

2. What are the two main issues facing the district? What is your solution to these problems?
- Answer:** The safety and wellbeing of our students is always the primary concern. We need to develop a district-wide curriculum and raise standards, revamp special education programs, revamp gifted and talented programming, take the emphasis away from standardize testing and focus on critical thinking and problem solving skills, and to better prepare our students for college and vocations - and to do all of that in a supportive and safe environment. Certainly school finances are a big concern in the coming years. We need to take a multi-tiered approach, cutting expenses in non-essential areas and being more conservative with our spending on facilities. We need to seek alternative sources of funding from the private sector and engage community support to fill in the gaps in funding.
3. What can be done to improve the ISD bond ratings? Does the ISD need more funding due to growth or change in demographics?
- Answer:** We definitely need more funding to address to anticipated budget shortfalls. We can improve the bond ratings by maintaining financial transparency, decreasing our debt load, and increasing the frequency of financial reporting and long-term forecasting.
4. What good things are happening in the district and should be enhanced or continued?
- Answer:** The teachers, staff and administration of Klein ISD are great and are genuinely invested in our children. Their dedication and willingness to serve is what makes our district unique. We should continue to support our teachers and staff. In the past few years, the district has greatly improved its leadership, its vision and its energy. There is a renewed urgency for progress and achievement. We have seen this play out, for example, in improved communications from the district, changes to the gifted and talented program, the curriculum audit, curriculum pathways, the increased efforts to engage parents and community, and the vision of reaching every student with the Promise2Purpose initiative. These are important, good steps toward the future that should continue.
5. What is the proper role of TASA and TASB with respect to independent school boards?
- Answer:** TASA and TASB offer valuable resources to help districts and school boards govern. However, each community is unique and school boards should address the particular needs and wants of their communities. It is important for school boards to be independent.
6. What things can your district superintendent do to improve the ISD?
- Answer:** The superintendent is doing a good job in communicating a vision for the district and engaging parents and community. The next step is to improve the quality of the education – improve the curriculum, improve special education services, improve gifted and talented programs, incorporate more technology, improve vocational offerings, and continue with advanced programming in art, music and athletics. We should to decrease the emphasis on standardized testing and work on creating well-rounded students.

7. Is your superintendent's compensation in line with job performance? Why or Why not?
Answer: While the superintendent is doing a good job, I believe his compensation is disproportionately high for the size, needs and performance of the district. His compensation is above both state and national averages, and it is hard to justify the salary given the financial issues facing our state and district.
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?
Answer: The majority of funding goes to salaries as it should be. To provide our kids with an excellent education, we need to attract good teachers by offering competitive pay and benefits. The district recently reduced spending at the administrative level, which was needed. To address budget issues, we are likely going to have to cut spending across the board. I question some of the spending on facilities as there does seem to be a disparity among the quality of the facilities at the different schools in our district.
9. What is your overall view of the operating budget of the district? Does TRE funding need to be increased or decreased? What items need to be expanded or cut from the operating budget?
Answer: The TRE funding needs to be increased. We need to build more schools to accommodate the growth in our district and we need to be sure we maintain and improve the condition of the schools we have. Student safety is paramount and the schools need to be properly equipped with adequate safety features. However, we also need to be conservative in our spending. The TRE is not a blank check.
10. What can be done to save money and/or eliminate waste within the school district? Can any services / positions / etc. are you committed to transfer from the district to the private sector to save ISD funds?
Answer: Private sector partnerships are definitely a possibility, particularly in areas such as transportation, facilities, and food service.
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: The curriculum needs to be updated and improved. We need to take the focus away from standardized testing and give our students the opportunity for greater depth in their learning. We need to offer more and better programming in the realm of special education and gifted and talented services so we can better meet the needs of every student. We should engage community support to help with issues relating to lower income disparity. We should create a more collaborative environment within the district, where children can interact with other children at different schools within the district.
12. Is student performance adequate within your district? What can be done to improve overall student performance?
Answer: Compared with the state, our students are doing relatively well on standardized testing. However, we place too much emphasis on the STAAR test and standardized testing. With the emphasis on standardized testing, there is not enough time for students to develop in-depth critical thinking skills and creativity. In that regard, the district can improve student performance.

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?
Answer: Teachers are doing a fine job, but they could do better if they had more support. The district needs to improve programming and resources in special education, GT, and behavioral issues so teachers do not have to spend a disproportionate amount of time addressing these issues. Salaries are competitive and in-line with other similar districts. The administration needs to promote a more collaborative environment between teachers and parents.
14. What type of teacher evaluation system and administrator evaluation system do you support?
Answer: We need to improve the way we evaluate teacher performance, with less emphasis on standardized test scores. We should evaluate teachers based on multiple measures of evaluation – student progress (shown from MAP scores, parent/student surveys, observation, and individual goal setting and achievement.
15. What role should/will the internet, visual classrooms and technology play in the development of future curriculum for the district?
Answer: It is essential that we incorporate technology in all classrooms. On-line courses should be developed as a compliment to in-school courses. On-line courses could also increase revenue to the district.
16. Do you support reduction of school district ESL funding? Why or why not?
Answer: Possibly, if the district is still able to meet the state requirements for ESL students. We need to look at cost reductions across the board, while still maintaining these services. We can look for more grants, private funding and community resources to meet these needs.
17. What role should the federal government play in local schools? Should the district move toward common core standards to gain more federal monies?
Answer: Ideally, local governments should have the most say in educating the students in their community. However, with the existing system, we need to find ways to maximize funding. I would support a move toward common core standards to maximize all sources of funding for our students.
18. Would you support replacing the property tax system of financing public schools? What would your ideal replacement revenue source consist of?
Answer: I am open to all possibilities for funding. It is clear that the current system in our state is not working. Ideally, school funding should come from multiple sources – not just property taxes.- so the tax burden can be shared. Increasing sales tax on certain items is a possibility. We should be taking advantage of the federal funding that is available.
19. What is your strategy to handle the growing and changing demographics of the student population in the district?
Answer: Adequate funding is essential. We need to continue to advocate for changes to state funding methods while seeking out additional sources of funds, including more grants and private funding. We need to engage more community involvement to address the needs of ESL learners.

20. What are your opinions regarding bathroom privacy policies?
Answer: It is important to maintain a positive school culture where all students feel included and respected, while at the same time protecting the privacy needs of all students. The administrators should have the authority to handle on a case by case basis within the framework of a clear district policy.
21. What steps would you take to ensure public notice, access and input on the trustees' approval of instructional materials to cover 100% of the Texas Essential Knowledge and Skills?
Answer: Post information on the district website, offer opportunity for public comments online and through public meetings. Information on the instructional material needs to be readily available so parents and teachers have an opportunity to review and give input.

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.