



Questions for Candidates for School Board Trustee from the Conservative Coalition of Harris County

This questionnaire will be posted onto the Conservative Coalition of Harris County website for public viewing.

Candidate Name	Position that Candidate is Running For
Dustin Creager	Klein ISD Trustee Position #4

Candidates please give your answer to each of the following questions and include your rationale with each answer. Please be concise and clear.

1. Why are you running for the Board of Education? Is there a particular issue that motivates you to serve on the board of education? If elected, what will be your priorities?

Answer: I am a passionate supporter of our education system. I want to maintain the innocents of our children by making sure our curriculum represents conservative values.

2. Are you running with any organized slate of candidates? Have you received any donations or endorsements from any group(s)? If so, which groups? How will you promote your school board candidacy?

Answer: I have been recognized by the Harris County Republican Party. I am not really a part of a slate but I am partnering with three other people that are running. They are the incumbents for the board. I have not received any donations from any groups.

3. What particular experience or skills have prepared you to serve as a board member? In what school district or community activities/organizations have you been involved? What differentiates you from the other candidates and/or board members?

Answer: I have worked in senior leaders with a Fortune 1 company for 20 years. I managed over several thousand employees over multiple states. I made executive level decisions and managed a budget of several hundred million. I am involved in several other boards and volunteer through out the school district. Examples are Houston Food Bank, Friends of Klein, Klein Leadership Coalition, Toolbox for Non-Profits, Toolbox Luncheon Program and several others.

4. What issues do you believe your district needs to address in its academic program and offerings? What changes would you recommend?

Answer: Continue to develop programs that prepare students for the next level of education. I do feel that the district needs to put more efforts toward special needs education and mental health budgeting. Special Needs population is growing fast, however the school district is not adapting. Suicide rate among teens is higher than ever, it is time to react.

5. What is the proper role of TASA and TASB with respect to independent school boards? Do you believe there should be mask or vaccine mandates in public school? Where should these mandates originate, if at all?
- Answer:** I do not support mask or vaccination mandates. It is a person's choice if they wish to do either.
6. What is a school board member's role and responsibility? How does that role differ from the role of the superintendent or administration? What is the best way to address differences of opinion on the board or between the board and the administration?
- Answer:** To oversee the budget, supervise (hire or fire) the superintendent, final determination of disciplinary action for faculty/students, develop/approve certain policies. The best way to address differences is to work them out and talk through the situation. Determine a way to come to a consensus. Superintendent and her staff handle the day to day operations of the district.
7. Is your superintendent's and other high-level administrator's compensation in line with job performance? Why or Why not?
- Answer:** Klein ISD Superintendent and staff do a great job serving the district. They run one of the top district in the state and should be compensated for the job they have done.
8. Is the current funding allocation within district spending categories (between administration, facilities, teachers, etc.) adequate? Why or Why not? If not, what areas of spending can be changed and how do you propose to correct it? Should resources be devoted to political lobbying?
- Answer:** No, I do not think resources should be devoted for political lobbying. I do think that we need to look at funding of the special needs departments. Our funding compared to other school districts is far less. I think that we need to evaluate the pay of some positions throughout the district that is considerably less than the same position at another district.
9. What are your thoughts on the current and the proposed budget for your school district? As a board member, where would you look to make budget cuts? Are there any areas you would not consider cutting? How would you determine your budget priorities?
- Answer:** No, I do not look to make budget cuts at this time. The district has lowered taxes 11 years in a row. They are doing a good job at managing this. Priorities need to be on education, payroll and ensuring the buildings are safe and adequate for a learning environment.
10. What is the public relations role of the board? How can the board be accessible to the community? To specific community groups? How can a board of education best communicate with its constituent groups?
- Answer:** The best we can do for a public relations aspect is to be transparent and keep the public informed on actions taken and decisions made by the district. We must not only declare our action but also explain why we have made the decision that we made. The board must be available through town hall meetings and other means that allow them to accessible to their constituents so they can hear the concerns of the tax payers.

11. What is your long-term strategy or strategies for improving the quality of education and keeping pace with student growth within the district?
Answer: I plan on partnering with the board and analyzing the data that will be provided so that we can made the best decisions based on the trends. We must continue to focus the quality of education based on the district's conservative values. We stay close to that, we will always be in the right.
12. What are your areas of concern regarding student achievement in your district? Do you have specific suggestions for improvement? Given all the issues that arise, how can the board stay focused on student achievement?
Answer: Not at this time as I need to do more research. The way the board handles this is making sure we have the best administrator and experts in place to ensure our student achievement is always improving.
13. Is teacher performance adequate within your district? Are teacher's salaries adequate given current state budget condition? What can be done to improve overall teacher performance? What is your opinion of teacher morale in the district? Do you know the current teacher turnover rate?
Answer: I think overall the teacher performance is adequate, however there are a few areas that needs improvement. I think that we must make sure that teacher's salaries are competitive with other districts. We want the best of the best, then we must be willing to pay the best. I think the morale is an issue right now because of the Corona Virus issue that is causing a lot of the faculty to have to cover and do other tasks. I am not aware of the turnover rate.
14. What type of teacher evaluation system and administrator evaluation system do you support?
Answer: I have not done research in this area.
15. What issues do you believe your district needs to address in its academic program and offerings? What changes would you recommend?
Answer: Staying focused on conservative values. More focus on special needs programs.
16. What are your thoughts on your school district's programs for special education students, English Language Learners (ELL), and gifted students?
Answer: I think everything is good except for the special need's education program. The district is understaffed in the special need's areas in many schools. Principals are pulled to have to sit in the classes because there are not enough training and certified employees. We do not have some of the programs that other schools have to support special needs education.
17. What changes should be made on the state and local level regarding public education?
Answer: The local districts should have more control of the funds that come from the state. The state should fund, but then local district should determine how the funds are used.

18. How does a school board balance the need to provide a quality education with the need to respond to the local taxpayer burden? Should Homeschool students be allowed to use publicly funded facilities and equipment?
Answer: The school board should do both. They should focus on the education but answer to the public. We serve and are accountable to the tax payers. No, home schooled students should not be allowed to use publicly funded facilities and equipment.
19. Would you support replacing the property tax system of financing public schools? What would your ideal replacement revenue source consist of?
Answer: I do not have an answer for this as I have not done the proper research.
20. What should your school district do to better prepare students as citizens?
Answer: More focus on discipline and accountability. Teachers and administrators are too afraid to hurt anyone's feelings, so there is no accountability for actions. We must bring discipline back to schools and give administrators the ability to hold students accountable for actions taken.
21. How do you define Critical Race Theory and its implementation?
Answer: Critical Race Theory is racism and is illegal. It does not have any place in our school system.
22. What do you believe about natural/biological male students competing with natural/biological female students in publicly funded athletic programs? Would you support or oppose such programs? What role does public education have in sex education and when, if ever, should it be taught?
Answer: Student athletes should compete based on their biological/natural sex. If you are a male, you perform against males. If you are a female, you perform against females.

BY RETURNING THIS QUESTIONNAIRE, THE CANDIDATE ASSUMES FULL RESPONSIBILITY FOR ALL ANSWERS TO THIS QUESTIONNAIRE. THE ANSWERS ON THE FOREGOING REFLECT THE CANDIDATE'S BEST EFFORTS TO ANSWER THIS QUESTIONNAIRE HONESTLY AND DIRECTLY.

Once this questionnaire has been completed, please email it to: alex@cchc-pac.org.

Please note: You ***must*** return your questionnaire from the email address to which it was sent. Questionnaires returned from any other email address will be considered fraudulent and will ***not*** be recorded and no answers will be published in the voter's guide. CCHC deems a return from the proper email address as authentication of the correct respondent.