

CANDIDATE QUESTIONNAIRE

(Applies to candidates running for IEA President, Vice President, NEA Director, IEA Representative on the NEA Resolutions Committee, At Large Member(s) on the IEA Board of Directors – this questionnaire is to appear on the reverse of the “Nomination Form for IEA Office” provided to potential candidates.)

1. How long have you been working in education?

This is my 13th year teaching, all of which have been teaching 9th Grade U.S. History at South Junior High in Boise.

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

National

- NEA Director- 5 years
- RA Delegate- 6 years
- NEA Board Steering Committee- 3 years
- NEA Board Roles and Responsibilities Committee- (designed new Leadership Curriculum for all NEA Directors)- 2 years
- Chair: Pacific Region Caucus- 3 years

State

- IEA Board of Directors- 10 years
- IEA Budget Committee- 7 years
- Chair: IEA Membership Committee- 2 years
- IEA Member Benefits Committee- 2 years
- IEA GR/PACE Committee- 5 years
- IEA Strategic Plan Committee

Local

- BEA Executive Board- 7 years
- BEA Public Relations Committee- 7 years
- Building Representative- 12 years

3. What do you believe are the three primary responsibilities of this office?

1. The IEA President serves as the chief spokesperson for the IEA. The President must promote the IEA, represent the IEA, and advocate for public education to a variety of external partnerships, including the Legislature and other Government Organizations.

2. The IEA President provides leadership and direction for the organization. The President is responsible for ensuring the mission, vision, core values, and primary

goals of the IEA are being implemented and fulfilled. The IEA President works with the Board of Directors to adopt new goals and priorities for the organization and provide resources to implement those activities.

3. The IEA President serves as the Leader of Governance. The President chairs the Board of Directors and serves on all statewide committees. The President provides leadership, guidance, and assistance to regions and locals to further their growth and success. The President collaborates with NEA partners and other state affiliates to bring knowledge and resources to the organization.

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?

The greatest challenge continues to be the School Choice Movement and Privatization of Public Education. Within those two realms exists a myriad of possibilities: vouchers, charter schools, online schools, homeschooling, religious schools, etc. The greatest threat will be if Congress passes national bills which eliminate the Elementary and Secondary Education Act or mandating national school choice.

To address the challenge the IEA must continue to work with the NEA, state affiliates, and other education stakeholders to lobby members of Congress in hopes of defeating any national legislation.

At the state level, the IEA must continue to develop relationships with members of the State Legislature. The IEA must continue to find moderate Republican friends who believe in and will advocate for public education. The IEA should also continue to help locals find and elect public education friendly school board candidates who will make sound decisions at the local level.

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

Increases in membership will come as the IEA continues to build and develop strong locals. During 2015-2016 and 2016-2017, the IEA began putting money into training targeted locals across the state. These locals learned strategic planning, leadership development, and built membership plans. Those locals have seen some of the largest increases across the state. This program should be continued. As locals are more empowered, membership will increase and locals will be more effective at advocating for members within their local. This increased advocacy could help build member engagement around School Board Elections, Professional Development or Lobbying the state Legislature as well.

The IEA should also continue to provide professional development opportunities for members. Many educators join the IEA because of the professional development classes. As this program expands, more members can be called upon to both teach and attend classes.

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

Currently the IEA relies on the Board of Directors, Region and Local Presidents, and Committee Members to share with members in the locals about what is occurring at the IEA. One of the most popular tools the IEA uses is the IEA Hotline. I want to implement something similar to that to communicate with governance throughout the year. It could take many forms including monthly videos, a governance hotline, webinar, etc. The more information we can communicate to our members, the more they will recognize the value of their association membership.

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

I believe in the power of the collective voice. We must come together as locals, regions, and organizing centers to allow our collective voice to stand up against those who seek to undermine and destroy public education in Idaho.

With over a decade of experience on the Board, I understand the diverse needs of the different parts of the state. I also know there are commonalities and lessons which can be learned from one another. Members of the IEA must overlook those differences and unite behind the common goal of a great public school for every child in order to build the association at every level and ensure public education is preserved.

Thank you for your consideration,

Kari Overall