

VAL ROMERO FOR CARE

ACHIEVEMENT GAP:

TUSD shows low achievement levels in many important areas. Where do you believe this comes from?

Accountability, like in Business, accountability starts from the top down. TUSD has poor leadership in our current Superintendent and a failing administration, without strong leadership and positive work culture you start out in the back of the pack from the start. How would you, as a board member, try to both improve overall achievement and reduce the imbalance between the highest and the lowest achievers? If you want a Student to succeed, if you want a teacher to succeed, we need to give them the tools and the resources for them to succeed. This is not a one-size fits all approach either; students learn differently, and teachers have different techniques that are effective for their teaching. These tools and resources cost money, a Budget analysis is in order and would be financially prudent to make sure monies are allocated to give these tools and resources to students and teachers. As a part of this issue, do you believe that all seniors who graduate are academically ready when they graduate? Please explain. I have not met with any TUSD Graduates recently, so any response would be strictly opinion. Thru volunteering with my Church youth ministry, we do have approximately 10+ Students that are in High school in Public schools (Not all in TUSD) in my small sampling, I would say 80% of these students have a good foundation in academics, but have a poor foundation in trade skills

DESEGREGATION:

What comments do you have in response to the 7/20/22 Court order, which finds that TUSD has substantially removed all vestiges of segregation/discrimination?

So we have to remember there are additional requirements that need to be addressed (The following quoted From the Arizona Daily Star (Updated July 22, 2022)) "Under the federal court order, TUSD is required to focus on more than racial integration. The case called for addressing not only quality of education, but student discipline disparities, facilities and technology, transportation and community engagement, among other issues. The new post unitary plan must include benchmark events that are still to come, continued posting of the district's annual report for a reasonable period of time to facilitate public transparency and new academic achievement measures for the current school year"

Also, please tell us your ideas to institute community oversight over the Post Unitary Status Reporting and Accountability Plan (PUSRAP).

It is imperative that an oversight committee watches this with Laser focus. I know as referenced (From the Arizona Daily Star Article) "For decades, TUSD has accessed about \$63 million annually from a tax levy to cover expenses in the desegregation effort". Taxpayers footing the Bill since 1978 (44 Years) Maybe if we had this extra money we could hire and retain Great teachers.

Finally, what role should the Board serve in oversight of the Plan, including the use of desegregation funds?

I am not sure what the final plans look like, I am thinking about weekly briefings and briefings at every Governing board meeting. Top tier accountability on this oversight committee. Details to follow when elected. With the release of the Desegregation expenses, we can do Great things in TUSD.

Resource:

https://tucson.com/news/local/tusds-decades-old-desegregation-case-drawing-to-a-close-with-judges-approval/article_4a35d55a-a17b-11eb-a0f7-035f73c4415c.html

SUBS:

What do you know about TUSD's history with subs, and do you believe they are treated fairly?

I am learning as I move through this, and from what I have learned is that subs are not treated fairly and I am firmly against outsourcing, I believe in the local community first. I feel sub is a dated term, like in Sports. We are a team if a Quarterback Goes down, then we have a backup Quarterback that leads that team. Subs (Back up) are on the team whether they play or not, they should be paid, not as much as the starters, but they do also have the opportunity to become a starter down the road. Potential opportunities will also be good as an incentive for new quality incoming teachers. This Topic should be addressed sooner than later to get a good Back up Team set for TUSD in all grade levels

If you are elected, what do you think you as a board member could or should do to improve TUSD's relationship with subs?

Have a new Conversation with them, coming from a positive Point of view where they have the needs and concerns met. We need to revisit the current rules and Regulations and make them relevant to our current society and compensate them fairly and do what we need to keep qualified sub-teachers. I Agree!

SUPERINTENDENT RELATIONSHIP:

If you become a school board member, what will your relationship with the Superintendent be?

Ultimately, this is a Business, Pay per performance! If TUSD is last nationally in Education, it reflects the Job he is doing. I expect performance, if you cannot meet goals and benchmarks to improve TUSD, it will be time to look for a new superintendent and administration Staff. With the staff, The 2nd accountable Group,... Pay per performance, teachers - Advocate for the great teachers that believe in education not ideology and indoctrination, and community - Get them involved with what is going on in our schools, as they are a direct reflection of the workforce we will have in the future,

DISTRICT ISSUES:

It is easy to be a cheerleader for TUSD, harder to shine a light on the problems. How are you personally committed to focusing on the areas that need addressing and making TUSD a better district? How will you handle and balance both of these roles?

Arizona Public Schools are ranked 50 out of 50 overall, Lowest teacher Salary 49 of 50, Lowest Graduation Rate 49/50, Highest number of students per teacher 50/50, school quality 50/50, student success 46/50, Student Safety 45/50, Student to counselor ratio 50/50 (recommended 250:1 AZ=716:1)..... So I am definitely not a cheerleader, these stats are appalling and any candidate happy with these stats is definitely not fit for the position. These problems need addressing, or Public schools will continue to produce a workforce that is subpar from what we are looking for.

HR AUDIT:

As a member of the Governing Board, you will be responsible for hiring and /or approving the hiring of district administration

I believe there needs to be more involvement from the governing board to be able to review potential Hires and be able to review their qualifications for the position they are seeking, With Every resume, I would like to see letters of recommendations and have the ability for the board to speak with the individuals if we deem it necessary.

How will you overcome some of the deficiencies exposed by the HR audit in order to hire qualified staff and reduce the turnover rate?

After reviewing the Human resource department audit From November 2021, I would like to see what improvements had been made since that audit, and if none why not. I think a first step would be to have the internal auditor give us an update from where we were from last year. As far as turnover based on that same report it appears some staff members are not properly trained or don't have the skills needed to be proficient in the position, continual training and positive culture in HR and good communication I also believe it is very important to retain staff.

Something else to highlight in the report is that "the average time from receiving a complete request to fill a position to an individual's 1st day is 11 weeks." In the 2014 Gibson Report also showed a timeline of up to 12 weeks. As a Business owner looking at these stats, this is not a sustainable or acceptable practice, there needs to be much improvement made.

ACCESSIBILITY:

How do you propose to increase/ensure board accessibility and accountability to all stakeholders including parents, students and employees? Would you consider Call to the Audience (which is where members of the community can address the board at meetings) to be one of the valuable methods?

So after attending a few TUSD Governing board meetings, I feel the call to the audience is good but not effective. The current board listens to it, but has no interest and votes on what they have already decided. This needs to be a debate style forum, where attendees have a voice and are able to debate governing board members. Looking at the facts that AZ Public schools are 50 out of 50, shows our current board is the worst TUSD board and superintendent ever. I do not think there is a 50th place participation award.

DISCIPLINE/TARDINESS:

There are no consequences for students who are repeatedly tardy. Do you believe that there should or should not be?

If you are late for work you are written up, If you're late to class you should be written up, What are we teaching these students, we need to teach real life situations. We need to hold them accountable. Are you aware of the effects that tardiness has, and will have on other behaviors? Disruption in class, teachers' loss of control of their class, limited learning, for a student like me I would despise the disrupting student because I like to learn, animosity, anger, other kids doing it because of no discipline. This failing system needs to be addressed.