



2021 Survey Questions

General

- What are your ties to the SMSD community?

Transparency

“We seek a school board that is open with the community and transparent about how it makes decisions.”

- What suggestions do you have for improving the SMSD Board of Education’s mechanisms for gathering community input?
- Do you feel the District has an issue with transparency? If so, how would you address this issue?
- How do you feel about the Shawnee Mission School District’s outbound communications to the SMSD community?

Cultural Competence

“We seek a school board that is mindful of the vast diversity in our district, and acts with compassion.”

- One of the strategies outlined in the SMSD Strategic Plan is to “relentlessly create a fully unified, equitable, and inclusive culture” through the “implement[ation of] systemic policies, procedures, and practices that recognize and safeguard the rights of all

students, staff, and community members.” Of all the things that SMSD does to support LGBTQ+, undocumented, religious minoritized, and racial minoritized students:

- a) What would you continue?
 - b) What would you change?
 - c) What would you implement?
- How would you incentivize teachers to adopt inclusive and culturally responsive pedagogy?

Culture

“We seek a school board that promotes a positive working culture for teachers, support staff and administration.”

- How would you improve district recruitment and retention practices to hire and retain BIPOC teachers and administrators at a level that reflects the makeup of the Shawnee Mission School District?
- What were your takeaways from the 2019-20 NEA negotiations? How would you approach future contract negotiations?

Budget

“We seek a school board that makes fair decisions regarding teacher and administrative raises, and the creation of district-level positions.”

- With the new funding passed at the state level, how will you prioritize the new funds that will be coming into the SMSD?
- Do you believe the ratio of budget allocation for administrative vs. faculty/instruction is appropriate, fair, and balanced with respect to the size of the district? Why or why not?

Special Education

“We seek a school board that is committed to providing fair and sufficient special education programs to all students in need.”

- What are your thoughts on wraparound services? What wrap-around programs in the SMSD do you feel work well? What additional programs would you like to see implemented?

Anti-Racism/Equity

“We will seek a school board that will ensure the SMSD is a safe place for all students to learn. We will push for specific action items from the Board of Education and District administrators on how they plan to move forward ([more here](#)).”

- The district has previously committed to supporting diversity, equity, and inclusion, but so far, its actions have fallen short of its declared intentions, specifically to assemble a DEI Committee. What will you do as a board member to ensure the district fulfills its commitment to effective and measurable DEI outcomes?
- Find two (2) central ideas or lesson plans in the 1619 Project curriculum that you would support for adoption into the SMSD curriculum and explain why.

Final Questions

- Reflecting on the COVID-19 impacted school year, what should SMSD do to address the learning gap that many students will have when returning for the 2021-2022 academic year?
- If the Kansas State Board of Education were considering making the COVID-19 vaccine mandatory for all KS public schools, would you express your support for mandatory vaccination if the vaccine's safety and efficacy for K-12 students is scientifically known and accepted by the medical community?

Interview Questions

General

- Why are you running for the Shawnee Mission School District Board of Education?
- Why are you the most qualified candidate?

Transparency

- How would you describe and differentiate the responsibilities of the Superintendent vs the responsibilities of the School Board?
- What are your thoughts on the superintendent selection process? What has worked or not worked, and why? What would you do to improve this process?
- How would you work to make sure you are hearing from voices that are representative of your constituents and not just the voices of those who reach out to you directly or are within your own social circles?
- In the candidate survey, you shared your feelings about SMSD's outbound communications to the district community. Regarding your feelings, what changes would you suggest or work to implement as a Board Member?

Cultural Competence

- What are your views on police presence in schools and using law enforcement in schools?

Culture

- If you are elected to the school board, how would you handle conflict with other school board members and administrative personnel?
- How would you address inequity between different buildings and areas in the Shawnee Mission School District?

Anti-Racism/Equity

- How would you suggest equipping teachers, staff, and administration to adopt anti-racist ways of working and teaching in our district?

Final Question

- In our last few minutes, is there anything further you would like to add about yourself, your candidacy, or any of your question responses?