

# Lawrence Board of Education Member Application

The Lawrence Public Schools, USD 497, Board of Education seeks applicants to fill a vacancy due to a board member's resignation. Applicants must complete the full application and submit it to the Board Clerk **no later than 5 p.m. on August 15, 2022.**

The board will review applications during its August 22, 2022, regular board meeting and select candidates to interview at a specially called meeting on August 29, 2022. At the August 29, 2022, meeting, the board will interview the selected candidates and choose one applicant to appoint to serve the remainder of the unexpired term, through January 8, 2024. A special election for a two-year term (January 8, 2024, through January 12, 2026) for this board seat will be held on November 7, 2023.

For more information, please review the board's [Governance and Operating Procedures](#).

*Please be advised that all applications when shared with the Lawrence Board of Education become public records accessible to the media and the public. (Please limit each response to 300 words.)*

Email \*

anneirenecostello@gmail.com

Date of Application \*

MM DD YYYY

04 / 08 / 1977

Full Name \*

Anne Costello

Address, City, State, and Zip Code \*

4428 W 25th PL

Cell/Home Phone \*

9137071257

How long have you been a resident of Lawrence? \*

I have been living in Lawrence for over 15 years, not including the years I lived in Lawrence while attending the University of Kansas.

List Lawrence school or civic activities in which you have participated, including offices held. \*

Leadership Lawrence Facilitation Team member, August 2022 - present

Leadership Lawrence Advisory Board member, June 2022 - present

Lawrence Schools Foundation board member, January 2022 - present

Superintendent's Advisory Board member, Sept. 2021 - present

Leadership Lawrence, Class of 2021 - 2022

Broken Arrow PTA Treasurer, Aug. 2021 - July 2022

Broken Arrow site council - Aug. 2020 - July 2022

Broken Arrow PTA member, Aug. 2020 - July 2022

Costello - 2

Explain why you want to serve on the board, including relevant experience and/or expertise you would provide in this position. \*

Learning is a life-long endeavor and schools play such a huge role in that. I have a long-held passion for learning. One of my degrees is in middle-secondary social studies education. I stumbled into my current career as a buyer after graduation. Despite a love of teaching, I cannot afford the pay cut it would require to start teaching. My current job has provided me with bountiful experience in managing a budget and balancing competing priorities, two things that will be helpful to me as a member of the board.

My first experience with a school board came in high school, when the Olathe schools were looking to ban a book. As I attended meetings in opposition to the ban, I was exposed to the role of the board in student's education. I remember wondering at the time if the board ever spoke with students to understand their perspective. It was then that I first thought about running for school board at some point. After watching the budget issue play out over the last year, my desire to run for school board was solidified. I have 2 children in the district as well as a husband that works for the district, so the success of the district is very personal to me. I want to ensure that the children of Lawrence receive the best education possible. As a college town, we should value education highly and I want to be a part of making that happen. That and some encouragement from friends led me to apply.

What qualities do you think are important to being a successful school board member? How do you embody these qualities? \*

The number one priority is focusing on serving ALL students. No one student is more important than any other. Similarly, as a board member, I will serve in trust for the entire community and not just certain constituencies. In my job as a buyer, my focus is on the customer. When developing strategic plans and product assortments, the satisfying the customer is always the first priority. Similarly, as a board member, serving the community will be my first priority.

A board member needs to have an open mind and be willing to listen to all sides. Very few decisions will be cut and dry, and a board member should exercise due diligence in understanding all sides of an issue. During these past few years of controversial topics addressed by the board, I found that I sometimes changed my opinions on an issue after listening to all sides. I know that my perspective is just one of many, and it is important to hear from others before making any final judgements. As board members we must speak our opinions as well as listen carefully and respectfully to others.

I also believe that honesty and transparency are of utmost importance. When faced with difficult decisions, the board needs to be as transparent as possible in order to gain buy-in from all stakeholders. I believe in transparency and open communication. In my job, I practice open communication daily. Constructive criticism and is not easy to give, but is extremely important in developing the people who report to me. I have to communicate effectively with the different teams I work with in order to run my business successfully.

How do you plan to develop board member skills if you are selected? \*

There are several ways I can develop my skills. First, I will use my fellow board members as a resource. Everyone brings a different set of skills to the table, and I plan to learn from each of them. Secondly, I will take advantage of any training opportunities available. The state school board offers new board member training sessions and workshops that I would like to participate in.

Describe your understanding of the role of a school board member with respect to working with administrators, staff, students, and families. \*

According to the board manual. the board delegates all administrative duties to the superintendent, but makes all decisions in matters concerning policy. Board members are to communicate to the superintendent and other board members expressions of public reaction to board policy and school programs. The board should seek communication between itself and students, staff and the community.

What do you think is the greatest strength of the district? \*

The greatest strength of this district is its staff. The dedication of the staff and teachers who have remained with the district throughout out a pandemic and despite being paid significantly less than teachers in surrounding districts is admirable. Without them, our students would not succeed.

What do you think is the greatest challenge facing the district? \*

Above all, school finance is the most pressing issue. The state has starved our schools for far too long. We need to pressure Topeka to fund our schools more or to allow us more opportunities to fund them ourselves. With school finance so directly tied to enrollment, Lawrence experiencing declining enrollment only makes things worse. The lack of affordable housing in Lawrence is contributing to this issue. The county has prohibited the development of new subdivisions outside of city limits Lawrence has decided to focus on infill rather than annexation. The lots within the city limits, for the most part, are the same lots developers have been passing on for years as they are not suitable for development or are too costly. Annexation is not an easy solution either, there are landowners unwilling to sell and those who are possess land that does not have access to utilities, making development even more costly. Our city loves its seniors and students with disposable income, but what are we doing to attract families? It is a vicious cycle. We need to attract families to grow enrollment to better fund our schools. In order to attract families, we need affordable housing, jobs and good schools. The district, city and county all need to work together on what should be a common goal. Additionally, the district needs to work with the community to re-evaluate boundaries. There was a lot of work done 10+ years ago looking at population imbalances, this work needs to be updated. I was glad to see the district employ a consulting firm to aid in the budget process and dig deeper into demographics and housing as well as looking at facility usage. I wish this had happened last year. The data might not have been ready in time for the decisions that had to be made last year, but it would have signaled to the public that the district was looking seriously at this issues it was facing and not just trying to rush through budget cuts. Once the data comes back, the district needs to partner with the community to determine the go forward strategy. Are neighborhood schools still viable? If not, how are we going to shift students that makes sense and does not put undue burdens on families in regards to transportation, after-school care, etc. Finally, the entire country is facing a teacher shortage. We need to be able to retain the talent we have as well as recruit new talent when necessary. We are already at a disadvantage when it comes to salary. What other incentives could we offer to help offset this or how to we continue to adjust the budget to allow for better pay. Our classified staff needs to be paid a living wage. We have open positions that continue to go unfilled because the pay is not competitive. This issue can no longer be overlooked.

If you had no budgetary restrictions, what would you most like to see the district accomplish? \*

The first action I would take would be to raise salaries of ALL staff to be competitive with surrounding districts. Next I would take actions to help breakdown some of the barriers our students face. I would hire additional teachers to lower the student/teacher ratios. Then I would look to rebalance attendance. This could mean building additional schools on the west side and/or expanding existing schools. I would increase financial support for existing extracurricular activities as well as fund additional. I would find before and after school care for all elementary and middle school students who need/want it as well as provide free meals year round for all who are interested. I would offer transportation for all students, regardless of distance from school. I would work to provide free internet access to anyone in need. The goal is to allow students to focus on their education and not have to worry about getting basics needs met.

How can the board help attract and retain the best possible employees for the district? \*

I believe the best way to attract and retain talent is to show staff that they are valued. This must be done in several ways. First is recognition. Teachers often move onto different roles when they feel overlooked or undervalued. The district needs to be able to identify and show recognition for when staff has gone above and beyond. By recognizing success and hard work, it will help to create an environment that staff will want to stay in and will increase loyalty. Second is rewards. This includes but is not limited to increases in pay. Rewards can be tailored to staff and what they value most. It could be anything from free snacks to an extra paid day off. Next, the district needs to structure regular continuing professional development, This can build loyalty along with giving them the tools to be highly successful in their roles. Staff also need to feel support in their roles. They need to know they have somewhere to go where they can share their ideas and action will be taken. Lastly, there should be a culture of community within the schools. Culture in the workplace can be a stronger driver of loyalty than pay. Work needs to be done to develop positive cultures within all schools and the district at large in order to attract and retain top talent.

Should the board have any day-to-day involvement in the operations of the schools? Explain. \*

The board should not have be involved in the day-to-day operations of the school. The board should hire the best administration possible to manage the day-to-day. However, if the administration and day-to-day operations are no longer supporting the strategic goals of the district, the board is required to step in and take corrective action. I do believe the board should be in our schools regularly. This is not to interfere with operations, but to witness first-hand the execution the strategic direction as well has to gain familiarity with students and staff. This can go a long way to show recognition and support, which are key in retaining and attracting talent.

In your opinion, how much involvement should the board have in the preparation of school district budget priorities? \*

The board should aid in the strategic planning for the district by providing clear priorities to the administration prior to development of the budget and constructive feedback once the budget has been presented. The board should not dictate the details of the budget unless they are not aligned with the strategic priorities.

If selected, do you commit to running for the board in the November 2023 election? \*

Yes, I commit to running in the November 2023 election.

Provide at least one Lawrence Public Schools reference (teachers, principals, PTA/PTO or site council officers, district staff) and at least two \* professional or community references, including phone numbers or email addresses.

Mike Gillman - VP/AD at Lawrence High School; mgillman@usd497.org

Sue Hack - Executive Director of Leadership Lawrence for the Lawrence Chamber of Commerce; shack@lawrencechamber.com

Annie Myers - CFP at Feldmeyer Financial; annie@feldmeyerfinancial.com

Heather Grunert - VP/DMM at Payless; heather.grunert@payless.com

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Google Forms

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Email \*

grgordonross@gmail.com

Date of Application \*

MM DD YYYY

08 / 08 / 2022

Full Name \*

Ronald "GR" Gordon-Ross

Address, City, State, and Zip Code \*

971 E 1338 Rd Lawrence, KS 66046

Cell/Home Phone \*

785.813.1769

How long have you been a resident of Lawrence? \*

26 Years

List Lawrence school or civic activities in which you have participated, including offices held. \*

I have five children, three of whom have graduated from the Lawrence Public Schools. From the time they started in kindergarten I have been an active and involved parent within the school system. I have volunteered at Prairie Park, Billy Mills and LHS for PTA/PTO events, extracurricular activities such as band, choir and orchestra trips, sporting events (soccer, volleyball, swimming, track & field) and various other events. I served on the District Elementary Efficiency Committee in 2012, as a community member of the Boundary Committee from 2016-2018 and from 2018-2021 as a member of the Board of Education. During my time on the Board, I served on the Facilities Committee, the LEA and PAL Negotiations Committees, and the Boundary Committee. I also represented the Board on the city Horizon 2020 committee, the Peaslee Tech Board and the Billy Mills, Langton Hughs, Broken Arrow, Schwegler and Prairie Park Site Councils at various times.

Explain why you want to serve on the board, including relevant experience and/or expertise you would provide in this position. \*

Public education has always been very important to me. My mom set an example for me of serving on a school Board when I was younger, and it was always a goal of mine to do the same. There is a lot of work to do within USD497. During my time on the Board a lot of good work was accomplished. We laid the foundation for a student-centered approach to the work with the Strategic Plan that was created. But there remains work to do. That work required an understanding of that student-centered, equity lens that started it - as well as a broad vision of all the areas impacted by the Board's decisions. I have both recent and current experience with the issues the Board is facing and will be able to step in immediately and help move forward in accomplishing the district's strategic goals.

What qualities do you think are important to being a successful school board member? How do you embody these qualities? \*

There are many qualities that make up a successful Board member, but the following stand out as significant

- The ability to listen to both sides of an issue before you decide
- Not to come to the Board Table with your mind already made up
- The ability to understand and recognize that things change – and what you thought you knew yesterday might not be what you know today
- The ability to see past the emotion of any single decision and make the choice that is best supported by the data/numbers before you. Board members represent the whole community and need to make decisions based on the best interest of the whole district and not for a single group or individual
- The ability to understand your role as a Board member and staff's role as staff – and not to confuse the two. The Board has a role to delegate day-to-day operations of the district to the Superintendent, and they need to honor that role at all times. The Board has the duty to course correct based on Board and district policy, but that is very different than being involved in the day-to-day operations of the district.

How do you plan to develop board member skills if you are selected? \*

There are a variety of opportunities to attend seminars, conferences, and classes sponsored by the Kansas Association of School Boards, the National School Board Association, the Kansas State Board of Education, and the Kansas State Department of Education. Online offerings over the last several years have made it easier to attend at least part of some of these events. Within the school district the Board has an annual retreat organized by the past president and offers opportunities for growth and learning, such as Beyond Diversity training. Being an active and engaged Board member by attending your assigned committee meetings and Site Council meetings prepared and ready to engage, collaborating with your fellow Board members as well as meeting regularly with the Superintendent will help develop Board member skills. Being active in the Lawrence community outside of bi-monthly Board meetings is another way to develop those skills. During my time on the Board I found attending District and Community events and interacting with the people present was a great opportunity to interact with the public. Concerts, sporting events, parades, rallies - just getting out and being active helps you become a better Board member because you have an opportunity to hear what your constituents have to say.

Describe your understanding of the role of a school board member with respect to working with administrators, staff, students, and families. \*

The Board should interact with individuals within its purview without micromanaging them. The Board, for example, is charged with setting policy and thus can direct administration on a course of action. But the Board should not then step in and tell administration the specific details of how to accomplish that course of action. The Board can ask the Superintendent for a report and make a course correction, if needed. As for staff, scholars and parents – the Board should be available to hear and listen to anyone who may have an issue or complaint and help direct them to the appropriate resources to resolve their complaint. The Board, or an individual Board member, should not step in and try to solve a single person's problem on their own.

What do you think is the greatest strength of the district? \*

The greatest strength of our district is the many levels of diversity you can find within it. You can find diversity in our student body. We have a wide variety of cultures, races, and ethnicities represented within our buildings. You can find diversity in our staff. Across administration, certified staff, and classified employees, scholars and families have the opportunities to see themselves in our staff. You can find diversity in the various activities available to our scholars. They participate in sports, music, robotics, theater, and chess, just to name a few. You can find diversity in the activities our scholars excel in. We produce state and national level champions in academics, sports, and fine arts. You can find diversity in what our scholars choose to pursue after high school. We have scholars who go directly to work, go to four-year colleges and universities, to community college. Some graduates join the military while others pursue vocational training. Our greatest strength is our diversity.

What do you think is the greatest challenge facing the district? \*

Our greatest challenge is finding, and then maintaining, a balance between the traditional and the efficient. There are ways USD497 has always done things, and those traditions are important to a lot of people – but they aren't always the most efficient. But just because something is the most efficient doesn't mean it is the best answer to current realities. As the district continues to move forward and learns what its new financial normal really is, that balance is going to be key to making it all work. And part of that key is involving as many stakeholders as possible in the process.

If you had no budgetary restrictions, what would you most like to see the district accomplish? \*

I would like USD497 to become energy neutral by means of solar, wind, and other renewable energies. I would love to see the district start to replace building roofs with solar roofs or just add solar panels. At the same time, I would love to explore putting in a wind turbine on one or more pieces of district property. Doing this would allow us to not only free up general fund dollars used to pay the energy bill, but also to be an example of how to make it happen.

How can the board help attract and retain the best possible employees for the district? \*

The most straight forward answer here is with increased compensation. As a district we have struggled, and continue to struggle, with comparable compensation compared to districts around us, both in immediate compensation and career earnings. But increased compensation comes with other challenges that make it a difficult goal to achieve. There are other ideas to explore in the short-term as the Board continues to look at and work on compensation. Two such ideas are the rebuilding of the salary matrix (for both classified and certified staff) and the other is to examine work load. Or, put another way, what can we remove from employee's plates that has been piled on over the years to give them some time and freedom back within their workday?

Should the board have any day-to-day involvement in the operations of the schools? Explain. \*

No. Day-to-day operations are outside the purview of the Board of Education. Day-to-day operations of the school district are under the purview of the Superintendent, who manages or assigns to designees all operational aspects of the district. That is their job. The Board's job is to set policy to help frame the environment in which they perform that job day-to-day. When the Board, or individual Board members, get involved in the day-to-day, they lose sight of the bigger picture of their overall responsibilities. As stated previously, the Board has the duty to course correct based on Board and district policy but that's different than being involved in day-to-day operations.

In your opinion, how much involvement should the board have in the preparation of school district budget priorities? \*

The Board approves and monitors the budget, but does not make budget priority recommendations. The Superintendent, and their staff, make those recommendations. That work goes to the previous question of being involved in day-to-day operations. The district has paid staff to determine and do that work on behalf of and for the Board's ultimate review. At the end of the process, the Board will inevitably need to make adjustments based on budget constraints by adjusting items or removing specific things from the budget. But that work should be done after district staff has done their work first.

If selected, do you commit to running for the board in the November 2023 election? \*

Yes, I plan to run for one of the 4-year seats in the November 2023 election.

Provide at least one Lawrence Public Schools reference (teachers, principals, PTA/PTO or site council officers, district staff) and at least two \* professional or community references, including phone numbers or email addresses.

Megan Epperson: 785.840.7119, megan.epperson416@gmail.com

Jeff Dickson: 913.322.1164, jdickson@usd497.org

Jared Comfort: 785.832.5860, jcomfortku@gmail.com

Larry Englebrick: 816.225.5791, larry.englebrick@usd497.org

Matthew Herbert: 785.550.2085, matthewjherbert@gmail.com

Malcolm Proudfit: 785.979.0138, mdproudfit@gmail.com

Jessica Beeson: 785.691.6678, jessmbeeson@gmail.com

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Email \*

Helloamymcvey@gmail.com

Date of Application \*

MM DD YYYY

07 / 28 / 2022

Full Name \*

Amy McVey

Address, City, State, and Zip Code \*

2904 Westdale Rs

Cell/Home Phone \*

7858656054

How long have you been a resident of Lawrence? \*

14 years

List Lawrence school or civic activities in which you have participated, including offices held. \*

Lawrence Emergency Shelter; Area Business Owner

Explain why you want to serve on the board, including relevant experience and/or expertise you would provide in this position. \*

Both of my children attended Lawrence Public Schools (one will be a senior at Free State High School this year). I appreciate this community; and now that my children are older, I want to give back. I also do a lot of facility upgrade work for other school districts and counties, and I believe my contribution in the areas of procurement and mechanical system knowledge/green energy could be beneficial to ensuring Lawrence Public Schools enjoys excellence from their construction vendors.

What qualities do you think are important to being a successful school board member? How do you embody these qualities? \*

Seek to understand; serve all children; be a steward of the community; honor divergent opinions; ensure open and honest communication; take an active interest in the district's mission; be open to new ideas and constructive criticism

How do you plan to develop board member skills if you are selected? \*

I would attend all recommended KASB Board Member Trainings and take advantage of board professional development resources; seek guidance from my field service representative and board leadership team; and ensure I am up-to-speed on all policies and regulations.

Describe your understanding of the role of a school board member with respect to working with administrators, staff, students, and families. \*

I understand the role to be an advocate for the students and a representatives of the Lawrence community to the State of Kansas; a leader who works to set district vision, goals, and policies and provide oversight concerning the budget and construction procurement, and to provide to evaluate/ensure the schools have qualified staff and are well run.

What do you think is the greatest strength of the district? \*

As a parent, I have appreciated the high standards and expectations of students within the district. Lawrence Public Schools has excellent teachers and administrators, great communication, and is well respected throughout Kansas.

What do you think is the greatest challenge facing the district? \*

I believe the greatest challenge facing the district is a financial one – both at the district level and at the household level. We will need to make smart (and sometimes tough) decisions to ensure students receive the resources they need to excel.

If you had no budgetary restrictions, what would you most like to see the district accomplish? \*

I am a big proponent of mental health and would like to see more services available in our schools. (Like the WRAP program.) I would also support a rich trades/mentorship program for students interested in becoming electricians, HVAC technicians, etc...

How can the board help attract and retain the best possible employees for the district? \*

Ensure a streamlined hiring process, proper compensation, and an effective human resources framework; show appreciation; strive for a positive, professional culture that rewards excellence.

Should the board have any day-to-day involvement in the operations of the schools? Explain. \*

I don't believe the board should have day-to-day involvement in the operations of the schools. Rather, the board should cultivate a strong relationship with the superintendent. However, as a trustee of the Lawrence community, I do believe shared accountability enhances performance. For example, the board should work with key stakeholders to navigate and balance federal and state mandates with community values and goals. I would also find shadowing staff at different schools beneficial.

In your opinion, how much involvement should the board have in the preparation of school district budget priorities? \*

I believe those who best understand the needs of students at the school-level should be granted authority to make decisions on certain resources. However, boards hold fiduciary responsibility for the district. That's why it is imperative that board members be up-to-speed on monthly budgets, participate in open and honest (sometimes hard) conversations with the community concerning the budget, and ensure budget deficits do not impede our ability to properly educate students.

If selected, do you commit to running for the board in the November 2023 election? \*

Yes

Provide at least one Lawrence Public Schools reference (teachers, principals, PTA/PTO or site council officers, district staff) and at least two professional or community references, including phone numbers or email addresses. \*

Wendy Vertacnik, Art Teacher at Lawrence High School, Wendy.Vertacnik@usd497.org; Paul Slaven, Garmin Designer, paulmslaven@gmail.com; Ben Mendenhall, Garmin Project Manager, mendenhall.ben@gmail.com

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Email \*

clint.ramirez.stephens@gmail.com

Date of Application \*

MM DD YYYY

08 / 15 / 2022

Full Name \*

Clint Ramirez Stephens

Address, City, State, and Zip Code \*

2809 Lawrence Ave.

Cell/Home Phone \*

405-612-0062

How long have you been a resident of Lawrence? \*

since 2017

List Lawrence school or civic activities in which you have participated, including offices held. \*

- Billy Mills Middle School Site Council
- Schwegler Elementary School Equity Team
- Jayhawk Club of Rotary International
- Leadership Lawrence, 2019

Explain why you want to serve on the board, including relevant experience and/or expertise you would provide in this position. \*

The upcoming years will be a new chapter for USD 497 in post-pandemic education. My experience and expertise are highly relevant to the challenges ahead.

Credentials:

- Ph.D. in Education, focusing on quantitative analytics
- Research expertise in how educational organizations thrive after budget cuts
- 11 years of teaching in higher education
- Curriculum development and assessment in leadership education of youth
- Experience serving on community and non-profit boards prior to joining the Lawrence community

What qualities do you think are important to being a successful school board member? How do you embody these qualities? \*

Listening, leadership, and collaboration are all three necessary for effectively serving in our school board. For listening, it is gathering information and insight from all stakeholders from students to staff to community members. This must be done proactively, by going to where these stakeholders are and inviting them to share--especially when opinions are different. For leadership, the board has an express responsibility to oversee the administrators' execution of the strategic goals the board sets. This leadership includes supporting the administrators but not micromanaging the tactics they use to perform their work in carrying out the board's objectives. Finally, collaboration is required to engage with the stakeholders through community events, school functions, and relevant staff meetings to share the board's vision while inviting further input and considering stakeholder's views.

How do you plan to develop board member skills if you are selected? \*

In addition to engagement with the Kansas Association of School Boards and the National School Boards Association, I further would seek out skill development with the Kansas Leadership Center. For financial oversight responsibilities, I also will need to develop further my fiscal accounting knowledge.

Describe your understanding of the role of a school board member with respect to working with administrators, staff, students, and families. \*

The board's role is summed up as "Noses in, Fingers out" -- to oversee the administrators, staff, students, and families but not to micromanage their decisions or weigh in on individual circumstances. The board's role is in setting policy and hiring the administrators to execute that policy.

The board members further have a responsibility to empower each of these stakeholder groups and to serve as a two-way conduit of information in the district.

What do you think is the greatest strength of the district? \*

The district has collectively the best K-12 educators in Kansas, and competitive nationally. This asset continues to be the greatest strength of the district in delivering the high-quality education we are known for providing.

What do you think is the greatest challenge facing the district? \*

- Leadership in making difficult decisions
- Balancing curriculum and extra-curricular priorities
- Teacher and staff recruitment and retention

If you had no budgetary restrictions, what would you most like to see the district accomplish? \*

My top three goals would be to:

- Raise up our disadvantaged students to have equitable experiences among all students
- Improve student-teacher ratio for each classroom to the best practices based in research for every learning environment
- Shift back the start times for schools, based on research, to accommodate students getting improved sleep and teachers having sufficient prep time to deliver their best curriculum to awake and fully-engaged students

How can the board help attract and retain the best possible employees for the district? \*

The above discussion of the board's responsibility in empowering employees through supporting their work, providing them resources to do their work, and compensating them competitively.

Should the board have any day-to-day involvement in the operations of the schools? Explain. \*

No. The role of the board is to determine strategy and put in place the individuals to execute that strategy. But staff and administrators do not benefit from board members participating in tactical decision making.

In your opinion, how much involvement should the board have in the preparation of school district budget priorities? \*

With the budget as the embodiment of our district priorities, the board has responsibility to set the top-level budget lines to align with the board's strategy. But the board has much smaller role in the decisions on how the administrators execute that strategy with the resources provided.

If selected, do you commit to running for the board in the November 2023 election? \*

Yes

Provide at least one Lawrence Public Schools reference (teachers, principals, PTA/PTO or site council officers, district staff) and at least two professional or community references, including phone numbers or email addresses. \*

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