sites.
- Mail in your ballot in the postage-paid return envelope provided. Your ballot packet must be postmarked on or before Primary Election Day, and received by the Election Department on or before 5:00 p.m. on Saturday, June 15. Be sure to follow all instructions, including signatures on the ballot and on the envelope.

To vote in-person: Proceed to a designated voting site either during the early voting period or on Primary Election Day. If you have your mail ballot with you, you must surrender it at the voting site. If you do not have it with you, you must sign an affirmation that you are not voting twice in the same election.

- Your sample ballot will be mailed to the address on record if you are registered to vote.
- A schedule of early voting sites and Election Day vote centers will be in your sample ballot and on the respective county’s website. You can also check early voting sites for [Clark County here](#) and [Washoe County here](#).
- If you plan to vote on Election Day, check your county’s website for voting sites, as these may differ from early voting locations.

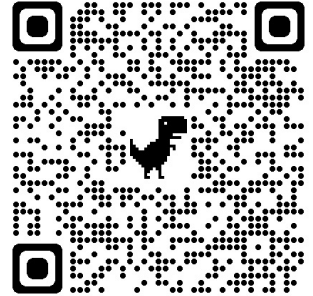
You can register to vote, update your voter registration, and check to ensure you are registered and that your information is current (such as your address) through the Nevada Secretary of State’s [website](#).



Find Your Representatives

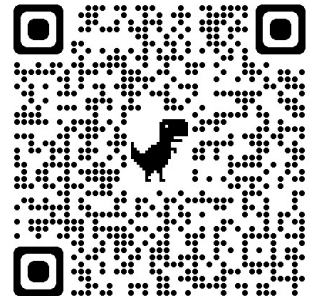
State Board of Education

The State Board of Education is composed of eleven members. Four members are elected from the four congressional districts in Nevada, and seven members are appointed. Find your Congressional district and your State Board of Education elected representative [here](#), or scan the QR code with your mobile device.



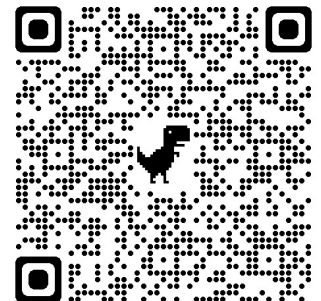
Clark County School District

Your District representative is based on your address. Enter your home address [here](#) to find your CCSD representative, or scan the QR code with your mobile device.



Washoe County School District

Your District representative is based on your address. Enter your home address [here](#) to find your WCSD representative, or scan the QR code with your mobile device.



State Board of Education – District 1



Tricia Braxton Perry

This candidate did not complete a questionnaire.



Timothy Underwood, Jr.

This candidate did not complete a questionnaire.

State Board of Education – District 2



Dr. Paul Davis

Why are you running for the State Board of Education? What is your vision of success for this role?

My reason for running for this position is my great passion for all types of education and, more certainly, the need to elevate the literacy rate of our students in the State of Nevada. There are 11 members on the State Board. I would consider this role a success if I could increase the Board's desire to look for innovative ways to engage and support our students in achieving student success.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I believe that student success is somewhat of a nebulous term. Something considered successful for one student may not be successful for another student. Nevertheless, I perceive student success as having them understand the merits of education in their lives now and in the future. It would encompass a sense of self, academic achievement, and emotional and social development to lead to productive adult lives that benefit themselves and their community.

I have been teaching in higher education for the past 52 years. I have taught at TMCC, UNLV, UNR, and Sierra Nevada College in the State of Nevada. I have had great success in dealing with student issues and working to solve them so they may succeed in their academic pursuits.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

I am a huge advocate for looking and engaging in innovative technologies to push the needle for the State of Nevada to improve from being the 43rd most educated state in the nation. A new generation of students growing up with advancing technologies may lead to rethinking what student outcomes need to be in the 21st century.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the State Board of Education, how will you help eliminate these barriers?

Numerous barriers exist today to educational excellence and equity for every student. There is no level playing field for students growing up. The home environment varies from family to family. The more wealthy families have a considerable advantage over those with less wealth, as do parents' educational background, discrimination, and where they reside. These have mammoth influences that may lead to barriers to academic success.

If elected, I would like the Board to deal with these issues continuously.

State Board of Education – District 2

Dr. Paul Davis - Continued

What do you believe are the top three most persistent challenges facing the State Board of Education? What is an example of a bold approach you would propose to address one of those challenges?

There is a lack of respect for educators. Social media influences students in anti-social behavior in negative ways, and indeed the increase of bullying and the anti-intellectual respect toward the educational process.

I would suggest bringing dynamic academic speakers and well-known entertainers to discuss the value of education and how it has changed their lives. The students need to relate in some way to the value and importance of education in their current and future lives.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

To believe that a single member of an 11-member Board would have such influence and power seems a bit far-fetched. I certainly would share the importance of this request through current academic studies.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I have spent 52 years in higher education. I have received three international Fulbrights in Egypt, Israel, and India. My fields are international terrorism and American Politics. I have spent time in many countries, including the State Department. I am quite familiar with criticism and challenging conversations. It can be a form of healthy discourse in dealing with issues as long as we respect each other. Unfortunately, it is challenging under the current political and disrespectful climate. I would propose a code of conduct that would be enforced on the board, stakeholders, and especially the broader community. All opinions are welcome, but if conducted respectfully.

In 2020, the Board of Education's Statewide Plan for the Improvement of Pupils set a mission to improve student achievement and educator effectiveness "by ensuring opportunities, facilitating learning, and promoting excellence." What key indicators would you use to assess the Board's progress towards accomplishing this mission?

I would suggest a statewide survey of all teachers and have them give their assessment of, almost after 4 years, whether it has been successful or not and what needs to change and/or improve the matrix toward accomplishing this mission.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I somewhat agree with this. I believe in a myriad of educational opportunities. The problem is that of income inequality. Some parents don't have the cost to provide educational travel outside their areas. The proposal must be studied in-depth to see if the inequalities could be mitigated.

State Board of Education – District 2

Dr. Paul Davis - Continued

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the State Board of Education, and what accountability measures would you put in place to make sure this happens? What a fascinating question. Student representation and input should be at the State Board of Education meetings. This would need to be studied carefully to see how this proposal could be successful.

State Board of Education – District 2



Angela Orr
OrrForEd.com



Why are you running for the State Board of Education? What is your vision of success for this role?

Education is more than a career to me; it's a lifelong commitment and passion. From my beginnings as a social studies and leadership teacher, to my roles in district level curriculum and professional learning as well as nearly a decade teaching at the University of Nevada, Reno, I have gathered a great deal of knowledge about

our educational systems and student needs. In my current role as the Principal of Doral Academy, a 5-star charter school, I have gained an even more comprehensive understanding of the complexities in implementing education change. This journey has not only honed my expertise but also earned me recognition from Governor Lombardo and an appointment to the Nevada State Board of Education in October 2023.

Nevada's educational challenges are no secret, and they demand a leader with both passion and experience to drive substantial improvement. My vision for success in this role centers on elevating Nevada's students and transforming our state's education system into a model of excellence. I'm determined to shift the narrative from Nevada consistently ranking at the bottom in educational standings to becoming a beacon of educational success.

With my extensive career dedicated to improving education at every level, I believe I am uniquely positioned to continue making a significant impact. I am committed to being the catalyst for change that Nevada's education system needs.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Defining student success requires a broad lens, one that captures not just academic achievement but also the personal growth, resilience, and the skills and dispositions essential for a fulfilling career and engagement in civic life. True success, in my eyes, is when students master the skills necessary to compete in a global world and also find excellence in fields they are passionate about, utilizing their education both within the classroom walls and in our community.

At Doral Academy, where I have the privilege of serving as Principal, we embody this holistic approach to nurturing student success. Our educational practices are meticulously crafted to meet the diverse needs and aspirations of our 996 students, ensuring they don't just reach their potential but soar beyond it. This commitment to fostering an environment that supports both academic excellence and personal well-being has been a cornerstone of our consistent achievement of a 5-star rating. The effectiveness and well-being of our students stand as a testament to these efforts, highlighting the impact of a supportive, growth-oriented educational environment. I am also proud of the positive climate and culture of our school, which supports parent involvement and is focused on ensuring that educators are honored and elevated as learning professionals.

State Board of Education – District 2

Angela Orr - Continued

The vision for student success across the state should mirror the comprehensive and realistic objectives we've set and met at Doral Academy. It's about creating a nurturing environment that champions growth, innovation, and resilience and which demands high expectations for both students and educators. We know that high quality teaching is the most important factor in the success of each student followed by access to quality materials and a supportive, inclusive, and equitable environment for all students. Recent trends, such as the 2022 National Assessment of Educational Progress (NAEP) results showing a decline in math and reading scores for Nevada's fourth graders, signal a pressing need for a strategic overhaul. My experience at Doral Academy, where we've adopted research-based curriculum and trained all teachers in best practices and where we hold all students to high standards of engagement and behavior management, stands as a blueprint for statewide adaptation. This model not only elevates academic standards but also nurtures the emotional, social, and practical life skills essential for student success.

If elected, my advocacy would focus on extending these practices across Nevada, ensuring every school is equipped with the necessary resources, including high-quality instructional materials and professional development for teachers. Additionally, I would advocate for assessment models that reflect true student growth and demonstrate which schools are best equipped to grow students, no matter their background. I would also strive to champion regulations and practices that reduce unnecessary bureaucratic hurdles for schools while keeping a laser focus on what we know works in education.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

The decline in math and reading scores among Nevada's fourth graders, as highlighted by the 2022 National Assessment of Educational Progress (NAEP) results, presents a pressing challenge that demands immediate and strategic action. We can no longer blame the effects of Covid shutdowns and must dig deeply into individual student data to determine what each student needs. Teachers must be provided access to high quality educational materials and professional learning in the science of reading and other research-based practices that are known to grow all students. I hear regularly from educators around the state that they are not provided curriculum aligned to the science of reading, nor are they provided with in-depth professional learning to learn the why and how of new practices that must be implemented.

I believe in the importance of developing and implementing support systems that are tailored to meet the individual needs of each student, ensuring every child has the opportunity to thrive. We need to ensure that every student has access to highly qualified educators, and that our students with additional learning and social emotional challenges receive the help they need from teachers who understand differentiation and scaffolding that provides access to grade level content. All students deserve to know that we believe in their potential and that we understand their unique strengths and challenges. The new pupil centered funding plan provides additional resources to these students, and we must ensure that we monitor the impact of additional resources to ensure they are tied to increased growth and achievement.

State Board of Education – District 2

Angela Orr - Continued

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the State Board of Education, how will you help eliminate these barriers?

The pursuit of educational excellence and equity in Nevada is met with several formidable barriers, but none insurmountable with the right vision and collective will. Among these challenges, the variation in curriculum quality and availability of resources across our state stands out, creating disparities that impact our students' educational experiences and outcomes. Equally pressing is the need for comprehensive professional development for educators, ensuring they're equipped with the latest pedagogical strategies and best practices to support every student's learning journey. Finally, the teacher shortage and the difficulty of recruiting new teachers in what could be described as a hostile environment towards educators exacerbates this challenge. Many of our students in the most highly impacted neighborhoods and schools have the least access to quality educators, and the hard working teachers and staff at these schools are under ever increasing pressure without the necessary human and other resources.

Safety in our schools forms the bedrock of a conducive learning environment. It's paramount that every student and teacher operates in an atmosphere where they feel secure, valued, and supported. The presence of violence or bullying undermines these principles, casting a shadow over the educational process and hindering the ability to learn and teach effectively. As a State Board Member, I will continue to advocate for regulations that promote equity in disciplinary actions towards all groups of students without ever believing that the absence of discipline will solve the problem. Schools must be provided with tools to keep their schools safe for all students and educators.

Moreover, the equitable distribution of educational resources and opportunities, especially for the communities in Northern Nevada, remains a critical issue. The disparities in funding and educational support services across different regions of our state are barriers that cannot be overlooked. These challenges are not just logistical but are deeply tied to our values and commitment to every student's right to a quality education.

If elected to the State Board of Education, my dedication will be to address these challenges head-on. By advocating for the implementation of a high-quality, inclusive curriculum and ensuring all educators have access to ongoing professional development, we can start to bridge the gap in educational quality. My role will also involve pushing for policies that foster safe, supportive, and positive school cultures, where students and educators are shielded from violence and bullying, thus enabling a focus on learning and growth.

The fight for equity in education, particularly for the often-overlooked regions of Northern Nevada, will be a cornerstone of my tenure. Ensuring that every school, regardless of location, is provided with the resources needed to succeed is not just a matter of policy but a moral imperative.

State Board of Education – District 2

Angela Orr - Continued

What do you believe are the top three most persistent challenges facing the State Board of Education? What is an example of a bold approach you would propose to address one of those challenges?

Our first challenge is to keep a laser focus on increasing student achievement and growth across the state. There is a lot of noise in the education world, and it is easy to become distracted by bureaucratic requirements or shiny new ideas. As I have in every meeting since my appointment, I promise to bring the conversation back to ideas that will directly impact student growth and which are centered around research-based practices. I will have the political will to challenge commending good intentions rather than expecting good results. Another issue is that we rely on incomplete data, making it difficult to make data-based decisions. The Nevada Department of Education is underfunded and lacks the appropriate infrastructure to collect or analyze significant data. Also, as with all aspects of Nevada government, we struggle to make decisions and goals that meaningfully address the very unique challenges faced by southern Nevada versus northern Nevada, especially the rural counties. As a charter school administrator, I understand both of these challenges intimately and will be a strong voice questioning one size fits all approaches.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

To ensure that more than half of our board meetings are dedicated to focusing on student outcomes, a strategic approach to planning and conducting these meetings is essential. This involves a commitment to setting clear priorities that highlight the importance of student achievement and well-being in our discussions. A key part of this strategy is the design of meeting agendas that inherently prioritize student outcomes. By doing so, we emphasize the critical nature of these discussions and ensure they receive the attention and time they deserve. Many compliance and reporting measures can be placed on the consent agenda and only removed if Board members have questions regarding the item.

Central to achieving this is the cultivation of a board culture that values and understands the significance of student outcomes above all else. This cultural shift requires continuous reinforcement of the idea that student success is directly tied to the decisions we make. It's about creating a shared understanding and commitment among board members that student outcomes are not just one of many topics for consideration but are the very core of our mission.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Navigating challenging conversations and criticisms is an integral part of serving on the Board, especially when the aim is to elevate our state's educational standards. My approach to these situations is rooted in the belief that progress is predicated on our ability to engage in difficult discussions. It is within the crucible of these conversations that the path to transformative

State Board of Education – District 2

Angela Orr - Continued

educational reform is forged. I have spent many years teaching leadership courses and facilitating adult learning on ways in which to engage productively with contention for growth-producing results. I believe that one must have the courage to use their voice on issues that represent their core values, and I have a proven track record and reputation for doing so.

The efficacy of these discussions often hinges on ensuring that the right mix of stakeholders is present. It's about bringing diverse perspectives to the table and recognizing that each voice, whether from fellow Board members, educators, parents, or students, contributes a crucial piece to the puzzle of educational improvement. In both formal board meetings and in less structured interactions, I am committed to maintaining an open door policy. This stance isn't simply about being available; it's about fostering an environment where all stakeholders feel valued and heard. By actively listening and engaging with the concerns and ideas of the broader community, we create a more inclusive and responsive decision-making process. I will listen to understand, even if I come to a conversation with a preconceived opinion, and I will always be open to learning and shifting in my own thoughts.

In dealing with criticisms, my focus remains steadfast on constructive outcomes. Criticisms are not roadblocks but opportunities for reflection, learning, and growth. By approaching these conversations with humility, respect, and a genuine desire to understand and address the underlying issues, we can navigate through disagreements and find common ground. Ultimately, my commitment is to ensure that every conversation, no matter how challenging, is directed towards our collective goal of advancing Nevada's education system.

In 2020, the Board of Education's Statewide Plan for the Improvement of Pupils set a mission to improve student achievement and educator effectiveness "by ensuring opportunities, facilitating learning, and promoting excellence." What key indicators would you use to assess the Board's progress towards accomplishing this mission?

Our goals as a board are naturally tempered by our purview and powers as outlined by state law. We must focus our energy on overseeing curriculum choices, teacher professional development requirements, and working to decrease the gap between a large majority of teachers being rated as effective while so many students are not reaching grade level achievement standards. We can also create regulations that encourage many pathways to teaching so that we can recruit more passionate and highly qualified educators. Much of our work must be in collaboration with the Nevada Department of Education, as they oversee the processes that bring textbook, materials, and standards adoptions to the State Board as well as educator licensure. This collaboration with the Nevada Department of Education is of paramount importance, and we must balance our role in setting a vision, holding staff accountable, and working closely with them on important projects. I am currently the Board member appointed to the State Literacy Committee, and it is through this role that I will maintain a laser focus on what can be done to transform student reading outcomes across the state.

State Board of Education – District 2

Angela Orr - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

The essence of my support for school choice is deeply intertwined with a broader vision for our education system—a vision where the concept of choice stems from a plethora of equally excellent options. While I champion the right of parents to choose the best educational setting for their children, my ultimate goal is to elevate every public school to a 5-star rating. This ambition is not just about offering choices but about ensuring that every choice is a good one.

The need for school choice underscores a current reality where educational quality and opportunities vary significantly across different schools and districts. However, envisioning a future where parents no longer have to navigate these disparities because every school provides top-tier education is where my heart truly lies. Achieving this would mean that the decision for parents is no longer about escaping a poor educational environment but about aligning their child's schooling with specific interests, talents, or pedagogical preferences.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the State Board of Education, and what accountability measures would you put in place to make sure this happens?

Ensuring that students are at the forefront of every decision made by the State Board of Education is foundational to creating an educational system that truly serves its primary stakeholders—our students. To genuinely prioritize students in decision-making, it's crucial to implement structured avenues for their participation. This means going beyond traditional tokenistic approaches to student engagement and creating meaningful opportunities for students to share their perspectives, experiences, and ideas. For instance, establishing regular forums and advisory panels where students can interact directly with board members can provide invaluable insights into the impact of our policies on their daily educational experiences. Additionally, leveraging technology to facilitate broader, more inclusive communication with students across the state can help capture a wide range of voices, ensuring diverse student experiences inform our decisions. One effective strategy is to integrate a feedback loop into our decision-making process, where we not only listen to student voices but also report back on how their input has influenced policy decisions. This transparency can build trust and validate the importance of student contributions.



Matthew Robert Buehler

This candidate did not complete a questionnaire.



Dorzell King

This candidate did not complete a questionnaire.

State Board of Education – District 3



Danielle Ford
VoteDanielleFord.com



Why are you running for the State Board of Education? What is your vision of success for this role?

The 4 years I spent on the CCSD Board of Trustees allowed me to connect with thousands of parents, educators and students and learn what the broad community wants for Education in Nevada. The large majority wants schools to be whole-child focused, include more art and STEM programs, increase the amount of recess, and ensure all students have a direct path to higher education or a career upon graduation. There are many disconnects between the Nevada Board of Education and the local school districts which it writes policy and mandates for, and I learned exactly what those are. I would first address the unnecessary and arbitrary reporting requirements from the State Board that puts extra workloads on teachers and administrators, and has contributed to the teacher shortage.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I believe that schools are LEARNING institutions. To me a successful student is one who is showing continued progress in their learning, whether they are below, above, or on pace with their peers. Over the past several decades schools have morphed into TESTING institutions that only place value on math and reading through the use of standardized assessments, which cost school districts millions of dollars each year to use. Our students are not standard and the only people benefiting from the use of standardized tests are the adults who profit from them.

If elected, I will advocate for a paradigm shift in which the focus is on teaching kids HOW to learn instead of WHAT to learn. I will push to recognize all subjects, arts, electives, and extra-curriculars with the same importance as is placed on math and reading, and work to ensure every student has access to education and opportunities that allow them to succeed in their areas of interest and passion.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

The decline in student test scores from 2019-2022 is not a “trend”, it’s an expected result of a once-in-a-century pandemic, which has affected students in all states, and in all types of schools. We need to support students in getting caught up in all subjects, not just math and reading, and to do that the state needs to invest in smaller class sizes and pay raises for experienced and highly effective educators.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the State Board of Education, how will you help eliminate these barriers?

The current system is built to support neurotypical learners only. Neurodiverse students have a

State Board of Education – District 3

Danielle Ford - Continued

disadvantage right out of the gate by being part of a system that refuses to understand them and refuses to change in any meaningful way. I have ADHD and know first-hand how hard it is to try to fit in to a system that was not designed for divergent thinkers to succeed. We need to ensure there are opportunities for all and that all sped funding is going directly to support the students.

What do you believe are the top three most persistent challenges facing the State Board of Education? What is an example of a bold approach you would propose to address one of those challenges?

The biggest challenges facing the Nevada State Board of Education are related to influences outside of Nevada who have a corporate agenda. The solution to this is expanding the board's network and connecting with other state board members and influences who are not obsessed with standardized testing and corporate reform, and who can advise us in operating in a way that truly supports public schools and the communities they serve. Only with big action towards protecting Public Education, can we fix the individual issues through the state.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

The research referenced in this question is not credible. That 50% metric is fake data. The term "student outcomes" is being marketed to school districts across the country so that boards only focus on standardized math and reading scores from for-profit companies, instead of addressing the real issues affecting students and communities. Things like more pre-k programs, wrap-around supports at school sites, interest-based learning, and better working conditions for educators would provide better outcomes for all students.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I do not shy away from participating in challenging conversations or addressing criticisms. Often what is needed is to put everything on the table and clear the air so that everyone can move on productively. I am an ENTP and for anyone familiar with the 16 personalities, that answers this question.

In 2020, the Board of Education's Statewide Plan for the Improvement of Pupils set a mission to improve student achievement and educator effectiveness "by ensuring opportunities, facilitating learning, and promoting excellence." What key indicators would you use to assess the Board's progress towards accomplishing this mission?

The Statewide Plan for the Improvement of Pupils is clear and I feel the board has done their due diligence of monitoring and adding addendums each year. My concern with the plan is that it was crafted under the methodology of "Silverstate Governance", which is the governance model the Nevada Board of Education currently operates under. The creator and trainer of "Silverstate Governance" has a history of training boards in ways that reduce their power and leads to all members and the state superintendent becoming appointed by the governor.

State Board of Education – District 3

Danielle Ford - Continued

My podcast “Unraveling Education” explains this thoroughly. It’s a tell-all about the complex power plays, the manipulative strategies and the entrenched corruption that I witnessed happening in Clark County, and learned is prevalent in school districts nationwide. Visit UnravelingEducation.com and click on the episode “The CCSD Board Member Bought by Billionaires” to hear my concerns with the Nevada State Board of Education using Silverstate Governance.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Parents should absolutely be able to send their children to whichever school is best for them. That’s why I fully support magnet schools and magnet programs. Magnet programs come with additional federal funding, which includes the cost of transportation ensuring that is never a barrier for families. Additionally magnet programs are required to follow fair and inclusive admission processes and they are fiscally accountable to the tax payer, just like all public schools.

I fully support more choices for parents through the public school system. And I also support parents to choose an alternative to public education like private schools, charter schools or homeschool, all of which are not technically public schools as they do not follow the same rules, reporting, or accountability practices that public schools do.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the State Board of Education, and what accountability measures would you put in place to make sure this happens?

I would start by working with the CCSD school board to get into compliance with the reorg law from 2017, which provides communities with more authority at individual school sites, but has never been implemented properly. I would love to do a marketing campaign about School Organization Teams which encourages students to get involved at the SOT level and then relay that information to the State Board so that we can hear directly from them.

That’s only where I would start... student voices are THE MOST important and I will always be supportive of finding ways to ensure they are heard.

State Board of Education – District 3



Jasmine Kurys
JasmineKurys.com



Why are you running for the State Board of Education? What is your vision of success for this role?

I strive to be the best ancestor I can be. Our future deserve better than what we are leaving them. Empowering the youth is essential to pave our best path forward, together. By equipping students with a variety tools to utilize, we can address many of the challenges we

face as adults at their root. I'm determined to tackle the underlying issues in our society rather than relying on temporary fixes. What better platform to enact meaningful change than through the Board of Education?

Success in this role, to me, means ensuring children have access to nutritionally dense food, comprehensive nutrition/health education, and a curriculum that prioritizes practical life skills. This includes classes and programs focused on mental health, sewing, cooking, basic carpentry, breathing, gardening, mechanics, and utilizing technology as a tool, for examples. STEM education is not the sole path to success, nor does proficiency in STEM subjects adequately prepare students for real-world challenges. I aim to broaden the curriculum beyond memorization-centric approaches and emphasize application-based learning. Additionally, I recognize the limitations of policies like No Child Left Behind and the Every Student Succeeds Act in addressing the holistic needs of students. I'm committed to advocating for reforms that prioritize a more comprehensive and practical education for all.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Growth. Education isn't just about having the highest test scores; it's about continuous learning. We need a school system that prepares us for life's challenges – not just academically, but in mind, body, and spirit. In an ideal world, students wouldn't need coping skills. But in today's world that is denying reality and set us up for the mental, physical, and financial crisis' we see in today.

After the No Child Left Behind Act, many of us got a lopsided education. It left us burnt out or stuck in a workaholic loop. To change that, we need schools that focus on more than just grades. We need to nurture all kinds of talents, teach life skills that go beyond the classroom and reassure students that there is more than one path to their success.

I was in elementary school during the transition of the No Child Left Behind Act. I know firsthand the curriculum that students are experiencing. The pressure of AP classes, pre-college courses, STEM, standardized testing, and the knowledge of how test scores impacted our school's budget, left me burnt out, I just didn't know it until I faced extreme tragedy in college.

State Board of Education – District 3

Jasmine Kurys - Continued

I wasn't prepared for life outside of academia. When crises hit, I coped by adding more to my plate. It made me look successful on the outside, but I was crumbling under pressure instead of addressing my depression and PTSD. My school lacked resources for mental health, and when I finally gathered the courage to ask for help, I felt alone and isolated, especially from my peers.

I was the typical overachiever, the teacher's pet, because I didn't know any other way to feel validated. I understood I was fortunate enough to go to a high school that had ample resources from high test scores and a community willing to invest in us. I took full advantage of the specialized courses and the 22 million dollar Career and Technology Center Frisco (Texas) ISD built to share among all districts high schools. I excelled academically and professionally until tragedy made me confront a significant PTSD. I retired from my career, what I got my degree in by the age of 24 because I couldn't process the trauma I faced.

Because of my experiences, I'm committed to being the students' biggest advocate for mental health and exploring career options beyond the traditional path of college. I want students to know that they can excel in what they love or are best at without compromising their health.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

We support students in real-life situations, addressing their basic needs and teaching practical skills such as cooking, breathing, carpentry, gardening, hosting events/running markets, publishing (to name a few). By providing practical knowledge and fostering a sense of pride in their work, students will be better prepared for STEM subjects. Not everyone learns math from textbooks and timed tests; hands-on experiences in workshops or baking, for instance, can teach vital math skills that directly translate to classroom work.

When students are less worried about their home life, equipped with skills to handle trauma and mental health challenges, and not experiencing hunger or food-related crashes, they can focus better in class. This improved focus can lead to better reading comprehension and academic performance. We can't expect people of any age to run on empty. We must address the root.

Lastly, testing needs to evolve with changes in the industry. Rewarding students for creative writing, such as poetry, scripts, or essays that convey research in a personal way, is crucial. If we only assess students based on their ability to finish a test within a set time or write in a specific format, we risk instilling negative self-talk and can stifle passion. Instead, we should encourage students to explore their strengths and nurture their talents or passions.

State Board of Education – District 3

Jasmine Kurys - Continued

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the State Board of Education, how will you help eliminate these barriers?

The emphasis on standardized testing and the implementation of the No Child Left Behind Act (now the Every Student Succeed Act) has steered education towards timed memorization rather than fostering practical skills crucial for real-world success. It's time to redirect our focus towards creative learning and a curriculum that extends beyond STEM fields. Students should be reassured that their abilities extend far beyond spelling or grammar proficiency, that their unique talents and strengths shine in various areas of life, and that success is found on the same path for everybody.

I advocate for courses beyond STEM, with a focus on exploring the multitude of paths leading to success in life. Working with our community gardens, teaching trade skills, and offering apprenticeships are some ways to even the playing field. It's essential to recognize that college is not the sole pathway to success; rather, it's just one of many avenues available to individuals. By providing diverse educational opportunities, we can empower students to pursue the path that best aligns with their interests, skills, passions and goals.

What do you believe are the top three most persistent challenges facing the State Board of Education? What is an example of a bold approach you would propose to address one of those challenges?

Students (and facilities) mental health, understanding what is happening to our funding, and the ratio of students to teachers, are significant challenges the State Board faces. These issues not only disrupt the continuity of learning but they also strain resources and impact the stability of our districts. Addressing these concerns requires proactive measures, strategic planning, and collaboration among stakeholders, the community and public education to address mental health, allocate resources effectively, and create a supportive environment for educators.

Utilizing our community. We live in one of the most diverse and innovative cities in the country. We have professionals in almost every industry that are the best at what they do right here in our hometown. I would love to see guest lecturers teach our students about the many different paths that could lead them to a career and maintaining balance.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

I can create and follow agendas to keep us on track and excel with prioritizing of projects through effective communication and collaboration. Students come first, always. With a background in professional stage management spanning across Cirque du Soleil, Broadway, and regional theaters like Seattle Repertory Theatre, my expertise truly shines. I am excellent at time management in meetings as well as making sure people have a fair time to share. I have an extensive track record for advocating for voices not in the room, even if it means criticism from those that are.

State Board of Education – District 3

Jasmine Kurys - Continued

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I handle the challenging conversations with extreme empathy and compassion, ensuring that everyone's voice is heard. I prioritize collaboration over compromise, believing that when we collaborate, we all win, whereas compromise may result in loss. Growing up as an outspoken woman in Texas, I became accustomed to maintaining an extra level of calmness to ensure my voice was heard. I'm unafraid to speak up, even if it means standing alone.

Since elementary school, I've been entrusted with positions of significant responsibility, often leading to exclusion from social events but consistently being chosen as a leader or representative of the same peers. I embrace my passion and welcome growth and change without fear. I'm willing to accept disapproval if it means advancing progress for the greater good.

In 2020, the Board of Education's Statewide Plan for the Improvement of Pupils set a mission to improve student achievement and educator effectiveness "by ensuring opportunities, facilitating learning, and promoting excellence." What key indicators would you use to assess the Board's progress towards accomplishing this mission?

It's essential to hear directly from the students themselves. While we may think we understand their experiences based on test scores, grades, behavioral problems or parents, true insight can only come from giving students a platform and voice in their education. Allowing them to take ownership. We must be held accountable by those most directly affected by our policies—the students themselves. While parents' opinions are valuable, the realities faced by students hold even greater significance.

We must be open to hearing when we are wrong and learn from students who are willing to share their experiences. It's crucial to assess their mental health, feelings of safety both at school and in their homes and communities, and their ability to apply what they learn to their personal and professional growth.

Creating a space for students to speak freely will ensure that we stay on track and align our efforts with their needs and aspirations. Their voices are the most valuable tool we have in re-shaping an educational system that truly serves and empowers the students.

9. In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Absolutely, there are three key reasons to support allowing parents to choose the best educational option for their children:

State Board of Education – District 3

Jasmine Kurys - Continued

First, my personal experience highlights a student's aspect of the importance of school choice. I moved out at 16 to continue schooling in my district. I sacrificed living with my family for my educational goals and ambitions. I had already been accepted into elite courses not offered outside my district and had planned a path that would have been derailed if I had to change schools. I wish I hadn't been forced to choose between my family and my future. Allowing school choice can prevent students from having to make such difficult decisions and ensure they have access to the educational opportunities that align with their aspirations.

Second, allowing school choice may result in a shift in class sizes, potentially leading to more appropriate student-teacher ratios, particularly in at-risk schools. This could be especially beneficial for students who may not have the same level of support from home for a variety of reasons.

Third, if parents are willing to invest the time and effort to travel for what they believe is best for their kids, why should we deny them that opportunity?

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the State Board of Education, and what accountability measures would you put in place to make sure this happens?

My whole life I have focused on how we can be better ancestors to future generations. In terms of the Board of Education, that means making sure the students have an active say in their own lives. Allowing them to take ownership, giving them a fair platform and taking their concerns seriously will allow us to set them up for success. Sometimes their voices need to weigh heavier than ours. Sometimes we need to work together to find the best solution forward. Never should we assume we always know best. I will always advocate for the students as citizens with the same inalienable rights as us, and prioritize their well-being over appeasing voters, shareholders, government officials, parents or companies after financial gain. Every decision we make should start with the question, "How does this benefit the students?" Whether it's about curriculum, resources, or policies, their needs and well-being must come first. We must allow students a platform to hold US accountable. Clear communication of goals, changes and tracking progress through community check-ins are some ways to keep students at the forefront.



Rene Cantu

This candidate did not complete a questionnaire.

State Board of Education – District 4



Tim Hughes
VoteTimHughes.com



Why are you running for the State Board of Education? What is your vision of success for this role?

As a Las Vegas native and 3rd generation Nevadan, I have a great deal of pride in our state, but it's frustrating to see that we are not yet providing all of our students with the type of high-quality education that they deserve. As a former teacher, principal, and now as an education non-profit leader and current member of the NV State Board of Education, I know what our students are capable of and what it takes to improve results. My motivation for running again for this position is to ensure that significantly more kids across Nevada receive equitable educational opportunities and that we improve outcomes for all kids.

My vision for success in this role includes 1) helping to engage and rally community stakeholders in developing a vision for our education system, 2) choosing a few key priorities under the purview of the State Board that have the potential to impact student outcomes and making traction on those priorities, and 3) helping the State Board and others focus our time and energy on the research-based practices that matter most for our kids.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Success occurs when students are prepared to pursue any goal that they have for their future and are equipped to lead fulfilling lives where they are able to experience social and economic mobility for themselves and their families. I also define success by the extent to which students are active contributors to our community.

I have dedicated my career to supporting students -- serving as a teacher and principal, and now in my role working with states, districts, and schools to improve education outcomes. Over time I have gained an in-depth understanding of teacher recruitment and development, improving instructional practices, early childhood education, literacy, and school transformation. I intend to utilize all that I have learned, along with my commitment to our community and prior experience on the State Board, to advocate for the policies and practices that will lead to greater student success.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

There are a few ways the State Board of Education can address this trend. First, the State Board plays a role in approving curricular materials that districts can choose for students. Right now, many districts and schools across the state are not using effective materials in the classroom. At a foundational level, improving math and reading scores will require us to provide all students with high quality, grade-appropriate materials.

State Board of Education – District 4

Tim Hughes - Continued

Through policy and regulation, partnership with the NV Department of Education staff, and advocacy with other decision makers, the State Board can promote specific instructional practices, programs, and approaches that have the potential to provide students with the tools and resources they need to improve achievement outcomes. For example, not too long ago our current State Board members approved a set of recommendations for how the state can better invest in supporting multilingual learners.

Finally, the State Board also regularly reviews achievement data from across the state and can play an important role in elevating our current results to a broader audience and can collaborate with the legislature to advocate for policies that will help to address these trends.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the State Board of Education, how will you help eliminate these barriers?

The biggest barrier we face is that we currently don't have a shared vision for educational excellence. This leads to a variety of well-intended efforts and initiatives that might help us to make small gains but because these efforts are not all aligned to a clear vision, we haven't yet been able to make substantial improvements for our students. This is a barrier that must be addressed by our entire community and can't be done by any single individual. However, I intend to contribute to the solution by using my position on the State Board to work closely with other decision making bodies, state and local leaders, community organizations, and students and families to help move us closer to having a shared vision of excellence.

We also have many other barriers that need to be addressed that are critical to our success, including: providing equitable access to the supports and resources students need to be successful, lack of robust early interventions and early childhood learning experiences, and ensuring that we have the educator workforce that we need for our schools, to name a few.

What do you believe are the top three most persistent challenges facing the State Board of Education? What is an example of a bold approach you would propose to address one of those challenges?

Because the State Board has been assigned a variety of tasks and responsibilities, one of the challenges the board has faced is the ability to stay focused on a subset of the most impactful

State Board of Education – District 4

Tim Hughes - Continued

Another challenge in our education system is that we have dozens of committees, commissions, and working groups focused on a variety of specific topics within our education system. Often times there can be overlapping responsibilities and missed opportunities to collaborate around shared priorities. This same challenge is true for the State Board. To address this challenge, I would propose that we first open clear lines of communication with all of these other bodies and create regular communication channels between these groups. I think we could also do more with other decision making bodies to try to align on a few key priorities and then decide how each group might address the priorities given their authority and responsibility.

Finally, because of the size of the districts that the elected members on the State Board represent, community and stakeholder engagement can be challenging. We should work to create systems that ensure we hear from a wider variety of community members on any given topic.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

The State Board is designed to focus on improving outcomes for students across Nevada. Given this, my expectation is that the Board should spend the vast majority of its time focused on outcomes. If topics that come before the Board cannot be linked to improving student outcomes I will continue to raise questions about how we are spending our time. I will also work to make student outcomes a key part of every discussion.

One of the challenges that the State Board has faced in how we spend our time is that there are various initiatives, some of which don't directly impact student outcomes, that the legislature has required the State Board to review or take action on. In these situations, we should aim to minimize the time we spend on these items where possible when the items are not as focused on student outcomes.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

My approach to challenging conversations or criticisms is to always listen first and try to understand the views of the other person and what I can learn from that perspective. I believe that it is important to look for common ground and ways to collaborate on particular issues. At the same time, I will also be transparent and communicate my views and the rationale for my decisions. It is critical to keep our focus on students and improving education and not waste time focused on personal issues that can distract from the work at hand.

State Board of Education – District 4

Tim Hughes - Continued

In 2020, the Board of Education's Statewide Plan for the Improvement of Pupils set a mission to improve student achievement and educator effectiveness "by ensuring opportunities, facilitating learning, and promoting excellence." What key indicators would you use to assess the Board's progress towards accomplishing this mission?

Right now the Statewide Plan for the Improvement of Pupils (STIP) is focused mostly on inputs and not enough on measurable outcomes and includes dozens and dozens of priorities and initiatives. Because the development of the next version of the STIP is getting started, I will continue to advocate to streamline and simplify this plan as well as make sure that we are including specific metrics that will help us to understand the progress we are making over time.

While the next version of the STIP will hopefully look different from the current version, some of the measures that are important to include are:

- Students achievement outcomes in core content areas and in key grade levels
- Graduation rates and other indicators of college/career readiness
- Measures related to the recruitment and retention of our educator workforce
- Growth measures for school performance and improvement
- Student attendance and persistence
- Access to high quality early childhood programs
- School culture and climate

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes. Our goal should be to ensure that every child has access to an excellent public school in their own neighborhood. However, given that our kids only have one shot at their PK-12 education and that we have not yet provided all kids with excellent neighborhood schools, it's our moral obligation to find other solutions.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the State Board of Education, and what accountability measures would you put in place to make sure this happens?

First and foremost, we need to elevate student voice in our decision making. It can be easy for decision making bodies to become disconnected from the day-to-day experiences and realities that our students, families, and educators face and so we must continue to engage with these groups, spend time in schools and in our communities, and learn as much as we can so that we can make informed decisions rooted in these realities.

In addition to the individual time that State Board members should spend engaging with our community, I also believe that we should focus some of our time at every meeting on better understanding the experiences of our students and the impact that our decisions have on them.

Clark County School District – District A



Anna Binder
Binder4Nevada.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running for Trustee because, after years of advocating for our most vulnerable and maintaining a consistent presence in holding the current board accountable, putting my name on the ballot

offers our families, educators, and staff a genuine choice to elect a dedicated ally for the enhancement of our local public schools. I am steadfast in my commitment to advancing policies that complement or enhance educational experiences and opportunities for students, and I am as dedicated as ever to rebuilding and repairing the strained relationships between our community members, businesses, and organizations. There is a path forward to bring the transparency and accountability Clark County needs, but it will only be restored by electing community grounded individuals.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I was able to participate in the first cohort of Portrait of a Nevada Learner. This system, although optional for Districts at the moment, focuses on students, not the system. Student success is supporting learners as leaders and building a process where students can focus on skills that complement academics. Students need an environment to contribute those skills to the community. The Portrait focuses every opportunity for students to succeed by sharing their vision for success in finding what type of life they want to lead, and how to participate in a thriving community. Schools should be the center of encompassing students into the evolution of education to help accomplish the goal of students obtaining the skill sets required for their success. Students need an educational environment that chooses to allow their voices to be an active part of their learning environment to develop into self-advocated, self-directed, life-long learners.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

I believe that steering into skills based learning will help educators take a whole building approach to meeting each student at their academic levels, to essentially wrap around individual students to help focus skills based competency so students can not just master, but conquer ELA and math skills.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

The barriers that currently exist to educational excellence and equity for every student begins with freeing the reigns off educators work loads so they can fully invest their skills of teaching to their students. Lifting the weight off of educators helps improve the culture and climate in school

Clark County School District – District A

Anna Binder - Continued

buildings. Relieving unnecessary added work loads and improving teacher/staff burdens is extremely important to them being able to fully support students. Following the Portrait of Learner is key to moving into the future of education and uplifting each and every student regardless of zip code or economic status to be treated and supported exactly where they are academically. Utilizing a student centered approach for their educational and life success is something we have an opportunity to begin now. As a Trustee, I would encourage my fellow Trustees to lean away from for-profit testing, away from canned curriculum, and away from burdensome and unnecessary and sometimes imaginary "goals" that we have been unable to achieve success outcomes under for decades.

We must seek alternatives that move us far into the future now.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

Currently, we have been stuck with the same 4-3 voting block for years that is encouraging the system to shut out the community and force changes to governance that is not beneficial to CCSD. We have people in power that do not want change. We have leadership that just keeps driving us down the same path that does not raise any statistics in students actual success.

I am committed to breaking the 4-3 block by not staying within the decisions that continue to not improve CCSD.

I am committed to not being an elected official that sides with money over the future success of CCSD.

I am committed to venture every path that is feasible to uplifting educators, staff, and students towards true success and finally move the needle in the positive directions we haven't seen in decades.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

Due to the ongoing behavior of the current 4-3, the legislature will be giving them a vote. I have personally grown to appreciate and respect each of them despite initially not being in favor of it. I believe with the right Board, their voices and expertise can be utilized in achieving the true community partners that have been damaged by the Board over the years. All of our municipalities have an ability to contribute significantly to the improvement of our public schools. Egos and the lust for power must take a back seat to the needs of CCSD, our educators/staff, and most of all our students.

Clark County School District – District A

Anna Binder - Continued

I have vowed to give them a vote before the legislature makes it law. Without them and our community, the previous superintendent would have walked away with a larger sum of money. They each try their best to participate in a current environment where they are not welcomed and the Board has done all they can do to silence them. This is not positive for anyone and cannot continue into the future.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

By immediately prohibiting the use of the term "student success" as it is currently used without the actual affect of creating their success. This Board has not re-visited the metrics upon which the superintendent is evaluated for almost 3 years now. Even when they did, they allowed the superintendent and his staff to choose the areas to which he would be evaluated. This created a self-centered valuation process that would not allow him to actually be held accountable for the lack of success. The new Trustees need to be centered on re-visiting those matrix's and be focused on what efforts actually do center around student success and not the illusion of success.

We must have a superintendent and Board that has more than just a dream in how to move towards raising the success metrics and that must be done in partnership with everyone, not just a select or preferred few.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

As I currently am; reading, willing, and able to engage in those conversations. For a new member, there is nothing to take personal as we have not been the ones adding to the problems. We must be focused on the solutions. I have begged the Board for years to continue to hold community listening sessions and meetings. We have not had one in approximately 3 years. Although they are making plans for this year for some, they have waited way too long to not face the communities in which they serve. I refuse to hide behind arbitrary rules that do not follow the spirit of open meeting laws. I do not lie, and I do not tolerate being lied to. People have difficulty accepting responsibility for their own actions and I do not.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

This is for conversation with the Board as outlined above but we cannot hold a superintendent accountable by false matrix's.

Clark County School District – District A

Anna Binder - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

CCSD implemented the COSA program to control the overcrowding at schools that was largely caused by the zone variances being granted unilaterally between schools regardless of the availability of facilities/staff. I do not believe that COSA should be a permanent policy. But now that we have alleviated the extreme over crowding that we have seen in the past, it is potentially time to bring the conversation back to the table to how to return to the variance process with potentially guardrails in place so that school sites can make the determinations vs. central office that is often detached from the actual needs of students and the community.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

By imploring CCSD to move to the Portrait of a Nevada Learner. By making sure that the student committee is brought back into public view and is representative of all student voices. By utilizing the expertise of our existing leaders, community partners, and consultants to make sure that we are truly focused on the students and not adults removed from school sites.

Clark County School District – District A



Karl Catarata
VoteCatarata.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I'm running for CCSD Trustee because I want to bring results to our community, resources to our teachers, and career and college readiness to our students.

In this role, my goal is to be an accountable and accessible trustee for all educators and students in the district. I'm committed to supporting the Superintendent and the board's goals to improve outcomes over the next four years. This vision guides my ambition for educators and ensures reliability for families and students.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success to me is ensuring that our students have the resources and tools necessary to be successful throughout K-12 and in their personal lives. I was a student not too long ago - in fact, eight years ago when I graduated from Valley High School's International Baccalaureate program. The experience that I have is two fold: one, being fortunate enough to be able to communicate with resource counselors and teachers on what I need to be successful and two, having to fight for scholarships, resources, and opportunities. I know first-hand the determination that students need to have in order to fight for scholarships and resources, and I see every day how District A families want to make sure their children have a bright future post-senior year in college.

My role, when elected Trustee this January, is to be a true partner and advocate for student success. That means utilizing my role to create public-private partnerships with the Superintendent's team and our nonprofit and business community. Additionally, to enhance financial resources, after-school volunteer activities, and social support resources for our students and their families. My role is to see a vision, measure the community and political will around it, and deliver for District A families. With my experience in public service, I am best equipped to be able to successfully deliver results to improve student success in the district.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

When I am elected, I will utilize my position to ensure Nevada stops following the national trend by addressing underlying social and community factors that contribute to low student performance. My campaign is focused on 3 R's: results, resources, and readiness.

When elected, I will convene stakeholders to review current educational policies, methodologies via CCSD's Curriculum and Instruction Division, and look to state standards with the Nevada State Board of Education to begin plans for improvement.

Clark County School District – District A

Karl Catarata - Continued

We cannot afford to postpone action on improving math and reading outcomes for our students within the CCSD Board of Trustees any longer. I appreciate the opportunity to collaborate closely with CCSD administrators, educators, parents, and stakeholders to implement evidence-based solutions tailored to the unique needs of our students.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

There are several key barriers that exist in educational excellence and equity for each student. Some examples include: access to quality educators, retention of quality educators in the classroom, morale in the school district, unequal distribution of dollars and resources per student, access to rigorous and advanced coursework, and access to extracurricular activities in the district. I believe that these barriers pose a threat to successful futures for our children in our public education system. I hope to be a bridge that pushes the CCSD Board of Trustees to continue their work in addressing these forms of educational inequities.

When elected, I will work to eliminate these barriers by being practical and solutions-oriented. We need to have Trustees that are effective with results, and efficient with the time they have on the school board.

First, I would advocate for equitable resource allocation. This is done through working with the Superintendent and the CCSD Central Office on what we are doing to improve these outcomes that are continued barriers to our students and staff.

Second, when elected to the school board, I would address eliminating these barriers by setting rigorous goals amongst the board and the Superintendent. I would work closely with the Superintendent to monitor, track, and succeed in these goals. Moreover, I'd work with staff and colleagues to report to the Nevada Legislature and local municipalities on where we need serious district intervention and additional resources.

Third, when elected, I will ensure that schools are getting the best access to funding, grants, and additional dollars to support their programs with advocacy from the Trustees and enhanced methods from the Superintendent's office.

We can do this and much more if we work together and create new strategies toward success.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

In the past six months, I have done my homework and have met with or have connected verbally with each sitting Trustee, and have identified a pattern of behaviors that may limit our success in the next four years.

Clark County School District – District A

Karl Catarata - Continued

With my research, homework, and diligence, I have identified the three following challenges facing the CCSD Board of Trustees.

1. Good Governance - Good governance goes much further than Nevada Revised Statutes, knowing Robert's Rules of Order, and how to pass or motion things during a meeting. Good governance entails public performance evaluations, annual reports to the public, and being respectful of the taxpayer's engagement. In essence, we need to have Trustees who are regularly collaborating with our non-profit, business, and education community on ways to improve the enterprise.

2. Student Outcomes and Results - My 3 "R's" (results, resources, readiness) includes this. Student outcomes include math scores and literacy proficiencies. We know that most recently, Nevada ranked lower in both math and reading proficiencies than years past. With good board governance, a strong vision, and accountability, we can address ensuring that students are getting the best results that will set them up for a bright future.

3. Addressing Emerging Community Issues - From chronic absenteeism, zoning, enrollment, funding, and so many more - the CCSD Board of Trustees struggle with addressing these issues head on with the public and with municipalities. We need to ensure that we are addressing emerging issues with the appropriate industries and partners to better rectify these issues. By being solutions-oriented and goal driven we can fix these persistent challenges.

A bold approach I would propose to address one of these challenges include working directly with the Superintendent and keeping their team accountable with appropriate timelines that are set with our education union and business community.

These dates will be public and I will be a staunch advocate of ensuring that the Superintendent's team meet these deadlines and work on them to get them the community resources in meeting them. Further, the board's role is to set a vision, gather resources, and assist the Superintendent in meeting the everyday demands that the job entails. We need Trustees that are steadfast in this bold approach.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

I am grateful to have already leveraged the expertise of these appointed members while on the campaign trail. I am grateful for the leadership of the City of North Las Vegas, Las Vegas, Clark County, and Henderson in appointing four new members who bring a wealth of knowledge and experience to the board. When elected, I will leverage their expertise to best serve students by calling on them to give official recommendations to motions that the voting members put up at

Clark County School District – District A

Karl Catarata - Continued

meetings. Additionally, I will invite them with me when I am conducting outreach in the community with the Superintendent. I intend to run a grassroots tenure as a school board member, and I will bring these non-voting, appointed members with me when I meet with community stakeholders.

Further, I am the first person at the Vegas Chamber of Commerce's Southern Nevada Forum event, in the education breakout committee, to note publicly that I am in full support that the legislature should pass legislation in the 2025 Nevada Legislative Session to give the four appointed members the ability to vote. I am in full support of this, and would work directly with our business, nonprofit, and education community leaders to advocate for a legislative bill. Our four appointed members bring tremendous experience to this position. I encourage the Nevada public and those interested in improving education to look into their amazing qualifications.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

Absolutely. When I am meeting with parents, teachers, and residents in District A - the first thing out of my mouth is: student results and teacher resources. We need to ensure that the board allocates agenda time to student outcomes. In this election, I am the only candidate who brings local, state, and federal government experience to this seat. When I am elected, I will bring that experience to the board meeting room, and will remain laser focused on student outcomes.

Because of my experience and journey in public service, it behooves me to ensure that every agenda item, motion, and input when I unmute my microphone will be focused on student results. Further, my experience urges me to always keep the student's academic journey in mind, and to be mindful of the time we are spending on agenda items that pertain to students in the district.

Lastly, Opportunity 180 and your members have my commitment and pledge that at every minute that I will be sitting at a board meeting, it will be focused on results, resources, and readiness. I hope you can join me in this steadfast approach.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Because of my 10+ years working in local, state, and federal government, along with my experience working with and for volunteer nonprofit boards and commissions, I have found that community input and healthy criticism is the basis of a well-functioning board. I approach challenging conversations and criticisms that may arise from fellow board members, community stakeholders, parents, educators, and Nevadans with kindness, compassion, professionalism, and respectful austerity.

The National Association of Independent Schools ("Independent Ideas: Navigate Difficult Conversations as a School Leader", Levinson, M., 2024 Feb. 26) notes that "establishing trust" and "recognizing value" are important tools when engaging with our community. I will be steadfast in welcoming unique perspectives when I am elected.

Clark County School District – District A

Karl Catarata - Continued

I am a big believer in the mantra: “iron sharpens iron”, and that dissenting opinions can either solidify our rationale, or open our perspective to something that is uniquely different. As a full-time non-profit professional working in the civil rights space, I understand that having different perspectives are beneficial towards making progress.

I will actively encourage persistent feedback from the non-profit, business, education community on a monthly and quarterly basis. Further, I will be an accountable public servant that gets our community the answers in a professional, timely, and responsible way that is accessible to all Nevadans. When I am elected this January, I intend to lead with this approach on day one. Nevadans can trust they will have a school member that leads with this different style of leadership.

What key indicators would you use to assess the performance of CCSD’s Superintendent? How would you hold the Superintendent accountable?

My background as a non-profit professional and public servant underscores the importance of utilizing both qualitative and quantitative data to assess the performance of CCSD's top-ranking official.

Examples of some important quantitative key metrics would include: college and career results from our graduating students, student test scores (specifically math and reading), graduation rates, and employee morale (that should be captured on a regular basis). These quantitative key indicators paint a picture for elected and appointed Trustees to be able to provide suggestions, oversight, and input at the dias.

We have seen in past years that public trust and perception of the Superintendent is paramount. Having a Superintendent that Nevadans can trust and turn to will be important, along with their clear qualifications, experience, and style of leadership. I would assess how the education, non-profit, government, and business community feels about this Superintendent, and include that in my regular qualitative assessments.

I would hold the Superintendent accountable by being a stern Trustee that helps them set goals, set professional standards, and help them obtain a commitment from their staff around them to accomplish robust plans for our students.

The Superintendent is the one employee that the CCSD Board of Trustees oversee. Their performance is critical in influencing and directing other employees in the district to educate our children and support our teachers. Further, I will hold the Superintendent accountable by painting a clear picture of their performance: their obligation to the job, their ownership to get goals done, and the intention and impact their decisions will have on the district. These methods of holding the Superintendent accountable will assist in getting us the outcomes Southern Nevada desperately needs.

Clark County School District – District A

Karl Catarata - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I am not afraid to say that I am one of the 77% that agrees that children should be able to go to a school outside of their neighborhood. My reasoning includes my real-life experience. I went to school in East Las Vegas and was zoned to attend Las Vegas High School. Although I would have been comfortable with my middle school friends, my academic advisors and teachers were persistent that I apply to an International Baccalaureate school with my passion, grit, and curiosity as a student to learn about international politics and diplomacy.

My mother, a CCSD teacher, and I applied to Valley High School - which was nearly 8 miles away from my home, and not zoned anywhere near my household. I applied, and chose to attend that magnet program. That specific public school was best for my learning, and for my academic curiosity. It was rigorous, challenged me, and pushed me to be more self-determined and achieve my academic goals.

A majority of Nevada residents believe that students should be able to choose a school that best fits their children. I firmly believe that Nevada's children should have access to the best, high-quality education that best suits them. Nobody should get in their way.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

First, let me say I am grateful to Opportunity 180 for including student input, especially from our up-and-coming voters and future leaders.

Second, as one of the youngest candidates on the ballot in Nevada, I will ensure that my fellow youth, our students, are at the forefront of the decision making process as a Member of the Board of Trustees this January.

Along with leveraging the power of our education union, our SOT's (school organizational teams), PTA's (parent teacher associations), and additional groups, I will be creating a District A task force that encompasses youth leaders from different parts of the district that are currently enrolled in CCSD. An example includes having youth leaders from Clark County, Boulder City, Henderson, Searchlight, and Laughlin. I will convene this group at the start of every month, and ensure that meetings are accessible and our discussions are public.

Clark County School District – District A

Karl Catarata - Continued

Third, I greatly value youth input when it comes to decision making. During my time as a staff member at the City of Las Vegas's Mayor and City Council, I was steadfast in hearing from constituents under the age of 25 in the city jurisdiction. Some accountability measures I would put into place are creating surveys that CCSD students will provide valuable input on several topics across the school year.

Fourth, my government experience lends me to being a careful steward of our tax dollars. I look forward to sharing CCSD's budgets and expenditures with youth who are enrolled in CCSD, and hearing their input through our task forces and through our surveys on where tax dollars are being allocated in fiscal budgets, and being spent. I will do the same with our business community, non-profit community, and education community to collect this input. Our budgets are a reflection of our values. I intend to be a Trustee that honors our parents and our students, and the dollars that are being allocated to our district. This January, I will be a Trustee that utilizes our students in the decision making process, and will ask the public and my stakeholders to hold me accountable to ensure transparency and rigorous outreach to those across District A.

Thank you for your time in reading my responses, and I hope to earn your vote. If you do not live in District A, or are unable to vote, I hope to earn your kind support in my race. Please visit VoteCatarata.com and sign up for our updates.

Clark County School District – District A



Mercedes McKinley
MercedesMcKinley.org



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running for CCSD trustee because I am a former elementary school teacher in the district, an alumni of the district and the mother of a toddler. Between 2018 and 2019 I worked as a long term

substitute and a certified temporary tutor for a Title 1 school (low income), additionally I have worked as a substitute at all levels, elementary, middle and high school.

From 2019-2021 I worked as a licensed teacher and made the extremely difficult decision to leave the classroom after losing my father to COVID and giving birth to my daughter within a 72 hour period. Even though I stepped away from teaching, I never stopped fighting for our teachers, staff and students. My experiences as a teacher and a student have opened my eyes to the needs of our students and staff. My siblings and cousins are all CCSD alumni, I graduated in 1997 and I am sad to say that many of the issues we had then still persist and many have gotten worse. I believe that enough is enough and it's time to move our students away from 49 out of 50 in funding and 47 out of 50 in academics.

My vision of success in this role is to be transparent with the public, include community feedback and opinions when it comes to policy and make the best decisions for our students. Our current school board operates on model of secrecy and if I am elected that will be one of my priorities, people deserve to know what decisions are being made and how. Success also means working with our state legislators and all stakeholders, our students need to be college and career ready, right now they are not. In a city with so much money, success means spending more on our students per head every year. It's an embarrassment that Mississippi and Alabama fund their students more per head than Nevada does. It's time to put students and staff first.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success is defined by students reaching their full potential, not just academically, but intellectually too. Because so many of our students are behind in reading and math, the definition of student success for me is getting the larger majority of students up to par on a national level. Unfortunately, in my experiences teaching in our district I realized that there is very little access to mental health care and social services for our students. The city of Las Vegas has a high poverty rate and many of our students don't have basic necessities to survive. Student success means that children are fed, they have clean clothes to wear to school and someone they can talk to outside of their homes, school is the ultimately safe haven for a child, our havens need to be stronger.

Advocating for student success means providing more licensed educators, access to mental health care and social services, having a school board that listens and working with our community members to give our students and staff all the support they deserve.

Clark County School District – District A

Mercedes McKinley - Continued

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

Statistics are incredibly important to see where we are and where we have been. The lower scores in 2019 compared to 2022 omit the reality of COVID and the impact it had on education. Leading the way to better student outcomes starts with access to mental health care and social services. The lockdown and pandemic had a serious impact on everyone, children lost parents, grandparents, aunts and uncles. I taught online from 2020 to 2021 and each month at a minimum one student lost a family member. Many students are still battling depression and parents in low income neighborhoods are still working non stop to recover from the impacts of the pandemic. I have been learning from educators in New Orleans as Hurricane Katrina in 2005 caused a major disruption in education, I believe in learning from the past and not repeating mistakes. Additionally, working with community groups and finding more resources for tutoring students individually or in small groups will also be a way to close the learning gaps caused by the pandemic.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

The barriers that currently exist for educational excellence and equity for every student are extremely different based on the zip code the school is located, the race of the parents and students, family education and income. To put it in simple terms, the schools in Henderson and Summerlin have access to more technology, resources and teacher retention. Many of the schools in East Las Vegas and North Las Vegas don't have the same amenities. As a trustee, I have no control over home life, but I can make sure to get our schools on the lower end of the income scale are up to par with the schools in the more affluent sides of town. Equity in education to me is students having access, giving ALL students access to a high quality education regardless of race or income is a priority for me. We have some of the best schools in Henderson, I want to make them better and use that model to bring up the other schools in our district.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The top three most persistent challenges facing the CCSD Board of trustees:

- 1) The board is completely split, it seems the can't agree on anything.
- 2) The firing and rehiring of superintendent Jara made a complete joke of our school board, people have lost respect and hope in our leadership.
- 3) The lack of transparency regarding the work the board does, adds the the disappointment that constituents feel toward the board.

A bold approach I would take is to show the public the issues that the board is reviewing, give people the OPTION to have their faces recorded during board meetings if they so choose and apply the recommendations that are being made by community members as best as possible.

Clark County School District – District A

Mercedes McKinley - Continued

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

I think the best way to leverage their expertise is to make sure that their recommendations are being heard and included in decision making. In order for appointed members to have voting rights, they should be voted in by the public.

By giving "appointed" board members the same powers as elected members, it completely diminishes the power and purpose of the school board. If the county wants to have more than 7 voting members then the bylaws should be rewritten and the people deserve to have a vote on those other members.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

I would work to structure the meetings so that the first 50% of the board meeting is focused on student outcomes and the rest of the agenda is followed after this has been covered. We could also offer a variety of ways for people to add public comment after student outcomes are discussed. Far too much time and energy has been spent on higher ups and administration, that's why I want to put students and staff first.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

As a former school teacher I have been blamed for many things that were not my fault, I listened to the concerns, made changes that were within my scope and treated everyone with respect. I intended to do the same in my position as a board member. I will be open to discussions, suggestions and criticisms, but my priority will always be the students. If it doesn't serve the students highest good, I won't entertain it. It's just that simple.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

After the first year, the first thing I will look at is teacher retention. Happy teachers stay in their classrooms and it's a huge indicator of district leadership. In that time frame I will also look at testing scores, however, specifically the tests that monitor student progression (MAP). There are standardized test like SBAC that we have here in Nevada that are simply a cash cow for contractors, they are a waste of time and resources for our students and a huge source of unnecessary stress for all involved.

I will look at how our superintendent either removes these excess expenses or chooses to maintain them, that will also be a telling factor of performance.

I will hold the superintendent accountable by having a contract that allows us to fire him and NOT return to the same job. It's critical that a contract that is fair for the superintendent and the district is drawn, the saga of Jesus Jara must NOT be repeated.

Clark County School District – District A

Mercedes McKinley - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I completely understand the impulse to send our students to the schools we want, however, this model is not sustainable. This impulse has caused our under performing schools to collapse and our high performing schools to be over crowded. I spoke to high schools students from Coronado HS who told me that some classes have over 50 students. There were not enough desks in Biology class and students were sitting on the floor using clipboards, I believe this is unacceptable.

It's crystal clear that the current system this isn't working for all of us, we need to fix it and change it, that's why I am running.

I believe that we can make CCSD into something what we can all be proud of and I intend whole heartedly in making that happen, I believe we can make every school desirable to all regardless of geographic location.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

In my years as a classroom teacher putting students first was always my priority as an educator, this is what is driving me to run for office. I feel that our students have not been prioritized and under Jesus Jara and the current administration, I can tell you first hand that our students were turned into numbers. Our students are far more than just numbers, their mental health is just as important as academics. I have spoken to students who served on committees for the school board and they felt that they were simply paraded around and their suggestions were never implemented, the students didn't feel that their concerns were ever taken seriously. I think one accountability measure that can be taken is surveying the students themselves, spending time at the schools in my district, being in their space and listening. We need to take student feedback and make sure that their voices are being heard, not just as a gesture, but actually honoring their needs. This is a way to show that we are listening to student concerns and addressing them.

Clark County School District – District A



Emily Stevens
ElectEmilyStevens.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running because as a mother of children in CCSD, I am witness to many challenges that have left me and so many other families frustrated. In speaking to other families, teachers, and even teenagers, I am consistently finding that teacher shortages, school

safety, and low expectations for students create an environment that is not conducive to a positive learning experience. I am running because these serious issues that plague our massive school district remain year-after-year with no real solution. I am running because our community has lost faith in the school district and without the two working together, the school district will continue to struggle. I am running because as a businesswoman in this community, I grow concerned with a lack of economic diversity within Southern Nevada. We have tax benefits for businesses to come here and yet when many of them get close to moving their organizations here (organizations that would bring in new industries and new jobs), they back out when they learn about our school district. The Southern Nevada community is one that I am incredibly proud to be part of. As a native to Las Vegas, I have seen a lot of change and growth over the years. This community does so many things well, but we are missing the mark on education. I am running, because I want to help change that.

My vision for success is simple: I'd like to see our school district thriving. Our school district should be one where students, teachers and staff feel safe when they go to school. One where we have an abundance of teachers who can give the time and dedication to their students (right now, many of them are running all over their campuses to fill different positions because of the vacancies. Many are exhausted, but many stick with it because they are committed to our kids. Imagine if they could just focus on their classroom. What a big change that would make for them, for our kids, and for education in SNV). Finally, our school district should be one where the expectation is set higher than what it is. Our kids are capable, and we should expect more from them. We hear about math and reading proficiencies and how Nevada's numbers are so much lower than the national average. This can be changed when basic needs are met: They feel safe, they have teachers to teach them, and they are given the work, the tools, and the expectation to be at their full potential.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success is different for every student. We have students that have different needs, different learning styles and abilities, and we have students and families who view success differently. I don't believe it's our role as a school district to determine one major outcome that we want to see and mark that as "success". I rather think that the school district's role should be to provide the resources our kids need to reach their full potential and find the success that they desire. For example, my oldest son has never desired to go to college. Success to him is serving his country and enjoying a career in the United States Army. I am grateful that his high school offered an amazing JROTC program that has been helping him prepare for that.

Clark County School District – District A

Emily Stevens - Continued

My experience lends to a big focus on education. I currently chair the board for the Academy of Finance at Clark High School. I currently sit on the advisory committee for Communities in Schools (SNV), I currently sit on a financial literacy committee at UNLV, and I have sat on the advisory committee for Mission High School (local high school that helps youth in recovery receive the resources they need to stay sober while still receiving an education – this is a free high school program offered by CCSD). The young people and programs represented on these boards/committees are very different. That being said, my experience has proven that while the needs focused on by each of these groups is different, the path to success is always very consistent: the bigger the “tribe” and the more time and energy that is put into a student, the better the rate of success for that student. This brings me back to a point I made in the first question: the school district cannot succeed without its community’s involvement. We need families, coaches, teachers, and community members to work together for the success of our children – our next generation – our future employees – our future leaders. I’ve seen this happen with the organizations I work with, but I have also seen it in my own children’s lives. I am single mother. My oldest son is leaving for the army this year. He is excited and he is prepared. I could not have gotten him to this point on my own. He has had wrestling coaches, friends and family members that have given him their time and support, and it has led him to where he is now. We need more of this, and I will always advocate for community involvement/support for our children.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

I have seen the report on this and there are 2 major factors that have contributed to this result. The data shows that in 2019, we did not have the teacher shortage that we are currently experiencing. The data also shows significant drops in performance and attendance when our kids came back to school after the COVID shutdown. If elected, I would work with the board and the superintendent to re-evaluate policies on attendance and determine best practices for getting our students back in the classroom consistently. The other thing I would do is reach out to community partners whose expertise is in quality recruiting. With their assistance/counsel, we would work with the board and the superintendent to implement a strategic plan to recruit quality teachers and staff. We would have clear expectations laid out for how many we want hired and within what time frame.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

I think there are 3 major barriers to education excellence and equity right now. One is the shortage in teachers. Having a ratio of over 40 students per 1 teacher/substitute teacher creates a challenging environment for learning. Our teachers are outnumbered and that makes it difficult to control a classroom – let alone provide quality education. Two is that our school district typically “sets the bar low”. I have seen this in my sons’ classrooms for years. Some teachers do an amazing job of challenging their students to reach their full potential. They expect more from their students

Clark County School District – District A

Emily Stevens - Continued

and hold their academic progress accountable. They expect more from their students and hold their academic progress accountable. But if policies keep expectations and accountability low, we can't expect that academic progress will reach new heights. We need to expect more from our kids – they're capable. Three is funding. In the past, Nevada was ranked one of the most poorly funded school districts in the nation. However, in 2019, the legislature changed that, and CCSD has access to much more funding than they've had in the past. We haven't seen all of the data to represent this information yet, but the question of many in the community is, "how much of these funds are going directly to the classroom?" We need to ensure that our children are the main beneficiaries to the public funding the school district receives.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The first and probably biggest challenge that the CCSD Board of Trustees faces is that they've lost the trust of the community. The school district cannot thrive without the support of its community. Another challenge the board of trustees faces is having the time to get things done. The role requires 3-4 meetings per month, but those meetings can go on for hours. Most trustees have full-time jobs outside of serving on the board so it's not always easy to manage all the duties that one would expect from their representing trustee. A third persistent challenge a CCSD Trustee has is the ability to work closely with their constituents. Southern Nevada has grown exponentially, but the board still only has 7 voting members making up 7 districts – each one representing hundreds of thousands of people. The first challenge I would address is the trust factor. The community desires a board of trustees that can prove that their number 1 priority is the children/families they serve. The community wants to feel heard. They want to know that their trustee is going to represent them well at meetings – that their stories matter and that the school district cares enough to listen and take action. I plan to host virtual townhall meetings for anyone in my district to attend. I want to listen. My expectation for each meeting is that with every complaint, there's a proposed solution attached to it. Again, the board of trustees cannot make positive and effective change without its community. I want to bring us together and have real conversation that produces action and change!

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

The appointed members should absolutely be voting members. As stated earlier, Southern Nevada has grown so much and so fast and yet we still have one trustee representing a district that holds over 300,000 residents. Bringing other voices to the table with different expertise that can help represent our local community more broadly and effectively is something I'm excited about.

Clark County School District – District A

Emily Stevens - Continued

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

This is a purposeful initiative that requires “buy in” from the whole board. I would want to set a precedent that when we plan the agenda, we dedicate more than 50% of agenda items to student outcomes. The only way this works is if: 1.) The board can effectively define what items fall under “student outcomes”. 2.) Everyone can agree that this must be the focus and that the board will stay on task. 3.) Accountability matters. If during a meeting, board members start to get off track, any board member can jump in and bring the group back on track. This may sound simple, but I’ve sat in many board meetings where I’ve seen how effective a purposeful agenda and a unified board can be.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Effective communication, professionalism, and “thick skin” are major qualifications for a position like this. A trustee must go into this role with the understanding that they won’t be able to please everyone. That being said, the best way to work through these kinds of conversations and/or criticisms is to listen. There are always a lot of voices in the room. Everyone wants to be heard. I would listen. But at the end of the day, if I’ve done my job as a trustee - I’ve been in the community, I’ve listened to my constituents, and I’m keeping my focus on representing them and their children’s best interests - I will vote accordingly. I will propose policy accordingly. And for those that would disagree, again, I will listen. But if it goes against what the people want and need – then we’ll just have to disagree. A trustee is not an employee of the school district nor are they there to represent the school district. A trustee is there to represent the people in their district and that is what I intend to do. When challenging conversations arise, I will handle it with professionalism. Letting one’s emotions take over in a conversation (just because they’re hearing something they don’t like), doesn’t usually end in anything productive. My desire is to represent my district well, communicate effectively and professionally, and as a result, produce positive and effective change.

What key indicators would you use to assess the performance of CCSD’s Superintendent? How would you hold the Superintendent accountable?

When holding anyone accountable, there must be some level of measurable standards that they are expected to meet and/or excel in. For the superintendent, there are 2 major documents that express these standards, and the board should be reviewing them regularly to ensure that the superintendent is staying on track and moving forward. The first is their contract. The contract expresses what they are to expect from the board just as it expresses what the board expects of them. The second is the strategy of the school district (the board and the superintendent work on this together). In order for the superintendent to be held accountable on expectations or “key indicators” within these documents, the board should have measurable desired outcomes and time frames identified. For example, if one of the strategies is for the school district to be fully

Clark County School District – District A

Emily Stevens - Continued

staffed and to fill all teacher vacancies, the board would want to ensure that there are time frames, check-ins, and numbers added to this. An example of that might look like this: "1,000 teacher vacancies to be filled by 2028." If by 2026, we still had 800 vacancies, that would be a key indicator that something is wrong and accountability conversations would begin (if they hadn't already). This is just a random example, but it exemplifies the idea of expectations being measurable.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes... yes... and yes! School choice is important. Families should have that ability to put their kids where they believe would be the best fit for their student. So many families are exercising this right by sending their children to charter schools, but it would be great if the school district allowed it as well. Recently, my oldest son was awarded a zone variance to attend a different high school than his zoned school, because it had a JROTC program, and his zoned school did not. The next year, I needed my youngest to attend the same school because I am a single mother, and it was too much trying to manage all of their sports and extracurricular activities between 2 different schools. I asked for a zone variance and was denied. The school district had done away with zone variances and had implemented a version of school choice. Unfortunately, this "version" of school choice had a lot of limitations with little to no exceptions. When the school district puts restrictions on this, they unknowingly create barriers for non-traditional families, and I experienced this first-hand.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

Often times, when people ask me why I'm running, a quick response (without going too much in depth like I have with these answers), is telling people that I want to put our kids first. I love this question and knowing that a young person asked it goes to show how out of touch they feel the board is with their needs. When I sit on the board, I plan to represent my constituents. What I can tell from being out in the community and talking to people is that they want to know that their children are a priority: in their safety, in their academics, and in their preparation for adulthood. I want to work together with the board (because the entire board has to be committed to this) to ensure that agenda items are dedicated to student outcomes and needs (by more than 50%). We would be dedicated to staying on task with these items and provide measurable positive growth in the outcomes that we are focused on.



Rachel Puaina

This candidate did not complete a questionnaire.

Clark County School District – District B



Samuel "Russ" Burns



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running for the position of CCSD Trustee because, as a parent with three children attending CCSD schools, I am deeply concerned about the direction of our education system. I am troubled by the actions of groups like "Mom's for Liberty" and the growing trend of

censoring curriculum and texts that only hinder our students and teachers. As a taxpayer, I am also dismayed by the wasteful spending on administrators and the reliance on standardized testing that leaves our children falling behind.

My vision of success for this role is one where students eagerly attend school and engage in fun and meaningful learning experiences. I envision teachers who feel valued and are compensated competitively, comparable to top-ranking school districts. Safety is paramount, and I aim for an environment where students and staff feel secure and can focus on positive learning interactions. Additionally, I aim to provide ample resources and support for students, teachers, and parents to create successful educational experiences both in school and at home. Ultimately, I envision a future where our education system nurtures our future leaders, fostering a more unified, progressive, and economically strong society.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success, in my view, encompasses the ability for students to utilize critical thinking skills, acquire additional knowledge, and apply both subject matter and philosophical understandings. It's about fostering an environment where students are encouraged to embrace failure as part of the learning process, engage in debates and conversations, and actively participate in classroom interactions with a voice.

With three children attending CCSD schools, including one with an IEP and another with a 504 Plan, I have firsthand experience navigating the educational system to ensure my children receive the support they need to thrive. I've collaborated with school administrators and staff to develop these plans and have empowered my children to advocate for themselves.

My work experience, including three years as a substitute teacher within CCSD, as well as my role as a martial arts/self-defense instructor and my current position working with teens at the Las Vegas-Clark County Library District, has equipped me with valuable insights into effective teaching methods and youth engagement strategies.

In advocating for student success, I intend to push for greater flexibility in the classroom, empowering teachers to adopt more Socratic teaching approaches and encouraging independent learning. I believe in moving away from standardized testing, which often prioritizes rote memorization over critical thinking and practical skills development. Instead, I aim to promote educational practices that nurture students' ability to apply knowledge in real-life situations, preparing them for success beyond the classroom.

Clark County School District – District B

Samuel "Russ" Burns - Continued

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

If elected, I would prioritize measures aimed at reversing the declining trend in student outcomes observed in Nevada. One crucial step is to attract and retain talented educators by offering competitive wages and comprehensive benefits. This would enable us to bring in teachers capable of employing diverse teaching methods to accommodate various learning styles, whether auditory, visual, practical, or a combination thereof.

Additionally, I would advocate for revisiting teaching methodologies such as phonetics in alphabet learning and mnemonic devices like "i before e, except after c" to enhance reading proficiency. Providing access to a wide array of books and digital reading materials for students at home would further support literacy development.

In mathematics, implementing strategies such as teaching sentence framing for word problems and emphasizing key mathematical vocabulary could enhance comprehension and problem-solving skills. It's essential for educators to identify students' learning preferences and challenges and adapt teaching approaches accordingly, ensuring that all students can grasp the material. If one method doesn't resonate with a student, offering alternative approaches or providing extra support can help bridge gaps in understanding.

Ultimately, by prioritizing teacher support, embracing diverse teaching methods, and focusing on personalized instruction, we can work towards improving student outcomes and positioning Nevada as a leader in education rather than following national downward trends.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

Several barriers hinder educational excellence and equity for every student within the CCSD. Communication breakdowns plague the district, spanning from administrative levels down to interactions between teachers, students, and parents. This lack of organization exacerbates the issue, hindering uniformity and cohesion within the fifth-largest school district in the United States. Furthermore, economic hardships faced by many families result in limited parental support, supervision, and mentorship for students. The rising cost of living often forces families into precarious financial situations, impacting students' ability to focus on their studies due to concerns about basic needs like shelter and food.

Additional challenges include time management issues, resource shortages, excessive testing, motivational deficits, behavioral issues, and overcrowded classrooms. Addressing these barriers requires a multifaceted approach, including increased funding for mental health resources and interventions, as well as a reassessment of testing practices to ensure they support rather than hinder student learning.

Clark County School District – District B

Samuel “Russ” Burns - Continued

Advocacy efforts must also hold county and state officials accountable during budget allocations, ensuring that promised tax funds are directed towards enhancing educational resources and services. Collaboration with businesses, non-profits, and community stakeholders can further bolster support for schools through partnerships, grants, and federal aid initiatives.

Central to overcoming these challenges is fostering a supportive school culture that prioritizes student motivation and well-being. It's crucial to continually assess factors contributing to student success and adapt strategies as needed, with active involvement from all stakeholders including parents, teachers, government officials, and local businesses.

Ultimately, addressing these barriers requires a collective effort akin to the intricate workings of a well-oiled machine, with each stakeholder playing a vital role in nurturing student success and fostering a thriving community.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The top three persistent challenges facing the CCSD Board of Trustees are the lack of collective support for students and teachers, a failure to maintain transparency with cities and stakeholders, and feeling overwhelmed by the governance responsibilities. These challenges have led to divisiveness among board members, wasteful spending, and a general sense of mistrust from the community.

To address these challenges boldly, I propose a two-pronged approach:

Firstly, prioritizing transparency and accountability. This involves ensuring that all board decisions and actions are communicated openly to the public and stakeholders. By holding regular town hall meetings, publishing meeting minutes promptly, and making financial records readily available, we can rebuild trust and foster a sense of transparency within the community.

Secondly, fostering a culture of ownership and collaboration among board members. It's essential for trustees to take responsibility for their actions, acknowledge mistakes, and actively work towards solutions. Emphasizing the importance of listening to constituents and seeking common ground can facilitate constructive dialogue and decision-making. By prioritizing the needs of students and teachers above personal agendas, we can unify the board and drive meaningful change within the district.

Overall, by prioritizing transparency, accountability, and collaboration, we can address the systemic challenges facing the CCSD Board of Trustees and work towards improving outcomes for students and educators alike.

Clark County School District – District B

Samuel “Russ” Burns - Continued

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

To best serve students, the expertise of the four appointed members to the Board of Trustees should be leveraged in several ways. Firstly, they should bring valuable insights from their respective cities/county, including awareness of local issues, economic factors, and community dynamics. By understanding the unique challenges facing each area, appointed members can contribute to problem-solving efforts and advocate for solutions that benefit all students and teachers.

Collaboration among appointed members representing different cities/county is essential. By sharing successful initiatives and strategies, they can collectively work towards strengthening the education system across Clark County. This collaborative approach fosters a sense of unity and shared responsibility for the well-being and success of all students.

Regarding voting rights for appointed members, I believe they should have a say in board decisions and allowing them to vote could bolster more collectiveness and contribution by all board members. As representatives of significant urban areas within the county, their voices carry weight and should be included in the decision-making process. Adopting a system similar to our federal model, where appointed members have voting privileges alongside elected trustees, ensures that all perspectives are considered in board deliberations.

Furthermore, considering the unique challenges faced by smaller communities outside the major urban areas, it may be beneficial to rotate a fifth member from these areas onto the board periodically. This ensures that voices from all corners of the county are heard and represented in board discussions and decisions.

In summary, leveraging the expertise of appointed members to the Board of Trustees involves recognizing the diverse perspectives they bring from their cities/county, fostering collaboration among members, and ensuring their inclusion in the decision-making process through voting rights. This approach promotes unity, inclusivity, and collective efforts towards improving outcomes for all students in Clark County.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

To ensure that more than 50% of board meeting time is dedicated to student outcomes, a few strategies can be implemented.

Firstly, establishing a structured agenda for meetings with a significant focus on student outcomes as key agenda points is crucial. By prioritizing these items, the board can ensure that discussions revolve around topics directly impacting student success.

Transparency remains paramount, but not every issue requires open forum discussion. Matters such as contractual items or initiatives unrelated to student outcomes could be addressed in private sessions, with summaries of discussions made public to maintain transparency. This allows for efficient use of meeting time, with a clear focus on student-centered topics during public forums.

Clark County School District – District B

Samuel “Russ” Burns - Continued

Additionally, soliciting input from the community through call-ins or written submissions during private sessions ensures that stakeholders have opportunities to voice their opinions and concerns on matters affecting student outcomes.

Furthermore, prioritizing student-related issues at the beginning of meetings can ensure that these topics receive adequate time and attention. Allocating slightly more time to discussions on student outcomes compared to other agenda items also reinforces the board's commitment to prioritizing student success.

By implementing these strategies, the board can effectively allocate sufficient time and attention to student outcomes during meetings, thereby fulfilling its responsibility to prioritize the needs of students and their educational outcomes.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

If elected to the Board, I would approach challenging conversations and criticisms with a focus on the mission of student success and the betterment of the district. I value open dialogue and welcome diverse perspectives, even when they differ from my own. I believe in acknowledging valid arguments and points while refraining from making discussions personal based on irrelevant ideas or opinions.

It's important to recognize that criticism is a natural part of any role, including public service. I understand that not everyone will agree with me or my ideas, and that's okay. I'm committed to maintaining integrity, addressing mistakes, and continuously learning and growing to better serve the community.

While I strive to maintain a thick skin and not be swayed by personal opinions, I remain dedicated to prioritizing student needs above all else. My focus will always be on advocating for what is best for students, regardless of any personal criticisms or disagreements that may arise. Ultimately, my goal is to contribute positively to the district and work towards creating a brighter future for all students.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

To assess the performance of the CCSD Superintendent, I would utilize key indicators such as:

1. Program Preparation: Evaluating the Superintendent's ability to develop comprehensive educational programs tailored to the needs of CCSD students and aligned with educational standards set by both the Federal Department of Education, and the state of Nevada's Department of Education.
2. Program Implementation: Assessing the Superintendent's effectiveness in executing and overseeing the implementation of educational programs across CCSD schools, ensuring consistency and quality.
3. Program Evaluation and Monitoring: Monitoring the Superintendent's efforts in evaluating the success and impact of implemented programs, as well as their ability to monitor ongoing progress and make necessary adjustments for improvement.

Clark County School District – District B

Samuel “Russ” Burns - Continued

4. Professional Guidance and Training: Evaluating the Superintendent's support for professional development opportunities and guidance provided to teachers, fostering a culture of continuous growth and improvement, as well willingness to work with teachers and their unions in providing competitive wages for our educators.

Additionally, holding the Superintendent accountable requires assessing their leadership qualities and actions. A successful Superintendent should exhibit approachable and inclusive leadership, making staff and students feel safe and supported. They should lead by example, demonstrating a willingness to engage in the work they expect from others.

Effective communication skills are also essential, as the Superintendent must effectively convey expectations and goals to all stakeholders while fostering a culture of open dialogue and collaboration.

Moreover, accountability entails owning up to mistakes and continuously striving for improvement. A great leader invests in relationships, mentors others, and actively seeks feedback to learn and grow.

Ultimately, the Superintendent's performance should be evaluated based on their adherence to these principles and their effectiveness in fostering a positive and supportive educational environment for all stakeholders. Just as the Board of Trustees is held accountable by constituents, the Superintendent should be subject to evaluation and criticism to ensure they are effectively serving the needs of CCSD students and the community.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I respectfully disagree with the notion of allowing parents to send their children to public schools outside of their neighborhood based solely on their perception of which school is best. While I understand the desire for parents to provide the best educational opportunities for their children, I believe this approach may exacerbate existing inequalities within the public education system.

In my view, the quality of a school should not be determined solely by its location, but rather by the resources, tools, and teaching staff available within the school. It's essential to address the underlying reasons why some schools are perceived as better than others. This often relates to disparities in funding and resources, as wealthier communities tend to have better access to educational resources and support.

By allowing parents to choose schools outside their neighborhood, there is a risk of further draining resources from already struggling schools, leading to overcrowding and exacerbating inequalities. Magnet programs and vocational schools offer a viable alternative for parents seeking specialized education opportunities without disrupting neighborhood school dynamics.

To address disparities in school quality, I advocate for equal allocation of funds across all schools, ensuring that every student has access to high-quality education regardless of their zip code. Additionally, investing in competitive wages for teachers and fostering a supportive learning environment with involved parents are crucial steps towards promoting student success and reducing inequalities within the public education system.

Clark County School District – District B

Samuel “Russ” Burns - Continued

Ultimately, uniformity and equity in education should be prioritized to ensure that all students have equal opportunities to thrive academically, regardless of their neighborhood or socioeconomic background.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

As a member of the Board of Trustees, ensuring students are at the forefront of decision-making is paramount. I draw upon my experiences as both a parent and someone who works closely with teenagers to advocate for student needs and prioritize their success.

I believe in the common good of society and the importance of public services, which includes advocating for students to receive the resources and support they need to thrive. My commitment to putting students first extends beyond mere rhetoric—I actively engage with students, build rapport, and provide assistance to help them succeed academically and personally.

For instance, my co-worker and I recently helped a teenager secure a scholarship worth \$10,000 by providing guidance, assisting with skill-building, and supporting academic improvement over the last two years of working with the teen. This tangible success reinforces my belief in the power of investing in students and empowering them to reach their full potential.

Students must know they have a voice and are cared for by those they spend most of their day with, to include teachers and school administrators, and not just family and friends. By ensuring educators have the resources and support they need, we create an environment where students can thrive.

Collaboration is key to ensuring students remain a priority in decision-making processes. I am committed to working with fellow board members, stakeholders, community leaders, and government officials to advocate for student-centered policies and initiatives. Transparency, accountability, and a willingness to seek assistance when needed are essential elements of this collaborative effort.

While progress may not happen overnight, I am dedicated to persevering and pushing for positive change that benefits students, schools, and the community as a whole. By focusing on continuous improvement and adaptation, we can create a safer, more supportive environment where every student has the opportunity to grow and succeed.

Clark County School District – District B



Lydia Dominguez

This candidate did not complete a questionnaire.



Eileen Eady

This candidate did not complete a questionnaire.



Robert Plummer

This candidate did not complete a questionnaire.



Douglas Self

We were not able to reach this candidate; therefore, they did not receive a questionnaire to complete.



Devendra Singh

We were not able to reach this candidate; therefore, they did not receive a questionnaire to complete.

Clark County School District – District C



Evelyn Garcia Morales
Evelyn4DistrictC.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am re-running for CCSD School Board Trustee, District C because I am eager to continue making students the center of our work and serve as the community's advocate for quality public education. I am

the incumbent, and have gained knowledge and insight to strengthen our district's focus on student outcomes. My goal is to continue supporting our school system with the knowledge that I've gained over the last three years through governance to create stability for our kids, families, and staff.

I am proud to share that District C has shaped me into who I am today. I graduated from Mojave High School and attended UNLV. I've made an intentional choice to raise my children in District C where they will benefit from the beautiful diversity and strength of our community. I believe our community is extraordinary and deserves board members who are experienced, understand their role as members of a team focused on improving student outcomes.

My vision for success for this role is to continue to unify the board and community on the future of our district, with a special emphasis on student success.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success includes academic and wellbeing outcomes for pupils, including academic growth, academic achievement, mental health, and receiving access to and obtaining college and career ready options.

When I campaigned in 2020 I was laser focused on improving student outcomes. I said:

If elected as CCSD Board Trustee for District C, my top three goals during my first term in office will be centered on student achievement, including:

Goal 1: Seek monthly educational presentations and progress reports from the superintendents during the board meetings to further understand student achievement data gaps and progress.

Goal 2: Pass and oversee a responsible budget including, at minimum, a quarterly budget presentation during the board meeting.

Goal 3: Advocate for increased funding from community leaders, families and ultimately the legislature to adequately support our schools.

I am humbled to share that I've worked collaboratively with my colleagues to accomplish all three goals. In my second term I intend to dive deeper into student outcomes and ensure that every student in our district is beyond proficient in math and english language arts, has social-emotional support and are prepared to graduate from our district college and career ready.

Clark County School District – District C

Evelyn Garcia Morales - Continued

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

The district is demonstrating gains in reading in math for students based on the National Assessment of Education Progress (NAPE). In the 2022-2023 school year, 54% 4th-grade students tested at or above NAEP Basic in reading, 65% 8th-grade students tested at or above NAEP Basic reading. Additionally, in the 2022-2023 school year, 65% and 4th-grade students tested at or above NAEP Basic math, 54% 8th-grade students tested at or above NAEP Basic math.

As a board member I've worked with my colleagues to monitor math and reading results for our district using MAP test data. I've also supported investments in updated curriculum, tools, and training for staff.

During my second term I plan to continue remaining focused on improving student outcomes and continue to see the gains we've seen over the last year into the future.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

Across the district our students face a range of needs. District C, has one of the highest levels of concentration of poverty and transitional/unhoused families. It can be easy for people who have not lived the lives of our students and families to judge their circumstances, however when there are systemic community wide challenges, it should give us all pause.

The district has a range of partners from municipalities to nonprofits who support students and families remove barriers that hinder academic achievement. I am grateful for these added supports because it allows the district to focus on the learning environment for students.

In terms of the learning environment, research indicates that the number one indicator for student success is a highly qualified educator in their classroom. As districts across the country face teacher shortages, like Clark County, it has required creative solutions to generate our own talent and incentivize educators to teach in the schools with the greatest need. For example, as a member of the board I have voted for partnerships with the University of Nevada, Las Vegas (UNLV) to create pathways for our paraprofessionals to expedite and earn their teaching credentials. Recently, the school district was recognized for the success of this partnership by Secretary of Education, Miguel Cardona.

During my second term I intend to focus on supporting our students in the urban core and ensure the district does whatever is needed to create sustainable academic progress.

Clark County School District – District C

Evelyn Garcia Morales - Continued

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

1. Selecting and retaining the next Superintendent.
2. Remaining focused on student outcomes and monitoring progress.
3. Strengthening community trust and image.
4. Political tensions between the needs of specific community advocacy groups and the board's responsibility to govern on behalf of all students.

All of the above challenges are interconnected. They all have the capacity to impact the board's ability to focus on student outcomes, which is a current initiative of the board. Through our focus on community meetings to guide the development of the board's goals, the board has already taken bold action. I've made a personal commitment to strengthen the board's direction by focusing on student outcomes.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

As Board President I worked with my colleagues to ensure a smooth transition and training took place for our newest appointed members. This includes ensuring their participation in briefings, meetings with the Superintendent, participation in all district related activities, and local and national training.

AB 175, as written into law, excludes appointed members by municipality from voting privileges.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

As Board President I've led an initiative to ensure the board's primary focus is on student outcomes. Beginning this year we agreed to a multi-year process that begins by engaging the community to provide insight and feedback on desired goals of the board. The intention is for the community sessions to take place this year, followed by review of our policies to ensure we are monitoring progress, and evaluating the superintendent based on the goals. There will also be a self-evaluation component for the board to ensure it continues to remain focused on student outcomes.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Throughout my term I have gained experience to lead authentically and with kindness in the face of criticisms. I intend to continue leading in this manner and remaining focused on our students and families.

Clark County School District – District C

Evelyn Garcia Morales - Continued

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

In 2021 and 2023 I supported the revision of the Superintendent Evaluation Protocols (BS/E-1) and Superintendent Evaluation Criteria (SE-1.1). The combined policies provide the Board of Trustees a comprehensive set of guides to establish goals before the beginning of the school year for the board and Superintendent, monitor progress through public meetings of the goals, and provide a summative assessment at the end of the year.

During my second term I plan to utilize these policies to establish goals and ensure that our board and Superintendent are successful in reaching student outcome focused priorities.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes, and CCSD currently has schools that provide families the choice to attend schools outside of their neighborhood through magnet schools options and Change of School Assignment (COSA). Over the last several years I've voted to add more magnet school options for our students.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

Student success has been at the forefront of my decision making while serving on the CCSD School Board of Trustees; and it will continue to be a priority in my second term.

For example, during my term I've worked with my colleagues to receive feedback from students on important issues. Last school year the Student Advisory Council met once a month to provide the Board of Trustees recommendations on a topic of importance to their peers, Chronic Absenteeism. This year the school district implemented many of the students recommendations and as a result have increased student attendance districtwide.

Clark County School District – District C



Frank Friends

We were not able to reach this candidate; therefore, they did not receive a questionnaire to complete.



Tameka Henry

This candidate did not complete a questionnaire.



Christopher Teacher

We were not able to reach this candidate; therefore, they did not receive a questionnaire to complete.



Dante Thompson

This candidate did not complete a questionnaire.

Clark County School District – District E



Kamilah Bywaters
Kamilah4Nevadans.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running for CCSD Trustee due to my passion for education, instilled by my father's emphasis on its importance. With a Bachelor's in Psychology, Masters in Education, and a Masters in Divinity, and nearing completion of a Ph.D. in Special Education, I bring a comprehensive background to the role. I aim to ensure that CCSD delivers a high-quality education to all students, while also advocating for keeping taxpayer dollars within our state. My vision for success entails fostering a positive climate and culture within schools that honor the humanity of all stakeholders, including students, families, educators, administrators, and the broader community. I envision improvements in student achievement and expanded opportunities for post-graduation success and civic engagement. Additionally, I advocate for equitable compensation for teachers and support staff, commensurate with their education, expertise, and dedication to students and communities.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

As a licensed special education teacher, I view student success from both an individual and collective perspective. I define student success as students making progress and improvements across various areas: academic achievement, personal growth and development, career readiness, civic engagement, well-being, critical thinking, and productive citizenship. My educational background includes a Bachelor's in Science in Psychology, Masters in Education in Special Education, Masters in Divinity, and I am currently pursuing my Ph.D. in special education. Within the CCSD, I am an active advocate, supporting students, their families, teachers, support staff, administrators, and the wider community. You can find evidence of my advocacy work in public comments within the CCSD and through a simple Google search of my name, showcasing my dedication to students. Moving forward, I am committed to continuing my advocacy efforts for students and remaining steadfast in doing what is best for their well-being and success.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

As a researcher, I prioritize making academic decisions based on data. This includes using evidence-based curricula materials and intervention strategies to enhance student learning outcomes. It's crucial that these resources have a proven track record of success. Additionally, providing teachers, specialists, and support staff with the necessary tools is essential for effectively meeting students' academic needs.

Clark County School District – District E

Kamilah Bywaters - Continued

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

There are several barriers that need addressing, including a shortage of licensed teachers in classrooms, a lack of diversity among teachers and administrators, inequitable distribution of resources and facilities across schools, and uneven access to technology. As an advocate, I will take specific actions to eliminate these barriers:

Teacher Support: I will promote increases in teacher salaries to ensure we retain current educators and attract new talent.

Diversity in Leadership & Teacher Pipeline: I will support initiatives that increase the number of leaders from minoritized communities through pathways to leadership. Additionally, continuously supporting universities that are increasing minority teachers in the field.

Equitable Facilities: I will advocate for fair distribution of resources and facilities across all schools in the district, ensuring every student has access to quality learning environments.

Technology Access: I will push for all schools to have access to advanced technology that enhances the learning experience, regardless of their location or socioeconomic status.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The board currently faces three key challenges:

1. Lack of informed oversight regarding the Superintendent's management of the district.
2. Internal conflicts hinder meaningful progress.
3. Ineffective collaboration with the Council of Great City Schools.

To address these issues boldly, I propose a comprehensive review, evaluation, and update of all governance policies. This initiative aims to prioritize the best interests of the students.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

I eagerly anticipate collaborating with the appointed Trustee members. As an advocate who frequently attends school board meetings, I have found their input to be incredibly valuable and essential for the board's work. The appointed members have effectively addressed the concerns of both the educational and broader community. Currently, I believe that the appointed members should not vote at this time, as voters elected their Trustees to represent them. However, should the law change, I would willingly comply with it.

Clark County School District – District E

Kamilah Bywaters - Continued

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

The board operates based on majority voting. I hope that voters will pay attention to candidates who align with their values and possess a deep understanding of district matters. With competent and informed candidates elected, I envision a cohesive board that prioritizes student outcomes in at least 50% of its meetings.

Should the board, for any reason, veer away from this goal due to a majority vote, I will advocate and collaborate with those in opposition. I'll also engage with community leaders and members to champion what's best for students. Transparency will be crucial. I will ensure the public is informed about our challenges and why we are not achieving our objectives, fostering openness about the issues hindering our focus on student outcomes.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

As an advocate deeply committed to supporting students, families, teachers, support staff, administrators, and the wider community, I've spent countless hours engaging in challenging conversations and receiving criticism. I embrace these discussions and have had many with school district leadership. This work often requires discomfort and demands the ability to navigate challenges while remaining open to diverse perspectives and new ideas.

My dad taught me to take criticisms with a 'grain of salt,' meaning, not to let them dishearten me but to take what is valuable and move forward confidently in my mission. I welcome constructive criticism, and strive to ensure all parties concerns are heard and valued.

I anticipate collaborating with individuals who bring forward ideas that propel our district forward.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

Key indicators for assessing the Superintendent's performance include: student academic achievement, financial management, adherence to district policies, teacher retention, equity and diversity initiatives, fostering a positive culture and climate, as well as effective collaboration with both our local community and state leaders. To ensure accountability and transparency, I strongly advocate for implementing regular performance reviews of the Superintendent. Additionally, I believe it's essential to have scheduled meetings with the Superintendent where updates on their actions and decisions are discussed in relation to the board's vision and mission, ultimately aiming to achieve our collective goals for the betterment of our students and educational community.

Clark County School District – District E

Kamilah Bywaters - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Students and their families have the opportunity to enroll in CCSD-sponsored charter schools and magnet programs within the district, even if these options are outside their assigned school boundaries. This choice is currently available, and I firmly support parents' rights to make decisions they deem best for their children's education. The district already provides these options, acknowledging the diverse needs and preferences within our community.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

I think it would be a great idea to have a student representative actively involved in decision-making processes within the district. Whether this role is formalized as a student "Trustee" or through a student committee, it would significantly contribute to centering, valuing, and actively engaging student voices in effecting change. Implementing such a student initiative could be set as a goal for both the board and the superintendent, ensuring accountability and demonstrating our commitment to prioritizing student perspectives and participation in shaping their educational experience.

Clark County School District – District E



Leonard Lither
Lither4Trustee.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

As a parent of two middle school students and a teacher of 19 years, I am tired of a dysfunctional school board that does not improve education; for that reason, I chose to run for the school board. My

vision of success includes increasing graduation rates to 90% actual REAL college and career readiness, not just diplomas for attendance, reforming school discipline because our schools must be safe so our students can learn, and our staff can do their jobs, and increasing teacher recruitment and retention because every student deserves a licensed, qualified teacher.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I define it as academic growth. My oldest son started in CCSD in a self-contained kindergarten autism classroom. Next year, he will be going to West Tech; he achieved a 97th percentile on the PSAT math and 58% on English. Every student may not be able to achieve grade level proficiency, but every student can achieve strong academic growth. One goal I have is to increase graduation rates to 90%. Every parent should feel safe sending their children to school. As a teacher, I have told my parents that my number one priority is to keep their children safe; if their child does not feel safe in the classroom, they will not be able to learn.

As for my experience in advocating for students, it is hard to put into words the number of times I have advocated for the students in my classroom and the school that I teach at. Many of those same students have been ignored by prior teachers, but I have managed to give them the support they desperately needed. I have consistently advocated for my own children in the district. Some schools have made that very easy and worked with me, setting a role model example, while with others, it has been a constant battle.

How I intend to advocate for student success is through accountability, transparency, community involvement, and improving overall academics. Many schools don't have qualified math teachers, and in the early grades, many children have not learned numeric awareness the way they should. There is not one quick, easy answer for student success, but I will start with transparency, accountability, and community involvement.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

One of the best ways for this district to help lead the way for student outcomes is to realize that education must start at home. My wife would not even go to our child's elementary school for three years because of how they treated her. It is important that schools treat families like partners, unfortunately, they often don't.

Clark County School District – District E

Leonard Lither - Continued

Because of this, a few things I would advocate for include customer service training for all front office staff and administrators. We must improve school safety. Every teacher must not only be trained on how to use the minor behavior incident feature on Infinite Campus, but have the time to use it. Further, discipline and intervention must be implemented with the support of every school.

With Greater Community Support and a safe working environment at schools education can flourish.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

Unfortunately, too many barriers exist for educational excellence and equity currently in this district. Some of these include school violence, lack of a comprehensive curriculum, shortage of certified teachers, insufficient quality professional development, and low community support.

If elected, I will work quickly to improve school safety. I will host town halls and advocate for all trustees to do the same, as well as provide customer service training for administrators and front office staff. By taking these actions, community support should greatly increase.

I would also like to point out that the new teacher contract has many benefits for hiring new teachers in the district. Unfortunately, it penalizes the teachers already here by not paying them the same wages for their education and experience. I would urge the board and work with them to find a solution to this problem. We must recruit, but we also must retain the quality teachers that we have, ensuring every classroom has a licensed teacher in it.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The subtle, ongoing, and continuous effort to privatize our public education system.

School safety, not just student safety, but indeed, everyone in the buildings.

Transparency and accountability. One of many approaches I think helps address those threats is to hire private counsel for the Board.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

With only 7 Board members, a majority can be reached with only 4 members. This caused some pretty serious problems for CCSD in the recent past. When 4 more members were added, a 4 person voting block was no longer enough to push a Great City Schools agenda through. So, you know what they did? They managed to disenfranchise government appointed members. It was a well executed, shameful and desperate maneuver to keep the public out of the process.

Clark County School District – District E

Leonard Lithier - Continued

My early thoughts on getting these new members was that it was going to be foolish. I thought, "it's going to take too long to get them caught up, they won't understand", etc., but they do very well. They take their appointment seriously, and they bring valuable experience into the Board meetings.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

Student outcomes are important, but evaluating the Superintendent is important too. Purchasing is important, zoning, and bussing are important. Being a publicly elected steward of public education is important. I don't plan on spending 50% of board meeting time on student outcomes. If the voters want someone to put on blinders and review spreadsheets full of test scores all day, they should vote for someone else.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Humbly, of course. I've never been a Trustee before. I'll have a great deal to learn. My constituents will be sending someone they believe can best represent them to the Board. Every Trustee was new at one point, and in this deeply divided Board with many active community members each doing their best to make their voices heard, there will be challenges, but remembering the voters that sent me to do the job will be the priority.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

School safety, staff recruitment and retention, academic progress, student attendance, community involvement, productive and effective negotiations with labor, consistent student discipline. Each of these items, and many many more are items which define a successful Superintendent. It's a very hard job, but they are paid very well, and staffed very well to ensure the job gets done. If a Superintendent isn't performing in a way the public should approve, we should find a new Superintendent.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I disagree because I believe this policy would negatively impact families on the lower socioeconomic side. I have the ability to drive my children to any part of town on any day. I understand many parents don't have that same ability. As a teacher, I know one family that takes a bus to bring their young child to the elementary school at which I work. I feel the best way to improve school choice is to increase the number of magnet schools with varying programs and to improve overall academics and safety at all CCSD schools.

Clark County School District – District E

Leonard Lithier - Continued

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

Outside of the easy, obvious answer, “by facilitating discourse in the classroom” we have an opportunity to listen to parents through public comment in Board meetings. Lately, community attendance at these meetings has been much lower than it can be, lower than it should be. Part of the problems that have contributed to lower meeting attendance has been the rowdy attendance of certain obstructors, as well as having a Superintendent that has no intention of listening to the people. I also think Town Halls and online meetings are another tool which can and should be used to communicate with the Board and Superintendent.

Without a meeting and a vote, I won't be able to put accountability measures in place for other Trustees. I can however promise to be accessible online, maintain an active profile on social media, and work to remove policies that have silenced Trustees from speaking out as individuals. I find those existing policies to be contrary to democracy.

Clark County School District – District E



Joshua Logie
Logie4Nevadans.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

I am running for CCSD Trustee because it is a position with potential to positively impact ALL the kids within the district and the communities in which they live. My vision of success aligns with the

with the current board vision: “all students progress in school and graduate prepared to succeed and contribute in a diverse global society.” However, action needs to extend beyond these words. Resources (teachers, funding, support programs) need to be properly allocated to ensure each student has equal opportunity to succeed. Once provided this equal playing field, students (and their families) must be held accountable to being a part of the learning team.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

Student success is measured in their ability to become a productive part of the community upon graduation from the public school system. Whether that be through continuing education or entering the work force, they must be prepared to thrive to the best of their abilities.

My experience in shaping student success has primarily been as a consistent volunteer in youth mentorship programs in schools around the country, within the schools of my children, and for 10 years as a youth sports coach.

Additionally, I have had the opportunity to serve on school organizational teams (SOT) at the elementary and high school levels within District E. In these roles I have been able to learn and participate in the critical processes of utilizing test data to drive informed decisions, and in budget approval processes at the school-level.

As a board trustee my role would be to ensure that student success lies at the root of every issue we address and decision we make. My ONLY agenda is to drive student success through community engagement and collaboration with the rest of the board.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

We can and must do better. It isn't surprising to see that scores dropped since 2019 considering the impact of COVID on learning habits, student attendance, and student progression. That said, it is critical that the community join together to make education a priority. This starts at home! Even with the best teachers, the best infrastructure, the best funding, if families don't prioritize education for their students and don't get their kids to school there is little room for success.

Clark County School District – District E

Joshua Logie - Continued

I would prioritize community engagement to see what we, as the board, could do to help make student success a priority in their homes. This is truly a team effort and without buy-in from families the whole team struggles.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

- Lack of community engagement: board trustees are responsible to make themselves accessible and available to the communities they serve. Through these engagements they can properly represent the concerns of those who elect them and make valuable input to the board as decisions are shaped to benefit the whole district.

I would be available and responsive to District E and would utilize frequent engagement to effectively represent our community.

- Poor attendance: while attendance numbers improved slightly over the last year they are still unacceptably high. When kids miss school, they start a domino effect of not being able to understand new material because they missed the previous material, which then has negative mental health impacts and builds negative feelings about school. Additionally, as educators work to bring the absent students up to speed, resources are directed away from the kids who are already prepared to continue learning.

The responsibility of getting kids to school and/or enforcing their attendance lies at home. It is not ok for caregivers to enable absenteeism. As a board member I would continue and increase focus on programs that identify chronic absenteeism as early as possible and intervene with families to figure out solutions.

- Teacher recruiting and retention: The recent pay increases for teachers were long overdue. While these increases are a great step in the right direction, particularly in recruiting new talent, there are still problems to address to ensure we retain existing talent. Most notably, paying existing educators based on the education level they achieved prior to the new policy. It is outrageous that a brand-new teacher could be hired and make more than an experienced teacher with an equivalent academic qualification. Retention is in trouble!

I would work with the board, proactively, to ensure our educators are compensated appropriately. It shouldn't require union action or a strike to ensure our teachers are properly taken care of.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

- The board consistently gets distracted from focusing on student success. Whether this be from disagreements amongst board members, lack of tact and respect between the board and community, or poor accountability...they are all distractions.

Clark County School District – District E

Joshua Logie - Continued

I would work with the board to develop a system that prioritizes issues based on direct impact to student success. Every issue, every discussion, every action item would begin with intent toward a specific student issue and scored on significance. This would help establish a prioritization that maintains a focus on student success and pushes distractions down the priority list.

- There is a lack of community engagement outside regularly scheduled board meetings. Leading up to my decision to run for school board I tried to reach multiple trustees and never got a single response. Additionally, having been on school organizational teams (SOT) for two schools, not once did my trustee try to engage. How can a trustee represent the community they are elected by if they aren't reachable?

I would ensure communication lines to me were always open and that I would make the bold move to answer them. Additionally, I would attend SOT meetings across District E on a regular basis to build relationships and foster great communication.

- I have observed a lack of tact, respect, and focus between the board and the public. This goes both ways. As the elected body, the board must set the tone of transparency, integrity, and service. If these tenants are maintained, there is no reason the public should not reciprocate with tactful, respectful, student-focused conversations.

I would lead the way in setting the example for the proper way to treat people. If things begin to take a turn away from professionalism and student success, I will utilize my calm-under-pressure approach to refocus the situation.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

The recently selected appointees bring an awesome amount of experience, particularly from a teacher and administrator perspective. Any time the board can become more informed through the experiences of those who operated so close to the front lines for so long, it's a win for the students. The contributions that I've seen from the appointees to this point have been positive and it's wonderful to have such experienced members of the community volunteer their time in the interest of driving student success.

That said, I have two concerns with making the appointed members, voting members. First, an appointee, by nature of how they earn their seat, is only accountable to the entity that appoints them versus to the constituents. Second, increasing the number of voting members can lead to divisiveness, thus distraction from being able to focus on student success. If we proceed down a path of adding voting members to the board, it should be through the election process.

Clark County School District – District E

Joshua Logie - Continued

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

There needs to be a system to identify and weigh how each issue or topic brought before the board drives toward strategic outcomes of student success. More heavily weighted, clear drivers of outcomes should be prioritized while those that do not lead toward that end must be postponed and/or sent back out for clarification of intent.

I would work with the other members of the board to hold the board president accountable to set and enforce this prioritization.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Challenging conversations must be met head-on. Every person by virtue of their status as a parent, caregiver, educator, or member of our community has a different perspective based on their own experiences, successes, and struggles. Through deliberate and productive community engagement, these challenging conversations can drive positive change.

Criticisms must always be handled tactfully. Amongst board members, there is no room for public criticism of other board members. Stakeholders and the broader community are of course entitled to their criticisms, and I welcome them knowing that any decision I make or support will be in the best interest of the students.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

My military training and experience taught me to always work from the target backwards, meaning you must know what you want to achieve if you are going to figure out a way to get there. This is referred to in the teaching community as backward planning.

With that, in coordination with the other board members, strategic imperatives need to be updated to reflect things that are specific, measurable, and achievable. From these well-defined strategic imperatives, we would be able to define performance-based indicators that would be used to assess the performance of the Superintendent. If, despite appropriate feedback, the Superintendent does not meet the required performance they would need to be evaluated for removal from this critical position.

Clark County School District – District E

Joshua Logie - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

The district needs to do more to raise the standard of struggling schools to reduce the desire of parents to send their students outside of their respective zones. I interpret this data point as Nevada residents saying that they should be able to choose the best schools for their children. Of course they do. I do not think the solution is allowing parents to send their students to whatever school they want. Moving the students is a band-aid fix. Improve the district...improve the schools...improve overall student success.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

Every issue, topic, and decision needs to start with an intent that clearly states the tie to the desired outcome of driving student success. If it cannot be tied to this outcome, it goes to the bottom of the agenda. As a new trustee I will work with the other board members to ensure the board president adheres to this standard.

Clark County School District – District E



Carlo Meguerian



Why are you running for CCSD Trustee? What is your vision of success for this role?

I'm running because I believe the system is failing our future and our children are our future. We need to do better for our kids, support our teachers and parents to help students at school and home. I'm also running for transparency and accountability, we need to hold the

school board, it's members, the superintendent, superintendent's staff, school administrators, teachers and parents responsible for allowing our students to fail and drop so low in academia, we need to do better. We need to work with our community business owners to help the schools to help students.

What success looks like, higher test scores, lower dropout rate, safer schools, accessibility for all students to succeed, we also need to put a spotlight on young people's mental health, parents reengaging in their child's education.

my goal is to bring Determination, Education and Inspiration to our community.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

book smarts isn't the only way to success, we need to also teach our students to be a positive impacted on our community and be a productive member of society.

I plan on being out in the community every chance I get, get schools and small businesses together to help students learn basic life skills and work ethic.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

we need to open the books, get rid of useless spending free up money to pay better teachers and to get parents more involved in their child's education

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

I feel majority of the board of trustees do not have the students best interest at heart, the way they've voted has only hurt the education system and has lowered the standards and crippled the education system. We need to raise the standards again and give our educators and parents every tool we can to get our students up to par and help them excel in the future.

Clark County School District – District E

Carlo Meguerian - Continued

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

Lack of accountability- I will vote to hold myself and my fellow board members accountable for our actions.

Parent involvement- get out talk to parents and see how we can get them to be more involved in their child's education

Lack of qualified teachers- Open the books, work with state legislators to cut unnecessary expenses from the budget and pay qualified teachers more money to come to CCSD.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

I think those member can have a voice, but since this is a new program they shouldn't have a vote just yet.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

I feel every meeting should allow time to discuss student outcomes and whats best for the students, as a board member I will voice that to the other members and the community.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I will listen to them and if they make a good case and there are things I need to change to better myself and the board to put education first, then I will work on those.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

School Curriculums

Teachers reaction to his/her decisions

Student engagement

Parent participation

budget allocations

Student success

If they didn't meet standards they would be removed, we also need to do better on the contracts we give the superintendent, they shouldn't get paid for failure.

Clark County School District – District E

Carlo Meguerian - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes, school choice is very important, also that means we need to look at the lower performing schools and put better time and resources into those schools.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

This is a great question, first thing that needs to happen, students need to be more involved and show up to school board meetings, also is the board isn't putting students at the forefront of their decisions then they aren't doing their jobs, as a school board trustee I will always make sure the students voices are heard and their best interests are put first.

Clark County School District – District E



Paula Korth-Salsman



Why are you running for CCSD Trustee? What is your vision of success for this role?

In my candidacy for the Trustee position, I aim to serve as a fervent advocate for our students, their families, our dedicated educators, and the wider community. My approach to success is rooted in fostering an environment of active listening, pursuing collaborative

solutions over mere criticism of challenges, and advocating for higher standards that pave the way for our community's future.

My goal in fulfilling the Trustee position involves being an engaged team participant who values diverse perspectives, dedicates ample effort and time to fully grasp policies and discussions, and regularly attends board meetings and training sessions, all while focusing on the academic achievements and mental, physical, and emotional well-being of the students.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I define student success as the capacity for all students to equally gain essential skills, knowledge, and competencies, preparing them comprehensively for life post-high school—whether that entails immediate entry into the workforce, pursuing higher education, or attending vocational/trade schools. Essential to K-12 education is the establishment of a solid foundational understanding of basic mathematics, literacy, and writing skills. However, I believe a truly holistic approach to student success must also integrate crucial elements such as civic engagement, life skills, and robust courses designed to prioritize emotional, social, and mental well-being. A student who can exhibit characteristics of confidence, responsibility, self-management, communication, critical thinking, empathy, resilience, etc. will be successful.

As a parent, I have six children, all in the public education setting at varying levels of high, middle, and elementary school. With the diverse educational needs of my children spanning various grades and specialized educational settings, I have cultivated a unique perspective on the public education system. Specifically, advocating for my children with ADHD has deepened my understanding of special education services, including the development and implementation of Individualized Education Programs (IEPs) and Behavior Intervention Plans (BIPs). This hands-on experience has equipped me with a keen insight into the challenges and triumphs faced by families within the public education system, especially those navigating special education settings. I also hold a full-time director role with my current company and have a background in talent acquisition, human resources, and business operations settings.

I intend to advocate for student success by leveraging my personal, professional, and educational experiences to foster a more inclusive, supportive, and effective education system. My goal is to utilize my understanding of the nuances within public education, special education, and the unique challenges faced to work towards policy changes, enhanced resources, and support systems that

Clark County School District – District E

Paula Korth-Salsman - Continued

prioritize the holistic development of every student. By collaborating with educators, parents, policymakers, and organizations, I aim to champion initiatives that recognize and address the diverse needs of students, ensuring equitable access to quality education and opportunities for all. Through persistence, empathy, and informed advocacy, I am committed to making a meaningful impact on the lives of students and their families navigating the education system.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

If elected, my approach to reversing Nevada's educational trend would focus on implementing a comprehensive strategy aimed at addressing the root causes behind the decline in student outcomes. I would want to review what has been done previously before I spoke to final initiatives, but I firmly believe that investing in more resources, training, and tools for educators is needed. I believe more funding is needed per student and that it be allocated appropriately to the priorities needed for maximum impact on the overall success of the students.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

One of the primary barriers to educational excellence and equity within the Clark County School District is the significant disparity in funding, resources, and opportunities available to students across different schools. These disparities often reflect broader societal and systemic inequities, including socioeconomic, racial, and geographic divides. Insufficient mental health support significantly hampers creating nurturing environments for both students and educators to thrive academically and emotionally. Additionally, teacher shortages and the allocation of experienced educators unevenly across the district further exacerbate issues of educational equity.

If elected to the Board of Trustees, my focus will be on advocating for policies and initiatives that address these disparities head-on. I believe in promoting equitable funding models to ensure all schools have access to the resources they need, making mental health resources for all children and educators a priority, supporting recruitment and retention strategies to address teacher shortages, and implementing targeted programs that help bridge the achievement gap.

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

I believe the CCSD Board of Trustees faces several persistent challenges, among which I believe at present the top three to include funding, teacher/staff retention, and student performance disparities. Funding limitations greatly affect the district's ability to provide sufficient resources, modern facilities, and adequate pay for educators, leading to compromised educational quality.

Clark County School District – District E

Paula Korth-Salsman - Continued

Teacher retention is another critical issue, as the district struggles with high turnover rates, partly due to burnout and dissatisfaction with working conditions. This instability affects student learning continuity and overall educational outcomes. Lastly, disparities in student performance, exacerbated by socio-economic factors, pose a serious challenge in ensuring equitable education for all students.

To address the challenge of funding, one bold approach might be the implementation of a "Public-Private Partnership" (PPP) model specifically tailored for education. This model might involve collaboration between the CCSD and private sector entities to fund and manage certain non-core services like facility management, transportation, and even extracurricular activities. Through such partnerships, the district could leverage private sector efficiency, innovation, and capital, thereby freeing up more public funds to directly support educational endeavors, improve teacher salaries, and enhance classroom resources. This would not only alleviate some of the financial burdens on the district but also potentially improve the overall quality of education by focusing more on core educational competencies and outcomes.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

The addition of four appointed members to the CCSD Board of Trustees represents a significant opportunity to leverage a diverse array of expertise for the betterment of our students' education. Each appointed member brings a unique skill set and perspective that, if harnessed correctly, can offer invaluable insights into decision-making processes, the implementation of innovative educational strategies, and the improvement of operational efficiencies. We should be engaging these appointed members in strategic planning, policy development, and the evaluation of educational programs.

Regarding the voting rights of these four appointed members- I currently see no issues in allowing these four appointed members the right to vote. Should any potential concerns justify not allowing their voting rights, I would be keen to address and understand any gaps in my current reasoning. Additionally, if doubts about their voting eligibility arise, it would be prudent to re-evaluate the thoroughness of our vetting process, ensuring it is rigorous enough to dispel any uncertainties regarding their capabilities to vote responsibly.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

To ensure that more than 50% of a board meeting is devoted to discussing student outcomes, it's crucial to structure the agenda strategically. Prioritize items directly related to student performance and learning outcomes at the beginning of the meeting. This ensures that these critical discussions receive the attention and time they deserve. Finally, setting specific time allocations for each agenda item and regularly reviewing meeting effectiveness can help maintain the emphasis on student outcomes.

Clark County School District – District E

Paula Korth-Salsman - Continued

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

My approach to handling challenging conversations and criticisms from fellow School Board members, stakeholders, and the broader community would be grounded in openness, respect, and a commitment to collaborative problem-solving. Recognizing that diverse perspectives are both a strength and a necessity in crafting effective educational policies, I would prioritize active listening and constructive dialogue. By fostering an environment of mutual respect and understanding, we can work through disagreements to arrive at solutions that best serve our students' needs. Additionally, I believe in the importance of transparent communication and being receptive to feedback, as these are crucial for building trust and achieving shared goals.

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

To assess the performance of CCSD's Superintendent, I believe several key indicators must be considered to ensure a comprehensive evaluation. Academic achievement, operational efficiency, staff retention and satisfaction, community engagement, and financial management are paramount. Academic achievement can be measured through standardized test scores, graduation rates, and college admission statistics. Operational efficiency looks at how well the district's schools utilize resources and manage operations. Staff retention and satisfaction gauge the Superintendent's ability to maintain a positive work environment and keep highly qualified teachers. Community engagement assesses the Superintendent's effectiveness in involving parents and local stakeholders in the educational process. Lastly, financial management is critical for ensuring funds are allocated appropriately and spent wisely.

To hold the Superintendent accountable, setting clear goals, objectives, and expectations aligned with these indicators at the beginning of their tenure is essential. Regular performance reviews, incorporating feedback from various stakeholders—educators and staff, parents, students, and community leaders—will provide a holistic view of the Superintendent's effectiveness. Additionally, establishing a transparent communication channel for reporting progress and challenges will foster trust and collaboration.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Without being able to see or reference the details involved in the survey, it's hard to answer the question based on statistical facts and data rather than an uneducated opinion. Holistically, I believe most parents would want to send their children to a public school they felt presented their children with the best opportunities possible. But the question as it's written is a loaded one and not the right question to be asking. The better question to ask would be 'How can we work to

Clark County School District – District E

Paula Korth-Salsman - Continued

ensure that those represented in the survey's 77% opt to have their children stay in their geographically zone schools? What are we doing to improve the schools zoned for those in that 77%?' My answers to those questions are reflected in my responses to the other questions asked of me in this survey and my decision to run for this position in the first place.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

To ensure students are at the forefront of the decision-making process, I would start with the Student Advisory Council. It was held by the Superintendent (not sure if it's still being conducted at present) but a representative of the Board of Trustees should be present to listen to the voices of the students we represent, as well.

For accountability measures, I would redirect any conversations, discussion, or decision being made that were veering away from the ultimate objective of 'is this in the best interest of the students we serve?', actively listen to educators, student, parents, community members, other board members to form well-rounded perspectives rather than opinions, and I can show my commitment and servanthship by actively showing up, engaging, and participating in meetings and trainings.

Clark County School District – District A

Matthew Tramp
MatthewTramp.com



Why are you running for CCSD Trustee? What is your vision of success for this role?

Since 2017, I have represented District E on the Clark County School District Attendance Zone Advisory Commission (AZAC) including the last two years as committee chair. With the years of experience that I have acquired serving on this committee and the great working relationship I have built with the School Board throughout the years, I believe now is the right time for me to take on a new opportunity to serve the community of Clark County. As a member of the AZAC committee for the last 7 years, I have built a great working relationship with fellow AZAC members along with the DZG (Demographics, Zoning and Geographic Information System) staff, school administrators as well as the School Board Trustees. While my responsibilities may change, my dedication and commitment that I have put serving on the AZAC committee will carry over if elected to the School Board. I will continue to listen and collaborate with the community and professional staff of Clark County to find common-ground solutions.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I believe defining student success goes beyond academic grades and should not be defined by an informal one size fits all standard. It should include the development of social-emotional skills, and active participation in school programs and extracurricular activities. Educators and professional staff should be passionate about cultivating a culture of respect and inclusivity, where all students can thrive.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

Improving student outcomes and ensuring a quality education for all Nevada students' needs to be top priority for CCSD. As a member of the board, I will work to develop and implement policies that support student achievement, including in critical areas in both math and reading. I will also work to ensure that every student has access to the resources and support they need to succeed in the classroom and beyond.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

Every student deserves the opportunity to achieve their full potential. As a member of the School Board, I will work to eliminate any barriers that prevent students from receiving a quality education. This may include addressing issues such as unequal access to resources, lack of support for students with special needs, and inequities in funding for schools. I am committed to creating a more equitable and just education system for all students.

Clark County School District – District E

Matthew Tramp - Continued

What do you believe are the top three most persistent challenges facing the CCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

Improving student academic outcomes

I am committed to improving student learning outcomes by making sure the board maintains focus on academic achievement and addressing opportunity gaps to ensure all students have access to a high quality education. I believe that our students are capable of achieving great things, and it is our duty to provide them with the resources and support they need to succeed.

Promoting fiscal responsibility

As your next school board member, I am committed to promoting fiscal responsibility throughout our district. The financial stability and health of our schools is key to providing the best possible education for students. I believe it's important to effectively manage resources and prioritize spending to ensure that we are making the most of every dollar.

Transparency & Accountability

I believe that parents and students have a right to know what happens behind the scenes and it's important for school board members to help keep them informed about district policies and decisions. With clear and transparent communication, we can work together to make sure that each student receives the best possible education.

In January four appointed members were added to the Board of Trustees. How will you leverage the expertise of these appointed members to best serve students? Do you think the appointed members should be voting members?

I was opposed to AB75 and testified last session against it. The public was overwhelmingly opposed to a Hybrid school board formant. The bill was amended by the sponsor to make the appointed members non-voting as a comprise. One of my objectives is that it allows trustees and candidates to get put on the board after they were rejected by voters.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

This is primarily under the President's and superintendent's authority, but individual trustees can request specific agenda items focusing on student outcomes. Board policy does outline how much on the agenda time is set for student outcome.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

If elected to the school board, I would prioritize transparency and open communication when approaching challenging conversations and criticisms. I believe in actively seeking out diverse perspectives and engaging in respectful dialogue with all stakeholders. By working collaboratively, we can find a common solution and ensure that our students receive the best education possible.

Clark County School District – District E

Matthew Tramp - Continued

What key indicators would you use to assess the performance of CCSD's Superintendent? How would you hold the Superintendent accountable?

At CCSD, we are obligated to set high expectations for our Superintendent and holding them accountable for student achievement. As the leader of our district, the Superintendent must show a proven track record of success in key areas such as graduation rates, student achievement, and teacher development. We must also expect transparent communication and accountability, which is why we regularly review and assess the Superintendent's performance to ensure we are meeting the needs of our students and the community.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

For the last 7 years, I served on the Attendance Zone Advisory Committee (AZAC). The purpose of commission was to help relieve overcrowding at existing schools and draw school zones when brand new schools open in the district. Parents right now have the option to apply for a COSA and attend a school outside of their school zone if space is available.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

At the heart of our school board's decision-making process is a deep commitment to putting students first. We understand that our policies and initiatives have a direct impact on their education and wellbeing, and we take that responsibility seriously. As a board member, I believe that accountability is key to ensuring that we maintain this focus. I would work to establish clear accountability measures, such as regular check-ins with student representatives and open forums for feedback and discussion.



Lorena Biassotti

This candidate did not complete a questionnaire.



Ryan Kissling

This candidate did not complete a questionnaire.



Jeremy Setters

This candidate did not complete a questionnaire.

Washoe County School District – District A

Jeff Church
WatchdogJeff.com



Why are you running for WCSD Trustee? What is your vision of success for this role?

I am running for re-election to WCSD as the lone main stream conservative on the 7 member board. "To lodge all power in one party and keep it there is to insure bad government and the sure and gradual deterioration of the public morals." (Mark Twain). But for a pro-transparency candidate, WCSD would descend in an abyss of secrecy. Anyone that follows, knows that WCSD is beyond dysfunctional and that across the board, scores are falling like a rock. I represent Integrity and leadership. I bring an intelligent seasoned expertise to the Board with my military and law enforcement background. I am a retired USAF Lieutenant Colonel (Reserve) and retired Reno Police Sergeant. I'm a very mixed cultural Spanish speaking person. I believe in inclusivity including all protected classes. That includes LGBT and Religious Rights.

My vision of Success means taking decisive action and not rearranging deck chairs on the Titanic. We must strongly address internal violence, a lack of discipline and respect for staff. We must not tolerate chronic absenteeism. I care deeply about our many At-Risk children and ignoring that is not the answer. I support the live-in Carlin Challenge Academy and more like it. I support school choice. Restorative Discipline is an overall failure. Restorative Credit aka Credit Recovery is a failure: "D is for Diploma". NV is last in ACT and ranks 39th to 50th worst in most reliable studies.

I'll take this opportunity to take the State Department of Education for a lack of leadership and direction. We must take back our DoE Board!

Success should be easy to rate: lower absenteeism, lower acts of violence, increased ACT scores, increased SBAC scores etc.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

See above. I do not care about graduation rates. Providing our kids with the needed discipline, feeling of safety and a real education are #1. My magic wand (in case Jeff Bezos is reading this) would be regular fieldtrips for many that have never been out of their county. Educational trips to see the ocean, (I'm biased) military bases, and so much more. How about instead of "D is for Diploma" we have "Sea is for Success". after we visited those San Diego Navy & Marine bases kids take an educational sea cruise thru the Panama Canal and fly home (repeated in reverse). I support training police in Drug recognition and as much as possible drug testing.

That said, anyone that has all the answers is not who you want. We need to 1. Identify the Issue 2. Collaborative research 3. Action . We have college students doing PhD and masters thesis so put them to work on real world issues. Use non profits like the Guinn Institute. UNR, UNLV or University of Eastern West Virginia - I don't care but get 'er done.

A lot of my ideas are found at WatchdogJeff.com

Washoe County School District – District A

Jeff Church - Continued

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

The Nevada Report card is dismal. In Washoe only 22% of high schoolers are math proficient. Absenteeism is at above 50% in some 12th grade classes. Our inflated graduation rates are 81%. We must do better as I articulated above. Nevada's stats are similar to Washoe and those of Mineral and Nye are absolutely terrible and in need of state takeover! Stop with tweaks and make major changes dealing with violence, absenteeism, poor academics, and At Risk kids.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

I believe in Martin Luther King's vision of equality. Equity has been abused and taken the place of education. See my answers above. So called Equity IS THE barrier to Education when a good term is stolen.

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

1. Violence
2. Poor Academics
3. Absenteeism

As much as legally possible let Restorative Discipline & Credit Recovery die. Parents should be welcome in the classroom. Partnership with the community & non-profits. Address drug abuse. Please see my previous answers.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

Our board meetings are an ancient form of feel good torture as we cover everything except Quality of Education. It would take a miracle to throw out the dysfunctional board but that is how I'd ensure it. State take over has to be an option esp in Nye & Mineral.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

See the previous Mark Twain quote. I welcome discussion and negotiation but it does not exist at WCSD.

Washoe County School District – District A

Jeff Church - Continued

"Legislators have an obligation to take positions on controversial political questions so that their constituents can be fully informed by them, and be better able to assess their qualifications for office; also so they may be represented in governmental debates by the person they have elected to represent them." (US Sup Ct)

and

United States Supreme Court, 1936, "Since informed public opinion is the most potent of all restraints upon misgovernment, the suppression or abridgement of the publicity afforded by a free press cannot be regarded otherwise than with grave concern."

"The smart way to keep people passive and obedient is to strictly limit the spectrum of acceptable opinion, but allow very lively debate within that spectrum--even encourage the more critical and dissident views. That gives people the sense that there's free thinking going on, while all the time the presuppositions of the system are being reinforced by the limits put on the range of the debate. NOAM CHOMSKY"

Unfortunately WCSD is a Dictatorship of repression and secrecy. Here is just one example: Generally committee members are chosen by majority vote so the minority never gets their choice on committees. It is 100% stacked. Most committees should have 7 members, one each picked by the District Trustee.

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

The easiest way is the listed scores and stats: absenteeism, violence, SBAC, Start school ratings, ACT, etc. Most the Superintendents I see represent a revolving door of repeated failure. Show me one, just one, outstanding school district anywhere in the USA.

I equate the role of the Super to a CEO. I'd like to see a military General or Admiral that lead a military education program come in. A CEO is leadership and management A degree in education is not what we need in the #1 job, I bet the CEO of McDonalds never flipped a burger. The CEO of Lowes doesn't drive a nail. The CEO of American Airlines need not be a pilot. At WCSD we have our own police department, the majority of employees are not teachers. We are building and repairing schools, Busses must run on time. we have unions to work with, etc. I think I made my point. Give me a successful City-County manager any day.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I 100% support School Choice and vouchers (ESAs). That includes district variances as possible. I also support research and action on alive in high school along the lines of the Carlin Academy except it needs to be disciplined but not in a military fashion, that works for some but not all. I still

Washoe County School District – District A

Jeff Church - Continued

like the "Sea is for Success" idea for kids that don't get seasick but it could involve a semester in a foreign country not just for high achievers but many. These type ideas limit gang and drug access and promote discipline.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

If I understand the question: Student Voice is important as I knew everything over my ignorant parents at age 16 but that turned out not to be the case. Adults still need to lead but listen.

The good of the students needs to be #1 above politics. Still elected officials represent the taxpayers to be sure that we represent their interests as well.

PLEASE DO NOT GRADE ME ON TYPOS AS I GET MANY OF THESE AND TRY TO ANSWER ALL.
Jeff Church

My website: WatchDogJeff.com

Washoe County School District – District A



Stephanie Flores
VoteStephanieFlores.com



Why are you running for WCSD Trustee? What is your vision of success for this role?

As we began our foster care journey, we found that crowded classrooms, over worked (and under paid) teachers, the lack of student support, and violence on campuses was having a detrimental effect on the children who have come live in our home. I thought to myself, this is it, this is my chance to make a real difference!

As a foster parent and nurse, I have the unique ability to look outside the box. Unlike those who are past or present teachers or school board members, I have an outside perspective. My experience as an emergency room nurse has taught me to listen to and understand people and their concerns. It has led me to be slow to judgment and methodical and rational in a crisis. I have had the opportunity to partner with people of every color, race, and creed. This has taught me the strength in embracing our differences and working together to serve our community.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

To me student success is defined as each student reaching their full academic potential. This will be different for every child. For some students learning their letter sounds happens in 4th grade, for others they come into pre-k reading. As a school board trustee, I intend to advocate for an expansion of special education resources including special education teachers. I also intend to advocate funding lower class sizes to allow teachers the ability to spend more time with children who are at higher risk of not meeting benchmarks.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

Again, I would address the declining literacy and mathematics rates by working to expand the special education department and implementing homework. I believe one of the ways we can help parents support their children at home is getting them involved with what is happening in the classroom. Homework is a hot topic but I think it empowers the parents and students to have a vested interest in what is being taught in the classroom.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

I think the main barriers to educational excellence lie in unsafe schools and chronic truancy. Teachers and students are being bullied and assaulted and some Washoe schools have chronic truancy ratings of above 60%. As a Trustee I would work with Washoe Schools Police to

Washoe County School District – District A

Stephanie Flores - Continued

increase SRO presence. I would also address chronic truancy by exploring a program called B.A.R.R.. B.A.R.R. is a "strengths-based educational system that provides schools with a comprehensive approach to meeting the academic, social, and emotional needs of all students through the power of data and relationships."

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

Transparency- I believe we need to invite parents and guardians into our schools. Our students will thrive best from allowing more parental involvement. This would also allow the parents to support the teachers as well!

Budget- I believe in balanced budgets. I believe we need to cut excess spending to ensure every taxpayer dime is used in a fiscally responsible way.

Super Intendent Search- Public Comment. I believe the Super Intendent search should be open to public comment BEFORE the Board of Trustees narrows down the candidates. I think the submitted resumes should be made public (with private information redacted) so that the community can reflect on who they find is a good candidate.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

Unfortunately, that is not up to me as a Trustee. President Smith is ultimately responsible for what the Board of Trustees can discuss. However, at any point where there are issues on the agenda related to student outcomes I will make a motion to speak on them in public forum.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

Kindness. We can all use a little more kindness in our lives. My grandmother told me when I was young, "It takes all kinds of kinds to make a world Stephanie, everyone knows something you don't know."

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

As a trustee I would monitor school attendance, testing outcomes and schools safety. If there is points to be addressed I would follow the protocols in place to address these areas that need improvement.

Washoe County School District – District A

Stephanie Flores - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes, I agree. The reason I agree is that ultimately these students are a parent's child and they should have the ability to place their kids in schools that provide the best schooling for their children.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

Dear Student,

Firstly I want to say the fact that you are getting involved and even know that there is a school board puts you heads above the rest. Keep staying involved, I know an involved eloquent young person like you can make a difference!

As a trustee I would say that our entire job is to keep you and your fellow classmates the priority. However, often many things that are addressed in a school board meeting seem really far off from student issues. As I look back to my teen years I realize there were many things my mom talked about like internet, water, and sewage that I felt had nothing to do with me. It turns out though, I use the internet, water and I am very happy when they are all running well. While some mundane things seem not to be student issues I can assure you they all are building blocks to provide you with an environment conducive to learning and cultivation your success.

Thanks for the great question!
Steph



Tara Horne

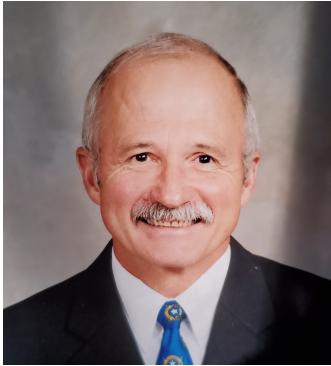
This candidate did not complete a questionnaire.



Christine Hull

This candidate did not complete a questionnaire.

Washoe County School District – District D



Ronald (Ron) P. Dreher



Why are you running for WCSD Trustee? What is your vision of success for this role?

I have spent years representing people who needed help. I now want to use my experiences to be an advocate for our students.

Vision: To have students get an interest focused education so that they have the tools to make life and career choices in which they are successful productive citizens.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

To me student success is defined not only by test scores but also by successful completion of WCSD educational programs that prepare them for a productive life.

In my personal life my wife and I have helped to raise educationally successful children, grandchildren and great grandchildren. My decision as a trustee will focus on what is best for our students.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

Of course those trends were the result of the Covid epidemic. I will ensure that all available funds are used to provide needed remedial programs to our students.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

In my opinion the biggest barriers are the failures to retain qualified, experienced personnel. The other barrier is the inequity in facility modernization. Funding needs to be funneled not only to personnel but also to the maintenance and upgrade of aging schools.

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

1. Response to the stakeholders.

2. The reliable measurable student education success at all schools.

3. Transparency in their dealings with personnel and with taxpayer monies.

Putting their money where their mouth is so they really care about our students and community concerns.

Washoe County School District – District A

Ronald (Ron) P. Dreher - Continued

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes? If 50% of the agenda is focused on student success then that could be the number one priority. That is a tough one! The Board has other priorities.

To accomplish this precise planning is necessary. Public comment could be encouraged and considered by the Board or a set agenda time before the Board meeting could be arranged.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

First of all I understand criticism. It often comes from people who are passionate about their concerns. I would definitely listen to those concerns.

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

The superintendent should be assessed by employee evaluations and public/parent evaluations.

The superintendent should be clearly versed in the needs and challenges of our school district. They should also understand our Nevada statutes relating to interactions with employee groups.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Parents should be able to decide which schools are best for their children. This is contingent on their being room in their chosen school after all zoned children are enrolled.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

What we do is for you students! There needs to be input from all students into the Board process. I would like to see surveys put out to our students asking them about their concerns and their educational needs. There should be schools that non-college bound students could attend and who could learn a trade that would prepare them for their adult careers.

Washoe County School District – District D



Chris Tabarez
VoteChrisTabarez.com



Why are you running for WCSD Trustee? What is your vision of success for this role?

Our students deserve better. As a career educator, I see all the areas where policy makers fail our students, parents, teachers and administrators. These issues can be improved or outright resolved

but we need leaders with a desire to do the work and put our students and their futures first. Success is: increased parent involvement, increased academic proficiency, decline in absenteeism, safer schools, higher rates of successful teacher recruitment and retention.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

A successful student is someone who has maximized their individual potential and upon leaving our school system, is armed with the skills and confidence to be successful in whatever endeavor they choose. As a career educator and coach, I have spent two decades helping to develop youth in the classroom, on the court and on the field. How I advocate for students is by always asking myself: "Is this the best decision to help students learn, develop and be successful?"

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

We need to spend focused time on fundamentals: reading, writing, math and critical thinking. Everything else can be built on top of a strong foundation of those skills. We also need qualified teachers to instill those fundamental skills early and reinforce them constantly. How do we recruit more teachers? Smaller class sizes, improved in-class support, increased salary, less administrative work, safer schools, more parent participation and a host of other ways. Finally, we need students in school, ready to learn on a consistent basis. They cannot learn if they are not in a school. We need to use every tool available to ensure students are in school and engaged.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

The main barrier I see is that the actual educational needs of students, support needs of teachers and administrators and parent input are the last considerations in the decision making process. We should make the best decision for stakeholders and that will always be my chief concern.

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

1. Teacher recruitment and retention
2. School Safety
3. Chronic Absenteeism

Washoe County School District – District D

Chris Tabarez - Continued

School safety affects every aspect of the school environment. Administrative codes needs to be adjusted to allow for earlier and more effective intervention by the district and require extensive parent involvement.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

I would need to evaluate the actual data to which you are referring to understand exactly what the research suggests. Assuming the data is true, I would ensure the board allocates the appropriate time by tracking the actual time spent during meetings dedicated to student outcomes. I would present this data at each subsequent meeting and add items to the agenda, as allowable, to ensure that the 50% threshold is met. Whatever is necessary to offer our students the best chance at success is what the board should be doing.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I am always open to discussion. In the end, however, I am concerned with implementing the best ideas that positively impact stakeholders. Doing what works and making decisions based on data that achieve long term sustainable results is how you build trust and earn the respect of stakeholders.

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

Their track record of achieving positive results in previous positions and how that aligns with the needs of our stakeholders would be a key factor. Their understanding of the specific challenges facing our district along with their overall educational philosophy. Rigorous, thorough and frequent evaluations and reviews are how I would hold a superintendent accountable.

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I would have to see the survey to understand the exact parameters of the question so I cannot say whether or not I agree with the survey specifically. If our goal is offer the most suitable education for each student and empower parents to be part of the process, this is makes sense. Parents rights need to be respected and parent participation strongly encouraged. Whatever gets the best long term, sustainable, data supported results for stakeholders is what should be done.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

The first question I ask is "Is this the best to decision to help students learn, develop and be successful?" If you start there and build out using data and results as your guide then you will always put students first. Students should have a voice in the process and be encouraged to share their concerns through committees and student representatives.

Washoe County School District – District D



Joshua Cole

This candidate did not complete a questionnaire.



Victoria Myer

This candidate did not complete a questionnaire.



Beth Smith

This candidate did not complete a questionnaire.

Washoe County School District – District E



Cameron Kramer

This candidate did not complete a questionnaire.



Beverley Stenehjem

This candidate did not complete a questionnaire.



Oscar Williams

This candidate did not complete a questionnaire.



Alex Woodley

This candidate did not complete a questionnaire.

Washoe County School District – District G



Jacquelyn Di Carlo



Why are you running for WCSD Trustee? What is your vision of success for this role?

I am running for WCSD Trustee because I want to make an impact on my community. I am 21 years old and feel I can best relate to students who are currently in school since it has only been four years

since I graduated. I want to be a voice for parents and students and advocate for what students need in public school rather than what adults feel should be pushed on them. My vision for this role is to look at how we can improve the overall experience for children in schools and help give them life skills for when they graduate.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

I define student success by how well the individual is thriving in the environment that they are in. I feel that students and their talents should be cultivated and encouraged, and success should be measured by their mental and physical health. I have very little experience professionally in this field, but I volunteered for two years serving alongside high schoolers at my local church and learned a lot about making individual relationships with kids and what they're struggling with in that season of their lives. With that said I intend to advocate for student success by analyzing what most students struggle with in schools and seeing how the WCSD can come alongside and improve those aspects of school life.

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

I feel the drop in test scores had to do with the transition from in-person learning to distance learning and masks. I feel that those two factors destroyed the learning environment for students and would use my position to advocate against them. Another solution for improving test scores is to make learning more fun for students and implement a sort of reward system that can be tailored for individual classes for learning new subjects and improving class test scores.

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

In my opinion, there is a barrier that exists in drawing in good, qualified teachers because their pay is not enough. I would like to eliminate this barrier by giving teachers who have high test scores in classes bonuses and looking for ways to make the school district's budget more efficient; one of those ways would be making pay cuts to people who do not have an immediate impact on students.

Washoe County School District – District D

Jacqlyn Di Carlo - Continued

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

The top three most persistent challenges facing the WCSD Board of Trustees is not making the interest of student's futures a priority. This is evident by wasting money on legal battles that have no effect on student's education as we have seen in recent months. A lack of communication and willingness to listen to other board members and the community's opinions. I have attended a few school board meetings recently and was very upset that the board had already made up their decision of what they wanted to do before allowing anyone from public comment to speak and refused to change any opinions based on what the majority of the public wanted. The last persistent challenge is the focus on updating the county's sexuality, health, and responsibility education curriculum rather than improving test scores in math, reading, and writing. I would seek to improve student's test scores and experience at schools before any other decisions are made and question board members who are not in support of putting students first.

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

Redirecting discussions to focus on what needs to be improved for schools and individual students rather than issues that do not directly relate and impact schools. I would like to ensure that the board allocates this amount of time by inviting teachers from different schools to meetings to get feedback from them on what is happening on the ground.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

With grace and respect. I want to hear other perspectives and allow opportunities for to self-reflect on how I need to be a team player and make the most impact on the community.

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

If they ask for pay raises and other things that solely benefit themselves, it is a clear indicator that they are not suited for the position because they do not have the student's best interest involved by selfishly using tax dollars when it would benefit many other aspects of our school district. I would like to keep the Superintendent accountable by sticking to the state's new plan of raising test scores.

Washoe County School District – District D

Jacqlyn Di Carlo - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

Yes, I agree with school choice as long as the school isn't at capacity, and I applaud our governor for passing that bill.

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

I would like to send out surveys for students to confidentially submit opinions on how the school is supporting them and invite students to come to board meetings for public comment and work on an incentive for students to participate.

Washoe County School District – District G



Diane Nicolet
DianeNicolet.com



Why are you running for WCSD Trustee? What is your vision of success for this role?

As an incumbent, I am running for WCSD Trustee, District G to continue the work of maximizing what is working, eliminate what is not needed & concentrate on continuous improvement. I will

continue to develop diverse & much needed Career Pathways, throughout the grades, to address the question: "Graduate To What?" Pathways begin in our early learning classrooms & continue to graduation through hands-on experiences that engage students, spark interest & build intellectual understanding. I will continue to champion the importance of building diverse educational frameworks that recognize "1-Size Does Not Fit All." As an integral framer of the current WCSD Strategic Plan, I will continue to develop the What, When, Where & How. I possess the requisite education, experience & intentionally to serve as a collaborative team of 7- Trustee decision-makers who are Stewards of the taxpayer dollars. As a WCSD School Board Trustee, I will continue to work diligently to provide students with the education they deserve, employees with needed resources, and families with opportunities for involvement in the education of their most precious gift -Their Child. As an elected official I respect, understand & embrace the role of providing our community with an informed, dedicated & kind voice. I am fortunate to have received a strong & life-fulfilling education. Ensuring that every child receives that opportunity has been & will continue to be a life-long endeavor.

My vision of success for this role is realized through our students, employees, families & communities. Success for this role includes: maintaining a balanced budget- one that intentionally & structurally supports the needs of all schools. Working collaboratively with fellow WCSD Trustees to hire & provide direction to the superintendent. An understanding of & adherence to Nevada Revised Statutes & Nevada Administrative Code is paramount. Operational success is achieved through the development of substantive Board Policy. The cultivation of authentic & honest relationships throughout Washoe County Communities is key in developing collaborative partnerships. Ensuring the integrity of the taxpayers dollars through informed oversight of the WCSD budget, building an understanding of academic programming & business operations via attentive communication is on-going homework for a school board trustee. Ultimately my vision is accomplished through active engagement, "doing the homework," review of current research & successful educational practices & spending time in our schools & throughout Washoe County Communities. Being present & ready to listen & learn is a key role - Trustee As Student.

How do you define student success? What experience do you have and what role do you intend to play in advocating for student success?

My definition of student success is realized through our students, employees, families & communities. Four integral components to student success are: schools ready to support students learning; students showing up to school willing to learn; students actively engaged in their learning; students & families working on a mutually agreed upon career and/or college pathway.

Washoe County School District – District D

Diane Nicolet - Continued

Many important parts to each of those components support student success such as: teachers ready to teach; school facilities that are comfortable, safe & welcoming; active family involvement; supportive community partnerships; appropriate resources & extra curricular opportunities.

I bring to the role of school board trustee the following: Formal Education- BA in Early Childhood Education; MAT Masters in the Art of Teaching; Education Specialist Degree & PhD in Educational Leadership; PITC and P3 Leadership Certifications. I have traversed teaching infants through adults, preschool through college. I have experienced full-time & part-time teaching roles in Colorado, Missouri & Nevada. I have shared my expertise through a diverse array of venues, to include presentations at local, state & national conferences. I have served locally, state-wide & nationally on licensing & accreditation policy boards. I embrace the work of being a life-long learner & will continue to advocate for every student along their educational journey. Most recently I completed a P3 Leadership Certification through the University of Colorado-Denver. Educators from around the United States studied together while sharing their expertise & vision for the future of our youngest learners. For 25-years I was the director of the E.L. Cord Child Care Center at Truckee Meadows Community College. Advocating for student success is the easy part of the job-enacting advocacy to reality is the hard work!

On the 2022 National Assessment of Education Progress (NAEP), fourth-grade students, in Nevada, scored 6 points lower in math and 7 points lower in reading when compared to 2019. If elected, how can you use your position to ensure Nevada stops following this national trend and starts leading the way for student outcomes?

Stopping a "trend" is where an understanding of learning & the learner comes into play; all while balancing resources. Knowledge of the tools utilized to teach children to read is all over the place. Nevada Read By Grade 3 has provided dollars with little guidance on the Science of Reading. Appreciative Inquiry a Model for Change can help us identify next steps. First: identify What IS Working; Second: Do More of What IS Working & Third: Eliminate What Is Not Working. Through the goodness of our educator hearts we search for "solutions." The search leads us to the latest & greatest "program with all of its stuff" which often times simply adds more work with marginal success.

If elected, I will continue to review requested resources, and look for alignment to our Strategic Plan, available resources, and measurable outcomes. Student improvement, no matter the subject, is a combination of helping students develop their strengths, shoring up their gaps, finding passion in their studies and enjoying the life-long process of learning; having fun while doing so is important. Students engaged in their learning who take responsibility for their improvements & failures yield greater success. Together the 5 domains- intellectual, physical, social-emotional, spiritual & linguistic form the "whole person," each domain is integral to the other. In essence, if a student desires to attend school, is an active participant, enjoys their time while at school & wants to return- that, in & of itself lends way to academic improvement. It is important to remember that WCSD Trustees are 7-members; assurances are a Team Effort. As a part of the Team, I will continue to be an informed & strong voice for every student.

Washoe County School District – District D

Diane Nicolet - Continued

What, if any, barriers currently exist to educational excellence and equity for every student? If elected to the Board of Trustees, how will you help eliminate these barriers?

WCSD Schools are open to every child who walks through the door - that is the beauty of Public Education, along with the challenge. Open doors bring a broad & deep array of diverse backgrounds, expectations & dreams. The biggest barrier continues to be funding; substandard funding that sees a drop in the employees needed for maximum student success. The Nevada Pupil Centered Funding Plan aided in closing a gap in the ability of our Public School System to provide the resources required to address the vast array of needs; and the increased current funding is not enough. WCSD was pivotal in creating a Legislative Platform that benefitted all of Nevada's 17 school districts. The 2023 historic win resulted in substantial pay raisers for teachers & other positions. The infusion was a long time coming & it did not "catch us up!" We must continue to educate our Legislators & Governor to the fact that in order for Nevada to continue to address barriers & educational performance we must increase the funding for every student to the national average of \$14,000. Currently, Nevada is 45th in per pupil spending, is it any wonder we have trouble finding & keeping high-quality teachers & other necessary employees? Dare I mentioned the Washoe County Cost of Living factor.

Finally, another barrier seems to be finding & holding onto the "right" WCSD Superintendent. We need an owner, not a renter. We need someone who will see the strengths & possibilities that are within Washoe County School District & the beauty that is Truckee Meadows.

What do you believe are the top three most persistent challenges facing the WCSD Board of Trustees? What is an example of a bold approach you would propose to address one of those challenges?

1) People who make up information for some personal agenda and narrative. Cruel misinformation negatively impacts the morale of students, families, employees & the community. I will continue to do my homework to be an informed voice for What Is Working and What Needs To Be Improved in WCSD. Identifying wrong information & sharing correct information is part of the job.

2) Current Per Pupil Funding is below what is needed to build a World Class School System. I will continue to champion increasing funding to our public school system as well as monitoring how the money we receive is spent.

3) Hiring, developing & retaining highly-qualified teachers. We need to slow down purchasing the the latest & greatest "educational solution," & spend the dollars on people. We must continue to focus on hiring, developing & retaining the "right" teachers. I will go so far as to say. hire, develop & retain the "right" employees throughout the District. We need more people & less programs. The yet-to-be-hired Chief of Human Resources will be closely scrutinized & I look forward to asking, listening & learning.

Washoe County School District – District D

Diane Nicolet - Continued

Research suggests that more than 50% of a board meeting should be focused on student outcomes. How would you ensure the board allocates this amount of time to student outcomes?

I will continue to align my meeting discussion to relevant decision-making responsibilities. Public Comment is important & takes up a considerable amount of time. At my request, Quality of Education has become a monthly standing agenda item. This agenda item provides a "look-see" into how our students and other educational factors are progressing. I will continue to request agenda items that relate to student outcomes. Of note is this: across the educational elements everything, in some way, is related directly to or indirectly to student outcomes. Continuing to adhere to our Balanced Governance Model & Board Policy is key.

If elected to the Board, how would you approach challenging conversations and/or criticisms that might arise from fellow Board members, stakeholders, and the broader community?

I have learned that managing challenging conversations begins with working to understand what a person is trying to tell me through active engagement. Are they worried, upset, has their child been mistreated, do they think taxpayer dollar's are being misused? My approach is to ask, listen & learn so that as human beings we can come to a place that is non-threatening with a level of mutual understanding. I offer to provide additional details and/or set a time to hold a deeper conversation. Everyone has a right to be heard - and some people are easier to listen to than others. Everyone deserves to be treated with dignity & respect. Having said that - if I feel treated I am comfortable retreating gracefully.

What key indicators would you use to assess the performance of WCSD's Superintendent? How would you hold the Superintendent accountable?

KEY INDICATORS I use to assess the WCSD Superintendent's Performance: Student Performance Data, Family Engagement supports, successful implementation of the Job Description, demonstrated comfort in speaking to & sharing pertinent WCSD information in a large group, political savvy especially during a legislative session, clear examples of building a strong, healthy & kind organizational culture, examples of supportive community partnerships, demonstrated respect from fellow Nevada School Superintendents, proven ability to lead others as well as follow; sense of humor, ability to articulate a vision & implement student success strategies, employee retention, - a general sense of respect for & trust in our Superintendent.

Knowledge of a person's work & how to hold them accountable comes in several ways. I utilize Informal Assessment strategies through asking, listening, watching & learning. Formal Assessment strategies through the utilization of a reliable & valid evaluation tool. Accountability is not a one & done process. Holding a person accountable, especially the CEO of a large organization, is an on-going endeavor. I participate in regular 1:1 conversations with the Superintendent; conversations that are probing, honest & information sharing. There is much to be gained by visiting schools, attending events & holding friendly chats with the Superintendent.

Washoe County School District – District D

Diane Nicolet - Continued

In a recent survey, 77% of Nevada residents agreed that parents should be able to send their children to the public school they feel is best for their child, even if it is outside of their neighborhood. Do you agree? Please explain your reasoning.

I believe in the right & responsibility of a parent/family to choose the best educational pathway for their child. For me, a bigger question is this: do we create wait lists at our public schools and shuffle children around when openings occur? If a school has space according to clearly identified policy & procedure, everyone follows, I agree. In my mind, the BIGGEST Question is this: how do we ensure EVERY SCHOOL is best for children? To that point, not every school can provide every thing, every student & needs; and we certainly must try!

The following question was submitted by a current public high school student: How will you ensure students are put at the forefront of the decision making process as a member of the Board of Trustees, and what accountability measures would you put in place to make sure this happens?

"Students" is a collective concept; one size does not fit all. The context of ensuring students are put in the forefront is a singular question, with multiple answers. Every student is unique with unique needs & dreams. I hold three tenets up to my decision-making lens: Safety, Fun & Education, in that order. As a School Board Trustee, I hold every student in the forefront through informed decision-making. Decisions surrounding safety are top of mind. Students must feel a real sense of physical, mental, social, intellectual & creative safety. Fun is right next to Safety; without Fun (and I do not mean disrespectful funny business) why come to school? Education is the reason public schools exist. If students are safe, having fun - learning will happen. How I ensure students in the forefront of my decision-making is through asking, listening, learning, doing the homework, visiting schools, attending school events, attending & participating in school board meetings. One of the best ways I keep students in the forefront is via their voices, I especially appreciate receiving & reading handwritten letters that share personal ideas, concerns & solutions to worrisome problems. I wholeheartedly support & want to grow our Student Voice Program- It ROCKS! The trustees are fortunate to have a student representative as a member of the WCSD - Board of Trustees. As far as "accountability measures," I will continue to show up ready to understand & be a heartfelt voice for students- It is a gift!

Washoe County School District – District G

Monica Lehmann

This candidate did not complete a questionnaire.

Nathaniel Phillipps

We were not able to reach this candidate; therefore, they did not receive a questionnaire to complete.

Perry Rosenstein

This candidate did not complete a questionnaire.

Alicia Woo

This candidate did not complete a questionnaire.