

ANSWERS TO QUESTIONS FOR SCHOOL BOARD CANDIDATES

Posted as they have come in from Candidates

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LAURIE PAINE

1. How do you feel about electronic devices for students in schools?

If this is in reference to the 1:1 initiative, I feel that with our ever evolving technological world that eventually there will probably be devices in every classroom for every child. However, at this time I do not feel that it is a need for our school system. My outlook is needs vs. wants in regards to what we can realistically provide for our students. If at some point in the future we have the funds for this initiative I would be interested to see a very detailed outline of the proposal as I have several questions about how the devices would be used, distributed, who is responsible for damage, age limitations etc. I also have concerns that our children would not be taught the basics of reading and writing and that would become a lost art. I feel that at a minimum a child should be in the 4th grade before having a device (provided one) for school as this is a critical year that is a stepping stone into middle school. In general I have very mixed thoughts about this initiative but an open minded about it IF and when it is easily affordable without a proposed tax increase.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Definitely!!! Right now one of my main concerns is for the economically disadvantaged students and those being left behind (47% of our families in Oak Ridge fall in this category-my family is in that 47%). I feel that right now so much emphasis is being placed on AP and dual enrollment classes for the children who excel and the ones that are up to those standards are not being provided an equal education in regards to remedial classes and other options for their future that may not include attending college. Vocational programs, I believe, are most vital to these types of students as it does offer them an alternative way of life if they don't go on to college. I would love to see some of our small business owners come together with the school to offer some additional vocational programs and am open to any ideas the parents, students would have as to what programs they would like to see added. As a side note-my daughter takes welding and loves it!

3. How can we attract and retain teachers who produce the most well educated students?

Support and morale!! I think teacher morale is down across the state and that they might have higher morale if they weren't spending money for supplies out of their pockets. So I believe fixing that issue would be a start. Also, I would like to have some sort of incentive program for small rewards, team building exercises etc. Another area I have heard from teachers concerns is support. Right now, they are having to teach a new curriculum passed down by the state when in reality I believe the teachers know the best way to teach "their" students instead of having someone constantly looking over their

shoulder and being evaluated on how they are teaching the new standards. In this aspect, I would advocate getting a group of individuals together to go to Nashville to discuss some modification to the Common Core process. I also believe that teachers probably need more parental involvement and volunteers. They have a tough job to do and I applaud all their efforts!

4. What is the most effective way to address the changing demographics in our schools?

Honestly, this is something I have to do more research on in order to give my input. I would like to hear thoughts/comments from parents, teachers, and the community to get their input on the most effective way.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

Absolutely!! While bullying is an age old problem it seems to have gotten increasingly worse over the years. Some say it's just normal but I think its unacceptable regardless. We should be teaching our children how to respectfully get along with others, regardless of their differences. I would love to find an effective program to teach our children, not just a 1 day class. Something meaningful with perhaps a special graded project. While our teachers have their hands full already, I believe they also need additional support in recognizing the bullying behavior and monitoring it so they may advocate for those who are on the receiving end.

6. What is your position on teaching creationism in science classes in the schools?

Let me start out by saying this, I would NOT advocate for any changes as I feel my time is better spent on more critical issues in the school system. However, my opinion is as there are so many different ethnic and religious backgrounds in our society I don't feel that it is appropriate to stifle one's beliefs. While I am a Christian I wholeheartedly believe in one God but everyone should be free to make their own choice. I think it's wrong to ONLY teach evolution in school because that is against the beliefs of many. I think it would be a great idea to have a class that teaches about different religions as it would help teach cultural differences as well to our children. It is the parent's responsibility to install their belief in their children but teachers should be allowed to teach more than just evolution.

Andrew Howe

1. How do you feel about electronic devices for students in schools?

Like most, I have mixed feelings. The downsides have been discussed for a long time, and it took me a while to recognize some other positives, such as a "text to talk" device for students who need audio reading functionality, and the way the instant grading can save teachers time and provide for real-

time intervention. Long and short, I feel they're best applied to certain classes or certain students and we should still attempt to roll them out slowly before jumping head first into a full 1:1 system approach. However, this makes things difficult financially because the ideal way to apply them to schools is via a bulk value added retailer that would maintain, repair and replace them. The more we buy, the better our price per device should be.

In my priority list of expenditures, I still do not place it high up the list. It's a national paradigm that is still in its infancy. We can let other districts take the financial risks for a while and then analyze their results before proceeding. We can't let 1:1 become the next high school debt issue.

This is one of those topics that cannot at all be addressed in any short order. Visit my campaign page - ["Vote for Howe to Make a Change on BOE"](#) on Face book - to see my thoughts on this. It's available to even those without accounts. Start at the oldest posts to watch my progression, and don't forget to read the comments as well.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Typically vocational studies are co-created with local industry. It was the case with my high school in Michigan where the auto industry provided our system with drafting, and that same has happened here in Oak Ridge, both presently and in our past. Our welding and medical paths are current examples, as is the 3D printing focus.

Right now, with federal funding reducing the scope of work and research at the plants, finding vocational paths through them may be more difficult than in the past. However, Knoxville has seen a huge rise in film industry and media industry related expansion. We could attempt to partner with local film firms to increase and/or provide alternate focuses to our media lab courses.

There are also other ways to provide access to vocational training that are outside our schools. TVA's mentorship program, TN Achieves and other programs get students working in real environments. Partnering with local unions could provide hands-on experience for some students as well, possibly even getting them apprenticeships before graduating.

It's all a matter of putting in the leg-work, making phone calls, shaking hands, asking questions and building relationships. This is where a great relationship between the ORS and the City groups can be very beneficial, as there is overlap between the city's goals and relationships and the school's.

As always, funding will be a huge factor in any expansion. I see vocational studies as not only useful and practical, but perhaps even critical for some students.

3. How can we attract and retain teachers who produce the most well educated students?

In the past we've been able to recruit the better teachers from surrounding areas by paying them well enough to entice them away from their current positions. But that pay gap has been lessening over the years making that more difficult.

I'd like to find a financial way to get back to that place where we can get all the best teachers. And I certainly want to find a way to make sure all our teachers are respected, well trained, have all the

materials needed and have a viable way to provide feedback on their experiences in the classroom that leave them feeling their input is desired, appreciated and taken into account.

I see the classroom as the primary focus of a school system, the primary focus of the budget and the primary focus all-around. Whatever we can do to make teachers' classrooms, lives and experiences better needs to be explored.

4. What is the most effective way to address the changing demographics in our schools?

A school's purpose is to create the most well-rounded, capable, mature, educated, responsible individual it can, for any and all students. What that means for any student will differ as each child has a different set of skills and abilities and interests and traits.

We need a balanced curriculum - AP classes for the college bound as well as vocational programs for those seeking certifications. Our special needs students must not be forgotten either.

Poor does not mean stupid just as rich does not mean genius. Social factors play into a student's learning process, of course, and recognizing psychological traits and core abilities in our students can mean the difference between them succeeding beyond their own expectations or falling short of what they are capable of.

The most effective way to address it, on the classroom level, is to recognize hidden well-springs of abilities in our students and building upon them. My grandfather once told me "if it can be done, you can do it" and that has stuck with me my whole life. The realization that I have almost no limits to any goal I set my mind to has allowed me to feel comfortable stepping outside the bounds of my comfort zone many times.

In short, instilling in children that they should never stop trying to learn, to achieve, to reach their goals, and that these challenges are fun and rewarding, even during failure, is crucial for any student. We need to make sure a student realizes that there's no shame in failing, only in not having the courage to try.

Empowering them to make the most of what we offer them free of charge is crucial, too. The world is their oyster, and our schools work for them.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

I've already been invited by Valerie Hughes to sit on the board of her "Not in Our Town" effort, which has been able to help start the high school "Not in Our Schools" club.

One of my main skills in life is in mediation. I'm extremely self-aware and a student of human psychology and human behavior, even if not formally trained. Teaching conflict resolution to students in the early years is essential. This type of positive reinforcement is a skill that will only become more refined in time, thus creating a new generation of thoughtful, accepting people.

Valerie and her program seem to be the best viable approach I'm currently aware of and it's better to

have an organization backed with knowledge, information, goals, approaches and experience attack this issue than an individual such as myself to go it alone. I'm honored and proud to be a part of her team and I'm sure we'll expand to help rectify problems and educate our children and parents and teachers as much as we can.

6. What is your position on teaching creationism in science classes in the schools?

My personal opinion is the only time creationism should be discussed is during an analysis of world religions, as an example of illogic during discussions of human psychology, or as a point of study in human social group dynamics.

If creationists believe that natural selection and evolution are such mysterious concepts, while at the same time believing "He works in mysterious ways," then they have created their own contradictory argument.

Scientifically, there is no reason to think our species simply popped into existence in an instant, and for the faithful there is no reason to think that evolution was not the method by which God chose to do his work, with natural selection being the primary process in play. For those who wish to delve deeper into the matter of joining science to religion, try out "Skeptics and True Believers" by Chet Raymo.

PAIGE MARSHALL

1. How do you feel about electronic devices for students in schools?

As a school system, we need to have a clearly defined role for 1:1 devices in our children's education. I believe there are several areas needing clarity and further discussion: How does 1:1 technology in the classroom help meet the objectives set related to the 7 Keys to Success as defined by our School Administration? What can we achieve with 1:1 technology that can't be achieved otherwise? And, what are the age appropriate ways to integrate 1:1 in a relevant way? I'm not fully satisfied with the explanations to date regarding any of these questions. My ingoing assumption is that there is indeed a role for 1:1 technology. And moving forward, we need to be crystal clear with each other, and with our community, about what that role is so that we can appropriately prioritize 1:1 technology amidst all our other budget decisions.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Vocational Education is one of our big opportunity areas where the 7 Keys to Success are concerned. And, based on what I know today, I'm not convinced that our vocational education tracks are adequate to provide a solid path to "industry certification" as a post high school career path (as stated in the 7 Keys to College and Career Readiness). This area will need to be examined further to set

appropriate objectives & deliver on this priority. In addition to a basic audit of current vocational interest as well as vocational course offerings (confirming the gap between student needs and internal offerings), there are also great opportunities to work with local businesses, and our local Community Colleges to provide educational opportunities for both our middle and high school age students.

3. How can we attract and retain teachers who produce the most well educated students?

To attract excellent teacher candidates (and to retain excellent teachers) we have to actually work to make our school system attractive. The Oak Ridge Schools need to be better than our surrounding neighbors, particularly in the areas of teacher involvement (esteem, influence, and empowerment) as well as compensation. Where involvement is concerned, we need to have adequate formal structures for input, interaction and collaboration with the professionals in the classroom – on all matters that impact their work. Teachers need to know that their experience and opinions are not only valued, but taken into consideration when decisions are made that impact their classrooms and their livelihood. And, teachers need to be compensated appropriately in a way that affirms their value to our community. Our teachers are, by a large, extremely well educated (many with Master’s Degrees +) and need to be compensated commiserate with their professional level. This is a solid foundation for maintaining our attractiveness to highly qualified teachers.

4. What is the most effective way to address the changing demographics in our schools?

Changing demographics in our schools is a far bigger problem than the schools can address in isolation. Our community must work together to develop an economic plan that will benefit and grow our city’s economy, with positive impact for all of our citizens. For our part as a school system, we must do everything in our power to keep excellent educational opportunities at the forefront for all families. Appropriate class sizes, highly qualified teachers, safe & modern facilities, and a culture of cooperation between the Board of Education, administration, teachers, parents and students are the foundation of making a positive impact on children from all socioeconomic backgrounds.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

Bullying is a cultural problem that is highly destructive for the victim, perpetrator, and organizations where they live and interact. And the only way to effectively eliminate bullying behavior is to address the whole culture: at school, at home, at church/synagogue, in civic organizations, etc. It is absolutely appropriate for the schools to have an unequivocal zero tolerance policy that everyone is well educated on, where everyone is expected to participate in accountability (students, teachers, administrators & parents). There are many tools for the school systems to use both in the school environment as well as tools for parents to use at home (some great examples can be found at

www.samhsa.gov among other places). To eliminate bullying – everyone has to be part of the solution.

6. What is your position on teaching creationism in science classes in the schools?

Creationism is not science and should not be taught in a public school science classroom. I believe we should teach good science in the public school classroom, and to date, Evolution is widely accepted as being our best understanding of the way life on Earth has developed.

Personally, I don't find Evolutionary Biology as being in conflict with my Christian beliefs. Even more, I don't believe my personal faith stance (Protestant Christianity) allows me to park my brain at the door. Science is science, faith is faith and I will provide for my children's religious training and will expect our public schools to provide them with good science education.

MIKE MEHATHY

1. How do you feel about electronic devices for students in schools?

The use of digital technology will benefit children of low and lower families. Digital devices are an equalizer. While true "the argument that "iPads" break and books do not" is not very relevant in today's global environment. Teaching and learning paradigms have changed. We can ignore the drift for a while but today's children learn faster using digital delivery, combined with structured traditional delivery. Don't believe me? Take a visit to Ms Fuqua's class at Linden. We already live in a digital world. There are few jobs today that do not incorporate the use of electronic devices. It is not the future; it is now.

The use of digital technology will allow teachers to customize learning for students by their special/specific needs. It puts thousands of educational resources in front of a student.

Technology, while it should never be the only tool, is key to improving learning abilities of slow learners and English second language students. Digital education has already had an impact on helping children of poor families. Again, I must stress it cannot replace the teacher, but is another tool that provides more options for teachers and opens the door to vast amounts of information and technology for the student.

Some are caught in the weeds. One candidate at a recent forum even asked seniors to raise their hands if they learned with books. Of course they did! We are in a new era. "What happens when they break?" "How do you keep students from accessing adult content?" There are others and of course the big question, how do you pay for them. Several systems have obtained devices without tax increases. One district used Tax Ratification Election to procure 10,000 Chromebooks. Another district used a combination of grants and a cooperative agreement with a hardware maker. Some districts have used operating funds. Knox County has implemented "1:1" at two schools without a tax increase. As far as Oak Ridge I believe we can find sources of funding without a tax increase, and after we provide teachers with salary increases. With respect to breakage, most districts charge a small insurance fee (about \$30) but in Tennessee families are not required to pay if they cannot. Funding for those can come from private donations. OR Schools has already done considerable work on planning for most of

the things the public has mentioned as concerns. At the town hall meeting on September 30th, Dr. Borchers said that work continues.

I do not support the idea of children in elementary schools taking devices home except where a device would help with stated IEP needs of special needs students.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Absolutely. I know the high school is in working to bring more vocational offerings to that high school as well as junior ROTC. I fully support both of those. We should also explore potential relationships with Pellissippi State. Oak Ridge Schools' Seven Keys to Success culminates with students being prepared for college or career, career including vocational and health careers and arts as well. I already support students having the option to pursue the path of their dreams. Students must not be put in a cookie-cutter mold but given the resources and opportunities to pursue their own way.

3. How can we attract and retain teachers who produce the most well educated students?

Oak Ridge Schools has a long record of both attracting and retaining teachers. They are our greatest resource. I am committed to providing our teachers with cost of living salary increases. Our teachers have not received such a raise since the 2009 school year. We must also continue to give teachers control of their classrooms and the responsibility to set their curriculum to meet the specific needs of their students. Lastly, on a regular basis we must recognize our teachers. Praise and recognition are very important in any profession but especially for those guiding and teaching our children.

4. What is the most effective way to address the changing demographics in our schools?

My guiding principle is every child counts. Oak Ridge Schools must ensure every child is giving equal opportunities to be well-educated in a safe environment. That may require some assets to be directed for more intervention and remedial education. I would like Oak Ridge Schools to hire additional teacher assistants to shore up interventions. We should also expand funding for the Willowbrook Resource Center to provide assistance for more families. With respect to electronic devices, Oak Ridge Schools should assign of devices to children of families on free lunch first, once a device strategy is approved (see my response to question 1). I am open to consideration of more options to ensure children in all families have the opportunities for success.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

I want to lead an effort to bring the [Not in our Schools](#) program to all Oak Ridge Schools. We will build on respect of all people and promote positive interactions. We must teach children to report bullying but to also stand up to bullying without using violence.

6. What is your position on teaching creationism in science classes in the schools?

I fully support the Tennessee science curriculum.

ROBERT EBY

1. How do you feel about electronic devices for students in schools?

Electronic devices are an effective learning tool for our students and an enhancement to the curriculum. When used properly, they can provide real time relevant information for teachers and students. This hopefully could eventually replace textbooks which are on a 6-year cycle. Through on-line testing and review, electronic devices can also provide immediate feedback to students on mastery of a subject area and support intervention and tutorial activities. However, in no way are they a substitute for the outstanding teaching staff we have.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Not every student is destined for college and we do recognize that. To that end, our school system already has opportunities in several vocational areas including welding, technology, and clinical studies to name a few. We should continue to review our curriculum and identify areas where our students can best achieve their goals. They will be assisted in meeting their goals by the 7 Keys to College and Career Readiness in which EVERY student will have the opportunity to graduate from high school with experience in either a Dual enrollment program, Advanced Placement coursework, an industry certification or a military program experience. Our present focus is to add in the future the military program experience, such as a Junior ROTC. I expect consideration of a vote for that addition to come to the Board within the next year.

3. How can we attract and retain teachers who produce the most well educated students?

Probably the greatest reason teachers come to the Oak Ridge school is because of our outstanding reputation for providing the best public education for our students in the area. Treating them as professionals, I feel, has helped us to retain them. That being said, we must also attract them and keep them with highly competitive pay. We compete with not only other school systems, but with surrounding industry. In the past 7 years, our salary scale has averaged a 0.8% increase annually, compared to a 1.74% increase in the Consumer's Price Index. In other words, our staff is moving backwards. This also does not include the added cost burdens placed on our staff by increased insurance costs. We must fix this inequity if we want to keep attracting and retaining the best staff we can.

4. What is the most effective way to address the changing demographics in our schools?

There is not just one way, there should be many coordinated efforts that are constantly evaluated and adapted as needs change. For the individual student, as mentioned above, the addition of the 7 Keys to College and Career Readiness will further support each child with his or her efforts to succeed. For the city, we must work together to provide attractive housing and retail sales to bring in young families so we can grow the revenue base and continue to offer our outstanding educational programs. In support of this effort, the Chamber of Commerce has adopted education as a legislative priority. This provides an opportunity for the Chamber, the Council and the School Board to work collaboratively to achieve our goals.

4. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

The Oak Ridge Schools have a bullying policy for addressing just the thing being asked; however, we continue to look for ways to reduce bullying and increase each child's self-esteem. An example of what is being done is an extension to the "Not in Our Town" program. We now have a "Not in Our Schools" program" which is growing and meeting weekly in the schools. I strongly support this effort.

5. What is your position on teaching creationism in science classes in the schools?

The Law is very clear on what can be taught and what cannot be taught in public schools to maintain separation of church and state. A good science program in a school should offer a curriculum in Physical Sciences, Life Sciences and Environmental Sciences. Part of a good science program is to teach students to ask questions and to learn how best to research and validate data. Facts should be taught as facts and theories should be taught as theories.

AARON WELLS

1. How do you feel about electronic devices for students in schools?

I'm not a fan of using tax dollars to purchase a computer for every student. I recognize the need for technology in the classroom and am appreciative its use in O.R. Schools since the 1990's. The idea that children would be staring at a screen all day and then go home to their TV's and video games is scary. We have to educate our children with human interaction, not virtual reality.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Absolutely, this topic has been my focus since I ran in 2007. Any programs that will help a student learn basic skills such as automotive repair, machine and tool operations, sales, or health care. Students who do not take the college path are more likely to stay in Oak Ridge. We must help give the children skills that will allow them to live productive lives and help to improve our housing and retail tax problems.

3. How can we attract and retain teachers who produce the most well educated students?

By giving them the opportunity to teach in a manner they see fit. There are too many restrictions on our educators forcing them to teach based on test results. Students will have a deeper sense of understanding if the teacher is allowed to inspire them with passion in a manner that suits their strong points.

4. What is the most effective way to address the changing demographics in our schools?

Head on, the demographic will continue to change nationwide over the next decade. The most important thing we can do is educate the younger generation and help them to live successful and productive lives.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

Bullying is more of a problem now than ever with social media and cell phones in every child's hands. In order for any success to be achieved administrators must rely on the observations of the teachers in the hallways and classroom. It will be up to the superintendent and his principals to make sure a proper plan is administered and successful.

6. What is your position on teaching creationism in science classes in the schools?

I agree with the way Tennessee schools currently have their science curriculum laid out. Religion is a central point of focus in my life, but as a firm believer in my faith I am not in favor of teaching creationism in the classroom. It is each man's right as an American to practice his own faith while respecting that of others as he does so.

LAURA McLEAN

1. How do you feel about electronic devices for students in schools?

I would like to see technology integrated into our schools in a step-wise fashion. I envision many more carts of classroom sets of computers for teachers to check out and use. The computers/tablets would not be taken home by the students. As school wide connectivity issues are resolved, and teachers are trained to effectively use the technology, we could then have one grade of students receive computers for their use at school and home. This program would expand to other grades, as teachers are trained and policies are developed to deal with lost/stolen/damaged devices. A step-wise integration would also allow for more discussion with community leaders to explore adding more wi-fi hot spots in our community for those families who do not have internet service at home. Technology is an important teaching tool, but it is only a tool, and must be utilized wisely.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Oak Ridge High School currently several vocational/career academies including: Business, Arts & Communication, Early Childhood, Engineering, Health Sciences and Welding. I would support adding

more vocational and career training programs, possibly in conjunction with Roane State or the Anderson County Career and Tech Center.

3. How can we attract and retain teachers who produce the most well educated students?

Oak Ridge has a tradition of strong support for education. We need to continue to support our teachers by giving them the tools that they need to succeed in the classroom. We also need to give them an attractive salary and benefits package. Our School Board should seek input from teachers so that they feel that they are a valued team member.

4. What is the most effective way to address the changing demographics in our schools?

More parental involvement should be actively encouraged by the schools. Parents Teacher Organizations could have programs for parents to give suggestions on how to encourage and support education.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

I believe that our teachers and staff are aware of the effects of bullying, and are watchful for bullying behaviors. I support anti-bullying programs.

6. What is your position on teaching creationism in science classes in the schools?

The professional responsibility of science teachers and curriculum specialists is to provide a quality science education to all, regardless of religious beliefs. This education should not be compromised by censorship or political influences. Science education should emphasize evolution as a basic scientific concept. If parents want their children to learn about ideas other than what science supports, they can teach these ideas at home or at their church

JEAN HISER

1. How do you feel about electronic devices for students in schools?

They need to be available for teaching technology, but not for texting or games. Every student needs to be comfortable with technology for the classroom and workplace.

2. Will you work to expand the vocational programs to include more career areas for students who may not be headed for college? If, so what areas would you add?

Yes, from what I understand, we do not have a lot of offerings. We need to poll the citizens and business community to see what is possible.

3. How can we attract and retain teachers who produce the most well educated students?

Support the excellent teachers we have with good pay and materials. When hiring, attract well rounded educators by offering competitive salaries and comfortable workplace.

4. What is the most effective way to address the changing demographics in our schools?

Follow the lead of the classroom teachers who are on the front line and understand what they need to do. ESL and communication with families seems to work well.

5. Since it is known that bullying has long-term adverse effects on those who bully, as well as those who are bullied, will you work to have an effective bullying prevention policy and program in the schools, as well as a program in the schools to teach students about ways to respond effectively to bullying? Will you help institute an awareness program for teachers and other school personnel to recognize when they may engage in bullying behavior?

Yes, parents, students, and staff need to recognize and prevent bullying of all kinds. Policy and programs need to be in place to protect all stakeholders. "Not in Our School" seems to be a good start.

6. What is your position on teaching creationism in science classes in the schools?

I believe in the separation of church and state. There is room for both in our lives. The rich history and literature of the Bible needs to be taught in churches and homes by clergy and families. Science Class is the place to learn to prove theories such as evolution and climate change by the scientific method of inquiry.