



**VOTER GUIDE
PLANO ISD
Spring, 2019**

**CANDIDATES
PLANO INDEPENDENT SCHOOL DISTRICT
MAY 4, 2019**

PLACE 4

LISA KOLODNY
HEATHER WANG
KATHERINE CHAN GOODWIN

PLACE 5

DAVID STOLLE
SEMIDA VOICU

PLACE 6

JERI CHAMBERS
GREYSON M. DUNN

PLACE 7

DYLAN RAFATY
CODY WEAVER
KHALID ISHAQ

GALA North Texas has prepared information for Candidate Forums by obtaining information from candidate websites, Facebook campaign and personal pages, press releases and news articles. GALA North Texas has used its best effort to ensure the accuracy of all information. For information about this document or to report an error or request a change, contact dawna@galanorthtexas.org.

PLACE 4

LISA KOLODNY



Phone: (469) 222-6802

Email: lisakolodnyforpisd@gmail.com

Website: www.lisakolodnyforpisd.com

Facebook: lisa kolodny for place 4 plano isd school board

Background: Lisa Kolodny has been married 26 years and lived in Plano for 24 years. Her two sons graduated with honors from Plano Senior High School.

Education: Bachelor of Arts in Writing and Composition, Beloit College, Wisconsin
Master of Arts in Teaching, Claremont Graduate School, California
Certified Regular Education, Special Education, and English as a Second Language

Occupation: AVID tutor for the Plano ISD. AVID stands for Advancement Via Individual Determination, is a college readiness program. She will resign if elected as a Trustee.

Highlights of civic involvement:

- Member of various PTAs
- Leader of Cub Scout Den
- Active in Moms Demand Action
- Volunteers on synagogue committee providing support for refugee families moving to Dallas area
- Involved in pilot program through work with tutors who are 55+ to share lifelong experiences teaching students

Platform: Plans on concentrating on issues such as:

- SAT/ACT preparation courses being more integrated into the curriculum
- Psychological counseling
- Bullying
- ESL concerns involving both students and parents
- Overcrowded classrooms
- Transparency in testing (reporting the true cost of standardized testing)
- Implementation of more training to help students and teachers detect and report when a student is a danger to themselves or others

LISA KOLODNY

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

I would educate myself about diversity by directly engaging with the communities in question and the organizations which work to protect their rights. For example, I would be happy to meet with the leadership and membership of GALA to talk about the needs and concerns of the LGBT community. I would be willing to meet directly with students of marginalized communities as well. I do consider it a priority for employees to receive diversity training, including information regarding LGBTQ youth. The reason I believe this is that teachers cannot act in such a way to ensure that LGBT youth get the most out of school if they are not educated in their needs.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

I believe that in order to ensure there is no discrimination with regards to employment in PISD, the school board needs to put in place policies which prohibit discrimination against the LGBT community, including in employment. I also think it is important to educate the people who make these important decisions on the importance of not discriminating against the LGBT community, how to recognize when this discrimination is occurring (including implicit bias) and also how to properly respond when discrimination is occurring.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Hate speech should not be tolerated by the school district. Hate speech can be prevented before it occurs by educating students and staff in the importance of not engaging in discrimination against the LGBT community. In addition, staff that engages in hate speech against LGBT students and staff should be fired. Students who engage in that speech need to be educated in why their conduct was inappropriate, and if necessary, face appropriate disciplinary consequences depending on the circumstance, age of the student and severity of the speech.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

I fully support LGBT students being able to form organizations such as the Gay-Straight Student Alliance (GSA). There needs to be appropriate anti-discrimination policies in place which prohibit discrimination in order to ensure students are supported on every campus. We can ensure students know their rights by including information about the right to form these types of clubs in information both about anti-bullying efforts and in information about extracurricular activities. Information about these rights can be transmitted through digital means as well as through mail.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

I fully support amending district bullying policies to be LGBTQ inclusive. The reason I believe in this is because I believe in equality and that every person regardless of who they are deserves their human rights. In addition, I also believe that it will reduce the risks of suicide or other forms of harm that come about due to bullying.

- 6. Why should members of the LGBTQ community support your candidacy?**

I believe that it is not my role to dictate that any community should support my candidacy, for that is ultimately the decision of the members of that community to make. However, I will say that my beliefs are firmly rooted in the ideals of equality. I have been a firm believer in LGBT rights for years and plan on advocating for these rights while on the school board. I am not afraid to stand up against bigotry, even when it may not be politically convenient. I will also use my clout as a school board member to lobby against anti-LGBT legislation in the legislature. I am not afraid to take risks if it means defending equality.

PLACE 4

HEATHER WANG



Phone: 972-697-6894

Email: heather4PISD@gmail.com

Website: www.heather4pisd.org

Facebook: Heather4PISD

Background: Dr. Heather Wang was born in a small village in China. She and her husband Jack have lived in Plano since 2006. Their two daughters are PISD students attending Jasper High School.

Education: Bachelor's degree in German Studies, Beijing Foreign Studies University
 Master's degree and Ph.D. in German Language and Literature, Rutgers University

Occupation: Broker/Owner of Lucky Bamboo Realty

Highlights of civic involvement:

- Member of multiple PTAs, current VP of Ways and Means in the Jasper High School PTSA
- Member of the Booster Club
- Member of the PISD Diversity Advisory Committee (appointed 2017)
- Member of the Gifted and Talented (PACE) Advisory Committee (appointed 2017)
- Member of the Plano Library Advisory Board (appointed 2017)
- Graduate of Plano Citizens Academy
- Co-founder & VP of Membership, Amazing Champions Toastmasters Club & Youth Leadership Program
- Past president, Younger Generation Children's Chorus
- Attend and volunteer at Chase Oaks Church, Plano

Platform: Strengthen Trust

- Promote transparency via communication
- Encourage community participation and inclusion

Exercise Prudence

- Advocate for school finance reform by working closely with state legislators
- Promote efficient use of resources

Champion Excellence

- Promote consistent and efficient instruction
- Help all students reach their full potential
- Hire and retain outstanding teachers via competitive pay, adequate professional development and advanced technology

Ensure Safety

- Ensure a safe, healthy and supportive learning environment
- Raise awareness of cyber safety and promote good cyber citizenship
- Protect data privacy of students and teachers

HEATHER WANG

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

As a serving member of the Plano ISD Diversity Advisory Committee and a minority myself, I am constantly listening and educating myself on a broad variety of issues that all of our students face, including issues facing LGBTQ youth.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

I believe it is important that decisions related to hiring, firing, and promotions be based on merit rather than race, color, religion, sex, national origin, sexual orientation and gender identity. If discrimination of any kind occurs, I would encourage the person to keep a good record. I will try my best to ensure the fair and just treatment of all people without favoritism or bias.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

We need to teach our students that disagreement does not equal hate. We must model respectful behavior towards people who are different from us. We need to teach children to treat all people with humility, kindness, and respect. I agree that social media poses new challenges for our anti-bullying effort. Plano ISD's anti-bullying policy does address cyber-bullying as well.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

The district should allow all non-violent groups the privilege of sharing their experiences and hosting discussions. It will always be my goal to make sure all students are granted their freedom of speech rights and the opportunity to form after school clubs.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

Plano ISD issued a board policy on 3/17/2016, FHH (Local). Page 3 specifically addressed the issue of gender-based harassment. Plano ISD's freedom from bullying policy addresses bullying as a broad issue impacting all students. It prohibits bullying against ANY student, including LGBTQ youth. I would love to see your research regarding Dallas, Denton, and Ft Worth districts to see how much of a difference it would make by subcategorizing all victims of bullying.

- 6. Why should members of the LGBTQ community support your candidacy?**

Everyone, including the members of the LGBTQ community, should support my candidacy because I will work hard for all students. I believe in making sound financial decisions for the district by being a good steward of the taxpayers' money. I believe that our community needs to be united under the cause of better education for all. I believe that students thrive only in a safe, healthy, and supportive learning environment.

My husband and I are Plano residents of 13 years. Our two daughters have gone through PISD schools and are currently enrolled in Jasper High School. I have a long history of volunteering for the PISD community and other area nonprofits. I currently serve as the Vice President of Ways and Means for Jasper PTSA. I am also serving on PISD's Diversity Advisory Committee and Gifted and Talented Committee. I have attended PISD board meetings, and work sessions in the past two years and have worked with our current board members and district leaders on issues facing our community. My active engagement within PISD will enable me to represent our community effectively on the school board.

PLACE 4

KATHERINE CHAN GOODWIN



Phone: 214-728-9260

Email: kgoodwinforplanokids@gmail.com

Website: www.goodwinforpisd4.com

Facebook: Katherine Chan Goodwin for Plano ISD 4

Background: Katherine Goodwin and her family have lived in Plano for over 30 years and her two children graduated from Plano Senior High School.

Education: Bachelor of Science in Business Administration, University of California
Master's Degree in Dispute Resolution, Southern Methodist University

Occupation: Following a career at EDS Corporation she founded her own commercial real estate company and is an ombudsman

Highlights of civic involvement:

- Served on the Executive Board of every Plano ISD school's PTA/PTSA/PTO that her children attended, holding positions including President, Treasurer, VP Membership, VP Ways and Means, and on the Audit and Nominating committees.
- PTA Lifetime Membership Award
- Treasurer, Young Men's' Service League, Wildcat Chapter
- JROTC Booster Club, Plano Senior High School
- Plano Future Farmers of America Buyers Club
- City of Plano Senior Advisory Board
- Certified Long-Term Care Ombudsman for Texas residents of assisted living and nursing facilities

Platform:

EQUITY - Committed to the Plano ISD mission of growing equity by closing the opportunity, and achievement gaps; adding resources for the students who need them most, without compromising on resources for others.

INVESTMENT - A child invests more of themselves when they feel they have been invested in. We must invest in:

- Fully funded, innovative programs to meet all of our students' needs
- Our teachers, staff, and administration to attract, develop, and retain the best talent in every role
- Collaborative environments to create and deploy best practices.

STEWARDSHIP - We face financial challenges. I will collaborate with my fellow Trustees to find ways to be good stewards of our resources, while never losing sight of our mission to grow every child to their fullest potential.

NEW HORIZONS - The pace of change in our society is rapidly accelerating. We must encourage continuous learning, and re-invention as a joyful habit for our students to equip them for whatever is over the horizon. We need to provide:

- Early and creative exploration of all the different work and life possibilities
- Earlier mapping of skill sets, training, and education to future occupations
- Links to training, certification, internship, and apprenticeship programs as viable alternatives, or enhancements to pursuit of a college degree.

COMMUNICATION - Our Plano ISD family includes 1) Our students and their families, 2) Teachers, staff, and administration, and 3) the Plano community at large - including our business community, and faith communities. I am committed to the continuous improvement of Plano ISD communications to our whole family in all available formats, especially new immediate notifications with "news you can use" via social media and texts. Shared learning is more impactful learning. I pledge to always listen with an open mind first, and then engage constructively.

KATHERINE CHAN GOODWIN

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

As a School Board Trustee, just as I do as a veteran PTA and community volunteer, I will continue to search out information and forums to educate myself about ALL of the needs of our students and their families. We must invest in our teachers, staff and administrators to attract, develop, and retain the best talent in every role. I consider diversity training essential development material for the growth of our educators and students.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Although Plano ISD policies align with the Texas Association of School Boards policies, the Plano ISD Board of Trustees is responsible for making all final decisions regarding school district priorities, policies, personnel, textbooks, expenditures, and growth management. As an advocate for respect and dignity for all human beings, I'm committed to including protections for LGBTQ individuals in our employment policies.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Hate speech, and misinformation are the enemy of thriving communities. Our District has and must continue to proactively address these concerns, and engage our students, families, educators, and appropriate City Services in crafting solutions.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

I believe Plano ISD is supportive of extra-curricular clubs like GSA. I recall that there was such a club when my son attended Plano Senior High School. My understanding is that clubs are formed or reformed every school year based on student interest, and a teacher willing to sponsor the club. Students and their families are able to view documentation regarding their rights and responsibilities per the Code of Conduct on the Plano ISD website. Hardcopies of the Code of Conduct are widely available at the beginning of the school year.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

I would support such a change as I believe in growing every child to their fullest potential. It is our responsibility to meet every child where they are, and provide the necessary resources for them to reach their brightest future. This includes a supportive and inclusive environment. When I was President of the PTA at Vines High School, we sponsored the Rachel's Challenge program with much success in changing campus-wide attitudes.

- 6. Why should members of the LGBTQ community support your candidacy?**

When my son was an Officer of the Plano Senior High JROTC Wildcat Battalion, I served as Treasure of the Booster Club. It was tradition to present graduating seniors with a gift that included a stand with a name plate to be affixed to it. He informed me that one of his cadets identified as male despite being registered at school as female. He thought it would make this cadet happy to have a name plate with the male name he went by. When the Colonel in charge of the program insisted on using the female name the cadet was registered with, I complied, but ordered another name plate with the preferred name with my own funds. My son's indignation was tempered by being able to give the alternate name plate to the cadet. This story illustrates that I will always treat everyone with respect and kindness. It doesn't mean that one should always give way to obstacles, just that one should continue to try to work around them, until you can be in a position to overcome them.

PLACE 5

DAVID STOLLE



Phone: 214-642-4518

Email: dstolle@jw.com

Website: www.davidstolle.com

Facebook: David for Plano ISD

Background: David Stolle attended Davis Elementary in PISD before his family moved to east Texas. He returned to the area nearly twenty years ago. He and his wife of 25 years raised three children who all attended PISD schools. One graduated in 2014, one will graduate this year, and their last will graduate in 2020.

Education: Bachelor's Degree in English, Texas A&M
Master's Degree in English, University of Texas, Tyler
Juris Doctorate, St. Mary's School of Law in San Antonio

Occupation: Finance Attorney
Previously spent four years teaching high school English in Palestine, TX

Highlights of civic involvement:

Serves on the PISD Board of Trustees (2011)
Serves on the Heritage Farmstead Museum Board (2018)
Best Lawyer, D Magazine, 2014, 2018

Platform:

Continued Expansion of Pre-K

Research reflects that students who do not read at grade level by third grade will have a significantly more difficult time keeping up with their peers as they progress to graduation. Having programs available for children to start school "kindergarten ready" is a critical component to making sure all of our students are at grade level by third grade. This is especially important for our low socioeconomic families.

Continued Expansion of IB

We currently have an elementary IB program at Huffman and a high school IB program at Plano East. I would like to see that program connected K-12, so families who want the IB experience through their entire educational career can do so.

Continued Expansion of Dual Credit, AP and CTE

I will push for the expansion of our dual-credit and AP offerings and our career and technical education courses at the high school level. Whether a student pursues a college degree or a skill, trade or profession immediately after high school, our current programs prove that Plano ISD has the resources available to make these students successful. My goal would be to make sure we continue expanding these offerings and options to meet the needs of our students and our community.

DAVID STOLLE

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

Plano ISD has an extraordinarily diverse population. It is incumbent upon the board and the district to remain aware of all of our community and its needs. To this end, the board has a standing Diversity Board Advisory Committee. Although in the past, the board did not take full advantage of our committees, we changed that approach a few years ago. We now charge our committees on an annual basis to study an issue and bring recommendations to the board. This year, our Diversity Committee is studying our diversity professional learning programs and making recommendations for next year regarding what cultural proficiency training would benefit staff. I am looking forward to the committee's conclusions and implementing their recommendations.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

The short answer is discrimination of any kind has no place in Plano ISD. We have very clear policies stating that Plano ISD is to be a discrimination-free workplace. The long answer is much more complicated. Last year, the board studied the language in its policies regarding discrimination and bullying. Specifically, the request was made by a member of the LGBTQ community to include sexual orientation and gender identity in these policies. The board studied the issue and the language in our policies with legal counsel for two months and came to the conclusion that no changes were necessary. It is not that these protections were unnecessary; it is these protections are already included. It is our understanding that current federal regulations interpret the protected class "sex" to include sexual orientation and gender identity. In this regard, sexual orientation and gender identity are included in federal law protections against discrimination (and by virtue of this, is included in our anti-bullying policy, which cross references the federally-protected classes). To the extent either federal law or federal regulations change or to the extent the Supreme Court determines these classes not to be protected, I support amending our policies to provide protection.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

School boards and school districts have a responsibility to protect students from hate speech. The district's anti-bullying policy (FFI) includes cyberbullying. This responsibility is more than simply making policy, however. It is also establishing appropriate practices. The actions of Principal George King and the students and staff of Plano East Senior High School from last year are a good example of where policy and practice intercept to create something positive out of a negative. After an incident in which a Plano East student made discriminatory comments online, Mr. King met with student leaders to discuss the issue. The students informed Mr. King they planned a peaceful protest. The staff monitored the protest for safety purposes but otherwise did not interfere, and the students rallied in support of the LGBTQ community. In doing so, the students and staff all moved forward together to overcome the incident and, I believe, create a stronger, more unified campus.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

As noted above, discrimination of any kind has no place in Plano ISD, and that includes clubs. I am fully supportive of GSAs. I won't pretend to know how many of our schools have GSAs, but my daughter has confirmed such a group exists at Plano West, where she and my youngest son both attend. I also note that at the Martin Luther King, Jr. Diversity Celebration in January, one of our honorees was a young teacher at Schimelpfenig Middle School who sponsors that school's GSA. If GSAs are being denied on any campus, the district should be made aware, but I don't believe we are denying GSAs in Plano ISD.

DAVID STOLLE

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

At present, I do not support further amending our anti-bullying policies for the reasons outlined above. Please note, however, that our anti-bullying policies extend to all forms of bullying. One of the reasons we elected not to amend the anti-bullying policy was because of how broad our language is drafted currently. Bullying of any sort will simply not be tolerated.

- 6. Why should members of the LGBTQ community support your candidacy?**

I have an eight year track record of fair and thoughtful leadership. Last year, when the request was made to amend policy to specifically include sexual orientation and gender identity as protected classes within our policy, I – along with most of the rest of the board – believed this to be a good idea.

Upon study, however, we determined we had these protections in place and did not need further clarification. Taking no action does not mean the board condones discrimination in these areas. In fact, it means quite the opposite. The board recognized this as a very serious issue and after two months of thorough and thoughtful analysis, we determined these protections exist. Providing a safe environment for our students and our staff is an integral component of what makes Plano ISD great. Are we perfect? No, but creating an environment where we can collectively move forward is a key component to board service, and I think I do everything I can to provide this environment.

PLACE 5

SEMIDA VOICU



Phone: 972-984-9357

Email: semida4plano@gmail.com

Website: www.semidaforpisd.com

Facebook: Semida For PISD

Background: Mother of five children ages 12-19 years old.

Education: Bachelor of Psychology, University of Houston
Master of Business Administration, University of Texas - Arlington

Occupation: Real Estate Broker

Highlights of civic involvement:

PTA Council Delegate at Hendrick Middle School (current)
Member of Clark High School PTA
Member of Rasor Elementary PTA
Volunteer to help raise money for student activities
Volunteer at Holy Trinity Greek Orthodox Church and the Greek Food Festival
Mentor and provide advice to new real estate agents.
PTA VP of Membership at Plano Senior High School
Volunteered for 8 years as a Sunday School Teacher for 3rd Grade

Platform:

Parent and Community Involvement

I am mentally, physically, and emotionally invested in PISD and education on a daily basis. I am a current member of the Hendrick and Clark PTA, I have worked with Rasor and Plano Senior PTA. We need to foster the relationships between the parents of students and the PISD with transparent, timely, and effective communication to understand and meet the needs of our students. We need dynamic community involvement to help bridge gaps and provide further opportunities.

Learn and Earn

We need to ensure that our students have the tools and resources to enable them to learn, develop a passion, and develop skills to earn in their chosen career and educational paths. A high-quality education that PISD can provide is paramount. We can provide that by maintaining and hiring talented and passionate teachers. Third-grade reading goals, vocational and technical skills, honors music, SAT/ACT/FAFSA preparation to bridge gaps and provide further opportunities.

Proactive Resource Responsibility

We need proactive responsibility to our students and teachers while taking responsibility to provide opportunities for the kids while being responsible with our resources. We need to be good stewards of our resources. We need transparency in our capital needs, long term debt solution, and allocation of our resources.

SEMIDA VOICU

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

Plano is a very diverse community and its one of the reasons I love it here. We should be aware of the many issues facing our students. We should be aware of the many different cultures at our schools. Teachers should be aware to effectively educate and interact across the community. PISD has a Diversity Board Advisory committee that reports directly to the board. One of the goals is to explore diversity professional learning programs and make recommendations for training for the staff.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Plano ISD has policies in place for employment standards that covers freedom from discrimination, harassment, and retaliation. Teachers come to our schools because they want to teach, and they love to teach. We need to support our teachers, and this helps provide a positive work environment.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

No child should have to go to school and worry about safety from bullying; at school or online. This is a growing problem and very close to my heart. The kids should not have to worry about hostility towards their religion, political views, personal choices, life choices, or factors out of their control from students, teachers, or staff. I appreciate the initiative PISD is taking with the Social Emotional Learning Program. The program focuses on compassion, community, relationships, hope, diversity, and trust. The SEL program along with the policies in place for student welfare provides the framework to protect the students and the due process rights of all victims and alleged accusers. Parents, students, and teachers should all be involved in creating a positive environment for our students.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

The extracurricular clubs serve the needs of the students by the students with a sponsor. Students should be inclusive and respectful. We have a diverse community of students with many needs and the extracurricular clubs can provide community, respite, and a sounding board. We need to maintain the freedom of thought, speech, and community.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

Anti-bullying policies need to be visible and the procedures to report easily accessible. No student should have to go through that stress and trauma. Bullying has lifelong consequences if not rectified. Bullying in any form from any source is unacceptable. There should not be fear in reporting bullying also. The Board Policy for Student's Welfare begins with Freedom. That is powerful. Students must enjoy the freedom from bullying in our schools

- 6. Why should members of the LGBTQ community support your candidacy?**

I believe every student should have a voice. Each individual student is important. They should be treated with respect and compassion. Parents should feel comfortable in discussing any Issues with teachers, counselors, and staff. The emotional, social, and academic well-being of each student is a paramount concern for me.

PLACE 6

JERI CHAMBERS



Phone: 972-489-8692

Email: jeri4planoisd@gmail.com

Website: www.jeri4planoisd.com

Facebook: Jeri 4 Plano ISD

Background: Jeri Chambers grew up in Richardson and moved to Plano in 1994.

Education: BS in Secondary Education, University of Texas, Austin
MS in Educational Administration and Supervision, University of Nebraska, Omaha

Occupation: Donor Relations Officer, Communities Foundation of Texas, Collin County Office
Previously a math teacher at Wilson and Otto Middle Schools, a fifth-grade teacher at Wells Elementary, and worked with medially challenged students through the homebound program, all in PISD

Highlights of civic involvement:

Plano ISD Board of Trustees (appointed January 2018)
Plano ISD Education Foundation Board of Directors
Junior League of Collin County, Board of Directors, Community Strategic Director
Sci-Tech Discovery Center, Creator and Founder
Plano Youth Leadership Past President
Leadership Plano Class XX
Leadership North Texas Class 9
Texas Commission on Volunteerism and Community Service
PTA Volunteer

If elected, what two issues would you give the most attention and resources? (DMN Candidate Questionnaire)

Ensuring equity across the district so that all schools get the support and resources they need to drive successful student outcomes and launch their life-long success. The district should also give serious consideration to scaling teacher pay for those who choose to teach in schools with a more challenging environment.

The district uses a growth model testing called MAP (Measurement of Academic Progress) The use of MAP should be maximized to determine where students demonstrate learning gaps to best facilitate student academic growth and guide effective teaching strategies. I would like to see more emphasis on the MAP over the use of high stakes criterion testing like the STAAR. Teachers should be rewarded for how their students grow in their classrooms over time rather than how well students perform on one day.

JERI CHAMBERS

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

Diversity, equity and inclusion training is essential for any group, organization or work force. Research indicates that diverse groups are more effective and successful in achieving goals and objectives. It is a definite priority for all district employees, including trustees, to have the tools and experiences necessary to work with people different from themselves and to ensure that policy reflects that commitment.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Hiring, firing and promotions should be based on work performance and contributions to the organization. Policies should be in place that reflect commitment to fair employment practices.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Schools and district have a responsibility to ensure that policy reflects an expectation that all students and staff are treated with respect all the time. Threatening or hateful speech cannot be tolerated in whatever form it takes.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

I support the District allowing students to form extra-curricular clubs if all clubs follow district policies and procedures. LGBTQ clubs are currently available for students on PISD campuses.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

District bullying policies should apply to ALL students. I would encourage GALA to share the data on differences per districts and also any evidence that current district policy is not protecting students for PISD administration and trustees to evaluate.

- 6. Why should members of the LGBTQ community support your candidacy?**

I am an advocate for the healthy development of all children and an ally for those who do not feel they have a voice.

PLACE 6

GREYSON M. DUNN



Phone: unknown
Email: unknown
Website: N/A
Facebook: N/A

GALA was unable to find a website, Facebook page, or any other social media presence for the Greyson Dunn campaign. Additionally, only two interviews could be found. In lieu of a traditional candidate profile, we will provide these articles.

COMMUNITY IMPACT – 3/20/2019 – By Gavin Pugh

1. Why did you decide to run for this position?

I am running for a position on the PISD board of trustees because I have two young children living in the district, and I feel I can make a difference in the quality of their education.

2. What experience—professionally or politically—do you have that would prepare you for this position?

I have never previously ran for a political position, but I am an attorney and I feel that my 16 years experience in that position will be an asset to PISD.

3. If elected, what are some specific policies you would like to implement in PISD?

My top priority as a member of the PISD board of trustees will be to help bring an academy-style education program specialized to the individual needs of exceptional students. I envision a program that provides such a high level of education to students based on their individual needs that parents who would normally send their students outside the district to schools such as Jesuit or Hockaday would instead choose to remain within the district and attend the academy in Plano. This program would not only be available to those that can afford to send their children to exceptional schools outside the district, but will be available to any student within PISD. Attendance at a Plano academy would be merit-based and not based on external factors, such as race, socio-economic background or social connections. It would be strictly based on the abilities of those students who choose to apply and can pass an entrance exam that tests their ability to excel educationally.

The greatest thing we can do as a community is to help every student achieve their highest level of personal success, through an education that challenges them individually—an education that helps each student grow and become a person that we as a community can all admire and be proud of.

4. Are there specific areas in the district’s budget that you would consider funding more or funding less?

I would increase funding in the gifted and advanced education programs.

5. What else do you want constituents to know about you and your background?

I am a fifth-generation Texan whose parents came from the cotton farms of West Texas. I grew up in Richardson and was always aware of the reputation Plano has for excellence in education. In addition to the present traditional education programs that are at the heart of PISD, I feel that we should also innovate in areas that best serve the need of our children. An academy program, with separate facilities and uniforms, created for students with gifted abilities, would not only help our community but would also help attract businesses that value a high level of education and want that opportunity for the children of their employees.



GREYSON M. DUNN

PLANOMOMS.COM – Guide to your PISD Board Candidates

What motivates you to want to become a board member? I have two children in the district, a 5yr old and a 3yr old and I want to have a positive impact on their education. To be specific, I want to bring personalized education to PISD. Personalized education is a system which evaluates each student's education needs by subject. That information is then used to create a custom plan for that child, so that their individual needs can be addressed. For example, a child in the 1st grade may read at a 4th grade level while their math skills are at the expected 1st grade level. In a personalized education based system, that child will then have an education plan custom made for them that provides instruction at the 1st grade level for math, and at the 4th grade level for reading. Of course all other subjects will be treated accordingly as well. This type of individualized education allows a child to grow at an appropriate pace in each subject matter, while also allowing them to remain in the same classroom setting as their age group. Other attempts at addressing the education needs of gifted students, such as promoting them ahead, removes those students from their peer group and places them in a classroom with older students. This can lead to the child being excluded by those older students, feeling lonely and out of place. At a certain point, the child may even reject school altogether. Personalized education addresses the whole child through appropriate education among all subjects, while also allowing the child to mature naturally with their own peer group.

What particular skills or experiences in education qualify you to serve as a school board member?

I am an attorney practicing in Plano, and I am also pursuing an MBA at UTD where I have taken graduate level accounting classes. I feel that these skills will help me better understand the laws and legislation that affect the school district, as well as the important budgetary issues.

How long have you lived in this school district?

I attended Richardson Independent School District throughout my primary education, graduating from Berkner High School, so I have a natural familiarity with the history of this area. I have lived in Plano since 2006.

What do you see as the current challenges facing public education in our state/district?

Plano has always had an exceptional record for its school district, but other school districts have also increased in quality. It is time for PISD to move beyond just providing a high quality standard education, but also to innovate, to bring new ideas into the district. This can be done through personalized education. But as a Conservative, I also feel we should advance these improvements methodically and only after a careful study of the differing methods of implementation. As we grow and achieve better educational opportunities for our residents, I feel that a secondary benefit to implementing personalized education is attracting the type of businesses that we want in Plano. Plano is growing and nothing will stop that, but we want it to grow the right way, by bringing in businesses with highly educated and therefore highly paid employees. Those leading businesses and their employees value excellence in education, and are concerned with the quality of education their children receive. A major step towards attracting those businesses to Plano, is having an excellent and innovative primary school system. My goal is to one day have a Plano family with the ability and means to send their child anywhere, for example Hockaday or St Mark's, but instead choose to remain in-district for their children's education. An exemplary primary education system in Plano will help all students in the district, regardless of income or social status. Our primary goal as a community should be to provide an education system that allows all children to reach their full potential, that will elevate our community as a whole.

PLACE 6

DYLAN RAFATY



Phone: 469-487-3199

Email: voterafaty@gmail.com

Website: www.VoteRafaty.org

Facebook: Dylan Rafaty For Plano ISD

Background: Dylan Rafaty is an author, self-advocate, and founder of DylanListed® LLC. Due to his personal experience as a hearing-impaired student in Special Education, Dylan acquired a special understanding of and sensitivity to the needs of youth in Special Education and the transition to the world after high school.

Education: HS Diploma (Special Education Graduate) from Plano West, Class of 2009, Plano ISD
Associate degree on General Studies at Collin College
Bachelor's Degree in Industrial and Organizational Psychology at University of Phoenix, Online (Expected Graduation – Summer 2019)

Occupation: Founder & Chief Navigation Officer for DylanListed (provides transition supports services for people with disabilities, veterans and economically disadvantaged youth and adults) and the Director of Community Development & Disability Engagement for C-Hear, Inc (provides technology solutions)

Highlights of civic involvement:

Committee Member for the Texas Governor's Committee on People with Disabilities
Advisory Board Member for the Care and Mercy Foundation
Committee Member for the Plano ISD Special Education Advisory Board Committee
Chairman for the Social Responsibility Committee at the International Association of Ice Cream Distributors/Vendors
North Texas/Dallas Ambassador for the Abilities Expo
Proud Member at Plano Chamber of Commerce
Texas Partners in Policymaking (TCDD funded program)
Graduate of 2018 Plano Citizens Academy
Honorary Superstar from the Night of Superstars
Volunteer Professional at Prison Entrepreneurship Program (PEP)
Advocate for March for Respect
Committee Member for the Education Committee at World Para Taekwondo

Platform:

School Safety

- Provide continuous education and awareness for all students through innovative programs by working with collaborative partners (in relation to anti-bullying, mental health and accurately reporting suspicious activity).
- Incorporate at least (1) psychological counselor for every school.
- Develop, create prevention strategies and procedures in case of emergencies.

DYLAN RAFATY

Platform (Con't):

Healthy Food Options

- Incorporate healthy food options for all elementary youth.
- Investigate and/or expand health and wellness programs.

Student Success

- Continue to expand Pre-K options.
- Continue to support the Social Emotional Learning (SEL) and Child Find programs.
- Expand transitional support and guidance for middle school students.
- Continue to expand blended learning options in classrooms for all students.
- Continue to expand post-secondary options for all students (through Career and Technical Education, Trade School, Apprenticeship or Entrepreneurship Programs, etc.) who want to become employment-ready.
- Develop gateway access (or smooth transition) to college for students including those with disabilities through a collaborative partnership with Collin College.

Empowering Teachers

- Continue to expand professional learning and collaborative work teams for all teachers and administrators.
- Continue to support the Plano ISD Instructional Technology department with the expansion of Webdesk and Chromebooks in classrooms.
- Increase recognition efforts for teachers and administrators for their personal achievements.
- Increase team building efforts within local schools.

DYLAN RAFATY

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

As a proud member of the disability community and part of a multi-cultural family, I've fully embraced the meaning and importance of diversity that exists within our Plano ISD community. In addition, inclusion is one of my main three values that I am fully committed to showcase during my term (if elected).

Over the last several years, I took the action to connect with local residents, advocates, leaders and elected officials. I believe in continuous learning from individuals who have personal experiences and/or expertise in their respective fields. These efforts will never stop as I believe in relationship and community building. Many organizations today are implementing the need to provide diversity and sensitivity training. Personally, I have delivered numerous of sensitivity training to service providers and attended sessions to learn the sensitivity needs of other communities.

Yes, I do believe it's a priority to provide diversity and sensitivity training to employees as this will strengthen our organizational culture.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Our job as a school board trustee is to implement policies, best practices and govern the district administration to provide excellent education for all students within Plano ISD. I do believe in collaborating with our administration (as they are the experts) while looking into its current hiring and employment practices or procedures to see if such improvements are needed.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Hate speech is unacceptable. As a student during my time in public education, I faced a set of challenges because of being different or having a disability. However, I do believe in our district's administration ability to immediately condemn any actions or behaviors taken and to take appropriate actions if necessary by following our state/federal laws.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

I do not have all the information to fully answer this question. However, I am more than willing to engage with the community to learn more about the current problems students are faced with and what possible solutions that can be done. In the mean time, I will collaborate with our district's administration and school board to determine if any actions are needed to be taken.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

This is something I am happy to look into. One of my first actionable items (if elected) is to investigate ways on how we can become more inclusive and proactive by providing anti-bullying policies or procedures, prevention and awareness for all students.

- 6. Why should members of the LGBTQ community support your candidacy?**

I am a firm believer in diversity and inclusion. I also believe in bridging the community together by collaborating on ways we can improve and grow together. My track records in the private and public sectors while working with different representatives showcases that I am willing to listen, be informed or educated, engaged and the ability to act on the issues that matter. In the end, it is my hope that the LGBTQ community sees me as an ally.

PLACE 7

CODY WEAVER



Phone: 469-215-1137

Email: weaver4pisd@gmail.com

Website: www.weaver4pisd.com

Facebook: Cody Weaver For Plano ISD

Education: BS in Agricultural Leadership, Education, & Development, Minor in Business Administration, Texas A&M Real Estate Designations including Seller Representative Specialist, Accredited Buyer Representative, Certified Condominium Specialist, Real Estate Negotiation Expert, Pricing Strategy Advisor, Instructor Training Institute, Graduate Realtor Institute, and Certified Real Estate Team Specialist

Occupation: Realtor and residential real estate Broker with JP & Associates Realtors

Highlights of civic involvement:

- Volunteers with Congregation Shearith Israel and have served in leadership roles in the past
- Attends Plano ISD School Board meetings.
- Recipient of the 2009 Humanitarian and Social Sciences award for Northeast ISD in San Antonio, TX
- President of the Chabad Jewish Student Group at Texas A&M University
- Volunteered at MDA camp

Platform:

Student Safety & Security - Proactive planning saves lives. The No. 1 priority of any school district is the safety & security of its students. Parents need to feel confident in their child's safety every time they drop their student off at school. I would support a policy that helps coordinate our teachers, administrator and first responders during a crisis event. Training and preparation are key when responding to a crisis event. We have a duty to explore all options that enhance campus security and keep our students safe. Additionally, I would initiate a safe and timely parent-student reunification process after a crisis. Safety and security of our students includes their social and emotional well-being.

Financial Stewardship - Responsible budgeting focuses on student success. Every dollar we spend should advance our mission to provide an excellent education for each student. We must remain focused on what we can control while keeping the public informed on key issues facing our district. Commitment to transparency is the key to building trust in our community. I will fight for the efficient use of financial resources and support policies that increase accountability. Policies such as forecasting our long-term capital needs and minimizing taxpayer dollars paid on debt interest.

Career Pathways - Schools create pathways to high-value careers. We produce community leaders and academic achievers that universities and employers pursue. I want to preserve and enhance what we've built so more students can reach their full potential. Early childhood literacy & soft skills are essential to student success. Incorporating technology and specific task training programs applicable to workforce demands can provide a competitive edge our students need. We must prepare our students for a lifetime of learning and earning.

CODY WEAVER

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

I am committed to improving the learning experience of every student. In order to accomplish this, our teachers and administrators must be flexible in their teaching style. This requires educators to implement a variety of instructional methods to accommodate learners at all levels. Furthermore, we do need to educate our teachers on the issues facing our youth. A student's ability to succeed in the classroom is linked to their social and emotional well-being. Maintaining a classroom and campus that promotes freedom of speech and freedom of expression is a hallmark of our American way of life. Plano ISD is a place for all students and I will fight to keep it that way.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Plano ISD has adopted policies to prevent this, specifically, Employee Standards of Conduct, DH(EXHIBIT) which states, "The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation." Plano ISD is home to some of the most dedicated, experienced, and caring teachers in Texas. These are the educators that welcome our children into their classroom every day and reinforce the values we all share. We must take proactive steps to retain and recruit educators based on merit and professionalism.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Plano ISD has adopted policies to prevent this, specifically, FNAAL(LEGAL), which may prohibit expression by students if "It materially and substantially interferes with the rights of other students or teachers". Furthermore, FNAAL(LOCAL) states that "Material shall not be distributed if: the materials include hate literature that scurrilously attacks ethnic, religious, or racial groups and similar publications aimed at creating hostility and violence if they fall within the standard described at LIMITATIONS ON EXPRESSION at FNAAL(LEGAL)". Employee Standards of Conduct, DH(EXHIBIT) also adds, "The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation." Strong local policies preventing bullying, hate speech, and discrimination are very important to me. FFF (LEGAL), Student Welfare – Student Safety states "The Texas School Safety Center, shall develop programs for use by school districts that address: The prevention of, identification of, response to, and reporting of incidents of bullying." Our educators must be prepared to act when faced with a bullying or hate speech situation.

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

I support every student's right to freedom of speech and freedom of expression. I am for any school club that seeks to promote inclusion and understanding. Our local and state policies are readily available on the district's website, but I would invite members of the LGBTQ community to reach out to their PISD teachers and administrators to help navigate specific policies.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

Currently, Board Policy FFH(LOCAL), Student Welfare – Freedom from discrimination, harassment, and retaliation prohibits "gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity." I would welcome the opportunity to review other districts' policies on this topic and discuss the merits of our current board policy further.

- 6. Why should members of the LGBTQ community support your candidacy?**

I am a candidate for all students. I am committed to enhancing school safety & security, budgeting that directs more resources to the classroom, and curriculum that prepares our students for high-value careers. Our efforts should be proactive, not reactive. Parents need to be confident in their child's safety. Students need to be focused on learning and enjoying their youth. As long as our students are focused on their safety instead of their studies, they will never reach their full potential.

PLACE 7

KHALID ISHAQ



Phone: 214-991-1001

Email: khalidishaqpsid@gmail.com

Website: www.Ishaq4PISD.com

Facebook: Khalid Ishaq for Plano ISD Place 7

Background: Khalid Ishaq and his family have lived in the Plano ISD for 18 years and all three of his children attended PISD schools for K-12.

Education: M. Sc. Software Engineering from Southern Methodist University (SMU)
B. Sc Computer Science from University of Central Oklahoma
Post-Secondary - University of London

Occupation: Technology Leadership and Consulting developing technology solutions for fortune 500 companies

Highlights of civic involvement:

- Career and Technical Education Committee for PISD
- 2020 Census Complete Count Committee for Plano City
- Outreach for East Plano Islamic Center
- Adviser refugee resettlement for RMRUS
- Adviser ICNA Food Bank
- Diversity Advisory Committee for PISD
- Career and Technology Education for PISD
- Census 2020 complete count committee for Plano City
- Advisor to Rohingya Refugee resettlement in Dallas for Rohingya Muslim Relief
- ICNA Food Bank
- EPIC CARES - for East Plano Islamic Center
- EPIC Youth - for East Plano Islamic Center

Platform:

I have been actively involved with my children's educational journey through the PISD and along the way have seen many weaknesses that I feel should be addressed to make our schools the best.

- I want PISD to be the stepping stone to prepare ethical leaders that will influence an interconnected global economy.
- I want every child to leave PISD confident that they can enter the professional world with little friction.
- I want every child to feel safe in our schools from the onslaught of social media and physical bullying.
- I want our schools to be a place where our teachers are given the mean and training to bring forward the best of the subjects that they teach.
- I want every parent to participate in their children's education.
- I want our corporate neighbors to be more involved in preparing children to become innovators in all fields.
- I want our state to pay more attention to future leaders.

KHALID ISHAQ

- 1. What would you, as a School Board Member, do to educate yourself about the diverse community you serve, including the LGBTQ community? Do you consider it a priority to ensure that District employees receive diversity training which includes information regarding issues facing LGBTQ youth?**

I have been an advocate for diversity training for the district employees for over 10 years when I myself would go to my daughters school to present to them diversity sensitivity training as a parent. I was also a member of PISD Diversity Advisory Committee for 2 years.

- 2. Currently there is no state or federal law that protects LGBTQ individuals in regard to employment. Will you work to ensure that District hiring, firing and promotions will be conducted without regard to sexual orientation and gender identity? Why or why not?**

Hiring and promotions have to be beyond sexual orientation, gender identity, ethnic and racial identification, religious affiliation, political affiliation or any other type of discrimination.

- 3. Hate speech is not regulated in the U.S. and social media is a popular forum for this speech to flourish. What responsibility do schools and the district have in protecting students from the hate speech of other students and staff?**

Social media used for hate speech, bullying and even online stalking has become a major issues that is resulting in phycological and mental health issues in our youth and I see that when I visit schools and talk to administrators. I believe that the district has a responsibility to protect the students while they are in school and this should also include threats from social media

- 4. While denying an after-school club the ability to form is prohibited, we know this still happens in North Texas in relation to Gay-Straight Student Alliances (GSA) and similar organizations. Are you supportive of your District allowing extra-curricular clubs like GSAs which allow LGBTQ students and allies the opportunity to share their experiences and discuss ways to make their schools safer and more inclusive? How can we ensure students know their rights and are supported on every campus?**

The rights of students as members of society and as human being is the most important thing for me and application of justice and equality for all. I think the students should not only be provided with a safe space to meet but also be taught what their rights.

- 5. Schools that have implemented anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Area districts that have implemented such programs include Dallas, Denton and Ft Worth. Do you support amending district bullying policies to be LGBTQ inclusive? Why or why not?**

Anti-bullying policies are a part of keeping our children safe in their schools and should be all inclusive with no exceptions for any kind of discrimination.

- 6. Why should members of the LGBTQ community support your candidacy?**

I look at everyone around me as human being first and equal in all aspects without any difference because of their belief, gender, race , color, social and financial stature. Further I want to make sure that we give every child an opportunity to succeed in life.