

Hello, my name is Esteban Flores, a candidate for the school board for Tucson Unified School District. Thank you for the opportunity to reach the voting public through your resource. I appreciate the work you are doing to ensure our community gains knowledge of their local school board race and your initiative for accountability and academic excellence.

I would be honored to answer and address your questions.

I would say resources, the money, and resources that teachers have to work with are not enough, particularly for MTSS staff. We have to figure out a way where we can use some of the money from the administration bucket and allocate more into the classroom. Also, I would add in retaining students. Our past board and previous leadership have failed to retain students. For example, one board member had 62,000 students to start with, and twenty years later, we have close to 40,000 students. We need to improve efforts to retain our students.

Setting school policies that will improve academic achievement for our students as well as improving and maintaining a safe and comfortable learning environment for our students. I want to make a difference in our community helping students reach their proficient academic levels.

You have to understand the challenge that each school has, and the only way to do that is by visiting the school. By visiting each school's diverse needs and communicating with each principal, you can address each school's unique needs on a school-by-school basis.

So, according to the TUSD organizational chart, the Superintendent evaluating the internal auditor is a huge conflict of interest. Martha Smith, the internal auditor, should evaluate the district, not the other way around. So, I went ahead and saw the investigation and reached out to Val Romero to find out about this failure to fix the chronic absenteeism situation. As mentioned in the interview about chronic absenteeism, the district can better be held accountable through its internal audit committee. Through their annual report, the public should be made more aware of the findings of the district. The district should be compliant and work with the internal audit committee to have and keep a clean reputation within the community. The internal auditor, Martha Smith, makes recommendations to the district on chronic absenteeism, and the district needs to heed these recommendations to improve its credibility when it comes to being accountable in the community.

We have to make sure that students are proficient and ready before they can be passed on to the next grade level. We need to have a strong foundation through 3rd grade before they are passed on to the 4th grade and onward. That's the first building block for their academic future. That's how we close the achievement gap between the highest and 3rd-grader-forming students, to set them up for success, especially at the kinder through 3rd-grade level. I think having more tutors can help see where a child is academically and help identify how a child learns best, whether it's visual or hands-on. There was a time in my life when I struggled academically, and how I ended up succeeding through after-school tutoring. I learned much better in a one-on-one setting than in a classroom setting. The ideal learning environment is a place that has heating and cooling is adequate, and where you have fewer school threats. The school shooting threats must come to an end; the shooting threats and social media have gotten out of hand. And I think it's time to have a cell phone ban to mitigate or remove school shooting safety threats and improve safety. I would like to expand my critical thinking, particularly in more opportunities for career training education, as

well as the freedom to go through American civics education, including the Constitution of our state and the US Constitution.

I think we need to reevaluate the money we've been spending from DESEG since 1974, and it should come from the internal auditor committee.

The district is not adequately staffed. The best way to make sure the district is sufficient for all staff is we need to find a way to redistribute money from the administration down to teachers and other staff as well.

I think banning cell phones, banning cell phone use is a great thing for our students, and they have a time and age where they're spending 8 hours, 8 to 12 hours a day on their phones.

I would like to look at the dress code that was changed this year, go back to a stricter dress code, and see how to strengthen the code of conduct.