

**Sadie Shaw**

## **SCHOOL BOARD MEMBERSHIP**

**What is the primary responsibility of a school board member and why do you want the position?**

There are many roles and responsibilities of a school board member. I believe our top priorities are: to ensure that district policies are being followed and to modify policies if needed, to advocate for liveable wages and the fair treatment of employees and their rights, to make sure that students are given all of the opportunities that they need to succeed, to oversee the district budget and make sure our resources are allocated responsibly, and to hire and oversee the Superintendent and administrators who carry out the day-to-day aspects of the district. I would like the opportunity to serve again so I can continue to make decisions that are good for the district and will be in the best interest of our students, parents and staff.

## **ACCESS**

**Where and how will you get your information about the diverse needs of the district's students, staff and community?**

I get information by requesting it from staff before, during and after governing board meetings but I also gather a lot of information directly from staff who share it with me privately. I also get information from parents and students. At times, I will get information from employees who have left the district out of frustration or when they've retired so that they no longer have to worry about retaliation.

## **ACCOUNTABILITY**

**How should the District be held accountable? Have there been instances that you know of where it has not been transparent?**

The district and its staff (where appropriate) should be held accountable by being put on a performance plan. Now that court supervision is over, there is not as much oversight with different departments where there once was. There are many instances where we have not been transparent, for example: the 2024 audits, the EDI department restructuring, the desegregation budget, the district budget and our school safety plans to name a handful.

**What do you think the District's relationship with its internal auditors should be? Be specific.**

I think the district should have a professional relationship with our internal auditor where there is a clear line of independence between the work of the auditor and any and all employees and departments. The internal auditor should answer to the board and not feel intimidated to modify their findings based on the protests of management. The board and the audit committee should have the sole authority over the internal auditor and the findings of the audits.

**A recent KOLD news investigation has shown that an “audit finds TUSD failed to fix chronic absenteeism.” What specifically is the district doing to address the ADE findings? What is the district doing to address the fact that there is chronic absenteeism in TUSD?**

To my knowledge, the district has not created a new plan of action to curb our chronic absenteeism. Currently, we first reach out to parents to notify them of the issue, and if the issue is still not rectified, we refer them to MTSS coordinators and finally to drop out prevention. I do not think that these methods have been effective and I hope to come up with a better solution when elected for a second term.

**ACHIEVEMENT**

**How can TUSD increase achievement for all students? How would you close the achievement gap between the highest and lowest performing students? What is the ideal learning environment for students? What are areas where you would like to expand curriculum or opportunities?**

We can close the achievement gap for all students if we focus on the lowest performing students in the district. Unfortunately, we are so worried about optics and raising the letter grades of schools that we focus our interventionists on the “bubble students” who are closest to gaining proficiency rather than the students who need the most help. These “bubble students” not only receive one-on-one time with interventionists, they also receive an invitation to tutoring by administrators who are focused on raising the letter grade of their school. If we provide interventionists and before and after school tutoring for students who are behind in reading, math and ELA, we can certainly close the achievement gap.

The ideal learning environment is where each student is cared for equally while being given the tools and resources they need to excel at the standard subjects as well as extracurriculars like art, music, PE, and career and technical education. I would like to expand all of our extracurriculars so that each school can have more equity when it comes to curriculum and extracurricular options.

**DESEG**

**What do you know about the decades long desegregation case against TUSD? Without court oversight, how should the district manage the desegregation money it still receives? Where should oversight of that process come from?**

The Desegregation case started because the Fisher and Mendoza plaintiffs felt that African American and Mexican American students were not receiving a fair and equal education in the district at the schools which served them.

I believe that TUSD should reinstate its Desegregation Oversight Committee so that we remain in compliance with the promises that we outlined in the unitary status plan and that we should invite the plaintiff representatives to serve on the committee since they have the most knowledge on the subject.

The district should continue to create Performance Impact Analysis for any modification to its desegregation programs even after the court mandated three-year period is done so that the public is aware of any changes to programs and departments and have the opportunity to comment. Any upcoming changes should be reviewed and have recommendations set by an oversight committee to the board, who should have the final say in any modifications to desegregation programs, departments, and budgets.

## **TEACHERS and personnel**

**Is the district adequately staffed? What is the best way to make sure the district, from custodians to teachers to substitutes, is well staffed?**

The district is not adequately staffed, we need people in our ex-ed department, grounds crew, counselors, psychologists, custodians and specific teachers like those who teach math and science. The best way we can make sure our district is well staffed is to pay our staff competitively. That is how we found a way to fill our shortage in bus drivers and HVAC technicians, by paying the market rate compared to other employers.

**How should the district support the physical and mental health of the students?**

We can support the physical health of students by having physical education classes at every school so that students have the opportunity to learn how to have a healthy lifestyle and learn how to play sports that they wouldn't normally have the opportunity to play. We can also support their physical health by making sure every school is staffed with a certified nurse.

We can support the mental health of students by having counselors at each school who have a reasonable caseload of students and having psychologists available at every school. Until that happens, we should partner with outside agencies to offer these services for free to the district (like we are doing currently with the University).

**Some school districts are looking to ban cell phone use in classrooms. Do you know what the TUSD policy is regarding cell phone use? Do you believe it is effective? Be specific.**

TUSD Policy JICJ relates to cell phones and other devices in our school but the policy changes depending on the school. In general, the policy allows cell phones at school but that they should be kept out of sight and off during instructional time. If students are found to be violating Policy JICJ or their schools policy, an administrator can confiscate their phone. Our district is also able to search the contents of a student's phone if they have a reasonable suspicion that the phone has evidence of some sort of misconduct. The policy is not effective since it changes from campus to campus. When it is followed as written, it seems to be effective.

**Are there TUSD policies in particular that you would like to change or propose? Be specific.**

I'm sure I can fine tune many policies in our district but the one that comes to mind is Policy JICA, the dress code. This is one of the main complaints that I've heard from teachers is that the student dress code does not encourage a learning environment. Young people are under a tremendous amount of pressure to out-perform their peers when it comes to clothes and looking good. Students should only be worried about learning. I am all in favor of making TUSD the only district in Pima County that has uniforms at every school. I think it will improve our academic performance, behavior patterns and take a weight off of students who are concerned with being perceived as cool, fashionable or "good-looking".