



Association of Brownsville Educators

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www.myaobe.com

BISD Board Candidate Questionnaire

1. Please provide a brief biographical information essay about yourself, your family, your educational background (including elementary, middle & high school), employment, organizations you belong to (professional, community, social), etc. My name is Farley A. Trevino. I am the 9th child out of 10 siblings. My parents were Francisco and Lucila Trevino. I am married to Laura Krummel Trevino and have 3 children, Farley Edward, Kayla and Donovan.

My educational background includes Clearwater Elementary, Central Junior High and Hanna High School. I also attended Texas Southmost College, U.T. Brownsville and Pan American Edinburg. I have a Bachelor of Science and a Masters of Administration. I have worked for St. Joseph Academy, B.I.S.D. and taught Biology, Anatomy and Physiology, Environmental Systems, Aquatic Science, Principles of Biomedical Science and Biomedical Innovations.

Boy Scout and Order of the Arrow

A member of A.O.B.E, Texas High School Coaches Association for 25 years.

I currently volunteer for Our Lady of Good Counsel Food Bank and I am currently retired.

2. Why are you running for school board? I would like to be part of improving the quality of
 - A. Improve quality Education through Research based, Best Practice and Data Driven Information.
 - B. Equal Access to Quality Education. Regular and Special Education programs.
 - C. Ensure that all decisions are made in the best interest of our students.
 - D. Advocate for all our parents regardless of location, ethnicity, or socioeconomic status.
 - E. Implement financial responsibility, and transparency.
 - F. Time for B.I.S.D. to make a Change.
3. What do you see as the three biggest problems confronting the district?

Prioritize and explain.

- a. Student retention with an emphasis on Career and Technology Education offering advanced programs and Extracurricular activities.
 - b. Teacher retention and shortage in the STEM program, (Science, Technology, Engineering and Math) and special education. Overworked teachers, larger class sizes, higher teacher burnout rates and decreased quality of instruction inability to retain experienced quality educators.
 - c. Achievement gaps and Equity, our district will struggle to ensure all students will receive the same opportunities and support regardless of their different socioeconomic or racial backgrounds. The impact can lead to long term consequences such as graduation rates, fewer college or career readiness. The interventional programs will require additional funding,
4. What are your goals for BISD?
- a. Having a clear mission and a vision,
 - b. focusing on student achievement,
 - c. building a positive relationship throughout the district.
 - d. Developing a smart responsible budget. Student achievement, Equity, Inclusion,
 - e. Teacher retention, Ongoing Teacher development,
 - f. Safety and student mental well-being,
 - g. Community and parental engagement,
 - h. Fiscal responsibility,
 - i. Resource management, Improve facilities and Technology for all.
5. One of the biggest issues confronting the district is the drop in student enrollment. What solutions do you have to help attract and retain students in BISD?
- A. Continue to Improve and address school safety concerns,
 - B. Continue to improve on our CCMR (Career, College, Military Readiness. Focus on smaller class size,
 - C. Continuation of improved school district marketing
 - D. Offer competitive early childhood programs,
 - E. Student mental health and well-being, Improve technology and school facilities,
 - F. Emphasis on extracurricular activities and most importantly advanced academic programs.

6. How do you plan to engage parents, students, and community members in the decision-making process, and what steps will you take to ensure transparency in school board decisions?
 - A. Hold regular town hall meetings and ask for community concerns before decisions are made, Advisory Committees Allowing our stakeholders to contribute ideas without the fear of retaliation or retribution.
 - B. Having true surveys and polls with true transparency. Transparency should be a priority and Problem-Solving workshops, annual and community reports. Regular reporting ensures ongoing transparency.
7. How do you plan to address the issues and concerns with the leadership and membership of our employee union, Association of Brownsville Educators - AOB/E/TSTA/NEA?
 - A. Foster Open communication channels to discuss teacher and administrative concerns through the Union Representative.
 - B. Include Union representatives to collaborate on solutions for concerns.
 - C. Have the ability to negotiate fairly and transparently,
 - D. Have the ability to address specific concerns.
 - E. Support professional development and career growth, clarify roles and responsibilities, and
 - F. Most importantly provide independent mediation and conflict resolution options for professional and labor management issues.
8. Would you consider bringing back the annual step increase to the salary pay table, and if so how would you go about it to bring it back?
 - A. I would evaluate the financial feasibility, Include a representation of all stakeholders in the discussion.
 - B. Have a committee analyze current compensation trends, include Union Collaboration.
 - C. Develop a phased implementation plan.
 - D. Ensure transparency and communication, make adjustments as needed.
 - E. Potential positive and negative implications of Reintroducing the Annual Step Increase system.

9. TIA has been an issue with many of our members. What are you going to do to ensure that teacher incentive allotment is implemented with fidelity and consistency across the district?
- A. TIA is of great concern because instead of building trust and morale it has caused more problems and division among faculty and staff, for a host of reasons.
 - B. The TIA is great for some campuses with well informed administration , and detrimental for teachers if the administration is misinformed.
 - C. The entire administration should be professionally developed to be able to assist in the same manner to all school wide teachers or at least be able to have a helpful hotline for administrative support.