

1. Vision for MCPS

1a .what do you think is the goal of education in general? What should be the priorities of MCPS? Why?

The goal of education is to produce knowledgeable citizens capable of critical thinking about their roles and responsibilities as participants in a democratic society. I believe that the priorities of MCPS should be to meet all students where they are and provide the resources necessary to produce citizens capable of participating in our democracy.

1b. where do you think MCPS needs to improve?

I believe that MCPS has made great strides in the area of recruitment but we still have a long way to go. Outreach to a broader base of colleges and universities have been increasing. The model which will allow paraprofessionals to train to move into the teaching ranks is an excellent start to improving the diversity of our staff with persons who are already familiar with the system and have not had an opportunity for advancement. We need to consider other issues such as housing. This is a very expensive county. We need to work with the County Executive and County Council to promote affordable housing opportunities as a recruitment tool.

I believe that several factors affect teacher retention. We need to think about environment. Many of our minority teachers do not feel a sense of community in our school buildings. For a new teacher, this is very important. New teachers in particular need greater support, professional development and may need instructional coaches

2. Meeting the Special Needs of Gifted and Talented (GT) Students

In the FY19 Operating Budget, the Office of Accelerated and Enriched Instruction (AEI) has been effectively eliminated. As a Board of Education member, what initiatives will you undertake to ensure that the needs of GT students are met, pursuant to COMAR 13A.04.07?

As a member of the board, I want to be sure that we are meeting the needs of all of our students. We need to find ways to expand opportunities for our high achievers to ensure they are getting what they need. There are limited spaces in our centers. One way to do this is to identify highly able students in their home schools and provide the resources where they are. This will allow highly able students who might not otherwise be selected for gifted and talented centers to gain the benefits of the program. I want all of our highly able students to have access to the same opportunities.

2a. Transparency

Recently, there are increased voice to expand the GT/Magnet program. However, the future plan of the county and policy change at current center programs remained vague to many parents and students. This year's middle school field test for the "center programs" experienced a sudden and massive change in admission criteria and policy at Down County .It caused widespread confusion and frustration for many students and parents.

How would you increase the transparency of MCPS decision making and admission practices in the future? How would you ensure that stakeholder inputs are effectively incorporated before a massive policy change?

MCPS should strive to work in partnership with parents. In order for any efforts of communication to be successful, there has to be trust and honest communication. Continuous and meaningful training in cultural competence and implicit bias will go a long way in improving teacher and community interactions and support student learning. Engaging teachers and families in joint decision-making when possible will go a long way in community interactions. Parents as well as students need to feel like this is their school and they belong. Teachers should expect respect in their interactions with parents and the community, but likewise, parents need to feel respected and valued for what they bring to the table. There has to be honest interaction and listening on both sides.

4. Diversity of MCPS Teacher and Administration Workforce – Asian American educators are severely underrepresented in MCPS' professional workforce and very few administrators in Principal position or above director levels are Asian Americans. Would you be committed to increase the representation of Asian Americans in MCPS' leadership and administration rank? What is your plan?

There are several things that we should implement in order to ensure that every child regardless of disability, geography, socio-economic conditions, ethnicity and any other factors receives high quality instruction to meet their potential. Children need to see people that look like them in their buildings. We should expand our recruitment and hiring efforts to increase diversity in our teaching staff. The creation of a pathways program for our supporting services staff is a move in the right direction. The support services staff is very diverse, and familiar with our system and our children. We must ensure that we are hiring teachers that believe that **all** children regardless of their status should be provided quality instruction so that they can achieve to the best of their ability. We should provide training and support particularly for new teachers on effective practice. We should implement continuous training for teachers on cultural competence and implicit bias.

5. Capital Investment Planning: With increasing enrollment year after year, many MCPS schools are overcrowded and its buildings rapidly deteriorating. If elected, how would you set funding priorities to address the school infrastructure investment?

There are numerous competing priorities in any budget, particularly when you have a widely diverse group of students to educate and numerous buildings to maintain. I believe that what is important is whether there are resources that are available, whether there is skilled teaching staff and whether there is a supportive environment for both teachers and students. The BOE, County Council, the community and legislature must continue to identify ways in which to fully fund the school system. I believe that we must work with our state delegation to being a fair share of the state resources to Montgomery county.

6. Advocacy for MCPS in Annapolis : Families invest living in Montgomery County keep a keen eye on the strength of our school system. This year county residents are doing their part of keeping our schools great by paying 8.7% more on property tax. If elected, how will you advocate for more state funding and what creative ways do you have to find other revenue options?

I would support incentives to drive State/local collaboration. We need to move away from a one size fits all model in this state. The Maryland 21st Century School Facilities Commission has made several recommendations that would improve school construction projects by increasing flexibility in the school construction structure and review process. I believe that being allowed to complete in a project in a shorter period of time is a must. It will serve our best interests and the interest of the state by freeing them up to help jurisdictions that might need more support. We have sufficient expertise in house to manage the school construction project and are in the best position to know what we need. I believe that collaborating with the state in a more flexible process will result in numerous efficiencies in time and money.

6. Bullying, School Climate, and Student Social-Emotional Wellness

Bullying/Cyberbullying, mental health, and overall social-emotional wellness are pressing issues for many MCPS families. If elected, what initiatives would you take to mitigate the impacts of the aforementioned issues? What strategies will you direct MCPS to pursue to confront cyberbullying?

I am fully committed to ensuring that all of our students feel safe and welcome in Montgomery County Public Schools. We are a very diverse community and that diversity needs to be celebrated. Student achievement is impacted by their sense of security as well as their belief as to whether they are welcome in the school community. We must demand fair treatment of all and a zero tolerance of discrimination based on race, ethnicity, socio economic factors, sexual orientation, and disability. Every student brings something different to the table and that difference must be respected. We must teach respect for all and we must model that respect with each other. I think that we must have open and honest communication in the schools to foster trust and a sense of community.

7. Honoring Cultural Heritage The Asian American minority group has a distinct cultural heritage and believe that our culture and history need to be acknowledged, respected, and taught in school. We found that in, in MCPS Middle School social studies or high school history classes on Asian American history and culture, currently, there are very limited materials on Asian American Culture, and very limited time are spent on them, even though Asian American students count for 14%~15% of the the MSCP student population. How can we integrated more Asian American history and culture content in our curriculum? How will you increase the cultural proficiency, particularly Asian American culture proficiency, among MCPS staff?

There is an assumption that teaching institutions provide the training and internship experiences to prepare new teachers to teach diverse groups. This has not been demonstrated to be the case. We need to provide both new and veteran teachers with a variety of quality training and staff development options on key topics such as cultural sensitivity and effective communication skills (with students and parents). MCPS has begun this by requiring that every teacher have mandatory training in cultural competency. Parents and the Community should be a part of the development of that training in terms of being able to highlight particular cultural issues that may not be a part of the training but that may impact on whether any particular student or group of students feels a part of the school community. Parents are a valuable resource in thinking about issues of cultural competency and

should feel a part of the school and be able to come to a classroom and share the various aspects of their particular culture. MCPS' creation of the Asian American Student Achievement Group will also provide needed support in examining issues of teacher cultural competency.

Staff can seek out additional resources and grants to integrate Asian culture into the language arts and social studies curriculum. In addition, schools can seek out partnerships with community organizations that reflect the diversity of Asian cultures. Teachers can start by expressing interest in the various cultures of their students and asking that students share information about their backgrounds. Seeing themselves in the curriculum of a school can help students develop their own sense of identity as well as a sense of pride in their culture.

8. School Boundary

As new schools are built, many traditional school boundaries will be, or are being redrawn, what is your top 4 criteria in evaluating school boundary options? Why are these criteria important to you?

My four priorities in evaluating school boundary options would be:

- (1) Maintaining a sense of community
- (2) Providing programs that meet the needs of all students
- (3) Lack of isolation
- (4) Balancing out capacity

These priorities come down to one thing for me. I would want the result to be a fair and equitable distribution of resources and opportunities for all