

CANDIDATE QUESTIONNAIRE

1. How long have you been working in education?

My career in education has spanned 27 years and I have taught over 6,000 Idaho students. I have taught Social Studies strands including Government, History, Sociology, Economics and Psychology. I have also taught Band, Choir, Guitar, and General Music.

I began teaching in public school in 1990. I have taught in four districts teaching and coaching football, basketball, track and tennis at the high school and middle school levels in Pocatello. That experience was followed by time in Kamiah serving as an Assistant to the Superintendent working on curriculum and athletic administration.

I went back to the classroom in Melba and I have been teaching Band, General Music, Social Studies and coaching tennis at Middleton Middle School since 2010.

2. What positions of leadership have you held (elected, appointed or voluntary) at the local, region, state or national level?

I began as a volunteer working on the membership committee in Pocatello. I served as the Building Representative for several years and then was elected as Secondary Representative to the Executive Committee. I remained on the committee as Vice-President and became Chairman of the Negotiation Team for five years. I served as interim Local President for the remainder of a term.

Most recently I have served Middleton on the Negotiation Team for five years (Lead Negotiator for three years). I serve on the elected Executive Committee and am Vice President of my local association with specific duties emphasizing negotiations and district policy.

I served two terms as President of Region 3 serving a conglomerate of 21 geographically diverse local associations. During this time, I organized many district training opportunities and assisted and advised in some of their local negotiations, labor issues and organizational challenges.

At the state level, I have attended Delegate Assembly for many years and I served as a volunteer lobbyist for the IEA before being elected to two terms as a Region 3 representative on the State Board of Directors.

Question #3 What do you believe are the 3 primary responsibilities of this office?

I believe two of the primary responsibilities of this office are to carry out the mission of the IBA, which states, "Our mission is to advocate for Idaho's education professionals and to unite our members and the state to realize the promise of a public education that prepares every student to succeed". This requires focus in at least two areas. The first is to be an advocate for public education in all ways, from the Federal to the state, local and district levels. The second leg of this is to create specific opportunities to help education professionals be successful in their classrooms so every student can be successful.

The third primary responsibility of this office is to represent IBA outside of education, to the legislature and to all non-educators so they can see and understand clearly the necessity of a quality public education helping to eliminate roadblocks that people on the outside of our profession may put in our path because they may not understand the broad depth education plays in our society.

Question #4 What do you see as the greatest challenge IEA members will face in the next five years? What ideas do you have to address that challenge?

There are many challenges facing IEA members as education professionals and masters of their craft. We face classroom size, social issues, student deficiencies in verbal and written skills. We face varied technological abilities and opportunities. We face student and parent behaviors along with incessant testing. We face a shifting target of what is to be taught. We face funding and legislative headwinds all taking a toll on educator morale.

I am a fan and a supporter of public education. I think the single biggest challenge to IEA professionals is the changing role of public education and educators in American society. Public education is not always recognized as the necessity that it is for our society. Over time sentiment has changed. Public education is now seen as less than what it is and educators as having less of a positive influence in children's lives. Challenges come in the form of Federal and state laws concerning charter school funding differences and private school vouchers, as well as public apathy and misconceptions about public education.

There are steps to combat this erroneous perception and errant political philosophy. We must continue to be the positive center of our students' lives. We must educate each student with excellence and vigor so each student is equipped to be successful. To accomplish this, the IEA must be at the center of assisting education professionals to perform at the highest level of professionalism. The IEA must create useable tools to assist the educators to that end. We must offer relevant and inexpensive Professional Development and offer this work for credits toward recertification. We must utilize the talents within the IEA to assist each educator with the opportunity to develop and enhance their professional toolbox for their varied student needs.

We must offer assistance to the professionals in any area they need, including negotiations help, labor relations or trouble with a problem child or family. In short, we must assist professionals to be professional.

5. What is your plan for increasing membership and member engagement?

Increasing membership needs to be addressed as both educating non-members and maintaining existing members. We must not only offer more than the value of the dollar amount of the dues, we must educate the non-member as to the value and necessity of being a participating member of their professional organization.

The IEA must offer services and tools and professional development to be the leader of education professionalism. Just as I'm sure we all believe every child wants to be successful, I believe every education professional wants to be successful. The IEA must offer pathways of success to its members. This includes articulating the tools available and emphasizing the mission and vision of the IEA to all of the education professionals in the state.

Success centers around communication to members and non-members. The best way to communicate is to develop interpersonal relationships which encourage professionalism and trust. Each IEA member needs to have "the answer" or access to the answer to questions that come up. They need to be seen as the educational professional's professional. They should be the go-to person in their hall or in their department.

Every successful educator is overworked and underpaid. We ask members to teach to an excellent level and to work on the behalf of the Association. We need the work of everyone to be successful. We need to make sure that each worker is

recognized for their contributions to the profession. We often accept the dues money and work on their behalf, but spend more time and energy on non-members than on members.

We must set up a culture of recognition of those who stand up to do the extra work creating a climate where more members help carry the load of the profession rather than relying on a few. Their work must be recognized and honored regularly and sincerely.

6. How do you intend to communicate with members in order to keep them informed and to find out their concerns?

It is essential to set up systems of communication. These need to be systems where information has a designated pathway for quick distribution. We live in an age where communication is potentially easier than ever. Potential needs to combine with action.

We have a varied and diverse group of education professionals. We need to have at our disposal every method of communication, from paper to every electronic communication tool commonly used. There is not a one size fits all method. Educators are most comfortable and responsive to the methodology with which they are most familiar. This sounds redundant, but it is realistic. The best way to find out the needs of the members is to simply ask the method or two they will use consistently. We must then make the information and communication opportunities readily available in every form being sensitive to the needs and wishes of our members.

7. Provide other information you would like the members to know.

The theme of my term will be "**EXCELLENCE**" which is a combination of:

Skill - the ability to do the right thing on behalf of the IEA members

Passion - to work on behalf of the IEA members with drive and focus

Thoughtfulness - to examine and address each opportunity and challenge in a measured way.

I am a fan and a supporter of public education.

I am hopeful about the future of our profession.

The decision to run has not been easy. It was difficult to decide to leave the classroom.

I am excited about the role the IEA can play in elevating the profession.

I have had success in districts bridging difficult chasms between educators and administration.

I have had success in building relationships.

I was the Lead Negotiator when we needed to rebuild an extensive Negotiated Agreement after having it tom down with a destructive imposition.

I am an effective communicator and comfortable communicating with individuals or groups at the local, state and national levels.

I am able to problem solve.

I am open to input from a variety of sources and regularly seek varying viewpoints.

I am able to think on my feet.

I am able to come up with and think about ideas that are outside the box.

I am a team player.

I strive for the success and efficacy of those I work with.