



**PLANO ISD
CANDIDATES
MAY 1, 2021**

PLANO ISD

Place 1

Shafik Ben Guesmia
Semida Voicu
Lauren Tyra

Place 2

Angela Powell
Ajikwaga Felli
Dayna Oscherwitz

Place 3

Nancy C. Humphrey
Lynn Walling

Place 6

Jeri Chambers
Marilyn Loughray

PLACE 1

SHAFIK BEN GUESMIA



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Website: -
Facebook: -

What motivates you to want to become a board member? (Plano Moms)

I grew up going to a public school and I strongly believe in the power of public education. Plano ISD received a rating of “A” from the Texas Education Agency and that already answers many questions but we must keep improving curriculums and school programs to allow as many students as possible to reach their full potential. I am father to three exceptional children. My daughters, the first graduated last year from Plano West and the second is at Clark high school. My son is at Carlisle Elementary. I would like to take this opportunity to congratulate and to sincerely thank Plano ISD teachers, staff and board of trustees for giving our communities great schools!

Education: -

Occupation: CEO of contract management firm Cemendus Inc.

How has your experience prepared you for board service? (Community Impact)

My experience is in legal, journalism and, in the last two decades, in contract management. This combination prepared me to better understand policies, to conduct deep and thorough analysis of facts to make well-informed decisions, and to determine the immediate and future impact on our school community.

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

I have over 25 years in journalism and I gave a lecture once at a university in journalism as a guest about researching and analyzing facts for the purpose of news articles, but that didn’t make me a university professor! I also gave instructional talks on some subjects when I was a volunteer with the Red Cross & Red Crescent.

I am the founder of 2 associations, one as a Sunday school and one to manage community cultural and social events. At the school, we were trying to support children to improve their math skills and learn a new language. Only 63% of the students in Plano are meeting or exceeding the learning standard in math. Why it’s not 80% or 90% ? Same situation for reading, why we are not in the 90%? My skills are in legal, journalism and in last two decades in contract management.

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

A public school should be properly funded to be effective. My main goal is to support substantive actions to have better reforms so we can as a school district function without having to adopt budgets deficits. We must prevent increase in recapture in the coming years as this will severely hit our school district operations, cut funding to school programs and may beget lay offs and overcrowded classrooms. Since 1993, our school district paid in recapture \$1.9 billion to the state of Texas, while in the meantime had to borrow



SHAFIK BEN GUESMIA

What do you see as the current challenges facing public education in our state/district? (Plano Moms) - Continued

money subject to an interest rate for building repairs, technology update and the purchase of buses! From my point of view the last House Bill 3 was a first positive echo to our School district claims but some districts were exonerated from recapture payment when Plano ISD is still burdened with it. Considering the overall school population, we have to be able to address and fulfill the needs of several categories of students. Students from economically disadvantages families, neglected students and students exposed to violence and hurt emotionally and psychologically are the most vulnerable and are for certain more at risk of dropping out of school. This fact alone represents 26% of the overall school population. We need to establish new programs and/or to optimize the existing ones to face this alarming situation. There is also the academic challenge to better prepare our students to take on college degrees. There are some areas of improvement at the curriculum level that we must focus on. Our teachers and staff must be able to accomplish their daily missions in optimal conditions and we are to be able to offer better financial compensation packages. We are to be very competitive in this area. In my opinion, these are the main areas we must focus on as parents but it is obvious that there are other issues that will require our commitment and efforts, with the first priority given to students.

GALA CANDIDATE QUESTIONNAIRE

THIS CANDIDATE CHOSE NOT TO RESPOND TO THE GALA CANDIDATE QUESTIONNAIRE.

PLACE 1

SEMIDA VOICU



Phone: 972-984-9357

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Website: www.semidaforpisd.com

Facebook: Semida For PISD

Background: Semida believes that parental involvement in the education of students is critical for success. As a parent she has spent the last 2 years attending the Plano ISD Board Meetings and Work Sessions. She believes in making the effort to understand the policies and procedures of PISD in order to advocate for the students of PISD.

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

Occupation: Broker/Owner at Semida Realty

Highlights of civic involvement/accomplishment:

- Serves on the PISD Career and Technical Committee
- Vice-Chair of Community Relations for the City of Plano
- Member of the Governmental Affairs Committee and Diversity Committee for CCAR
- Involved with the Razor, Hendrick, Clark, and Plano Senior PTAs
- Worked as a Collin County Election Judge for the past three years
- Former PATH Science teacher
- Sunday School Teacher at Holy Trinity Greek Orthodox Church for 8 years

Platform/Priorities

Hybrid High School - Grades 9-12 should have equal access to choose 5 days a week face to face instructional learning. Parents should be able to choose Virtual or In person equally. Plano ISD is the only district in Collin County to disallow the high school students from attending on campus full time. Currently the Hybrid model allows the students that had selected to return to campus only 2 days a week on campus, face to face instruction. At the beginning of the school year parents we allowed to request virtual or 5 day face to face for their children. Plano implemented 2 days on campus without parental input, consideration, or selection. All parents should be able to decide what is best for their children. The 9th-12th grades students who chose 5 days a week face to face were denied that choice. Parents should be active participants in their children's education and should be able to select the best choice for their child. Plano Independent Schools should focus on the Success of Students.

High Academic Standards - Our students deserve the best education and we need to maintain and exceed academic standards. The PISD motto of "Powered By Learning" should be the focus. Plano is known for its high academic standards, the graduation rate of 97%, and we should maintain that commitment. The learning loss suffered during the pandemic has not yet been evaluated. The daily attendance is crucial to recovering lost skills sets. We need to ensure the commitment to high academic standards by providing access, support, remediation, and increased learning.



SEMIDA VOICU

Platform/Priorities (Continued)

Transparency & Accountability - I believe transparency and accountability creates trust with the stakeholders of PISD. I will make transparency and accountability a priority. Parents, students, and teachers should be informed of the decisions being made. Open dialogue and discussion is critical in creating confidence and credence with our district.

Career, Technical, Dual Credit Education - I am on the CTE committee for Plano ISD and have seen the many wonderful pathways available. We need to increase the classes available and have more options for students at the different campuses. We need expand our partnership with Collin College to allow for more dual credit for our students. More dual credit classes will give the students the opportunity to obtain associate degrees faster, shorten the college time line. This will benefit the students potential to learn and earn. The Career and Technical classes are crucial to obtain the skills and certifications to obtain quality and necessary careers.

Elementary Math and Reading Goals - Academic Excellence starts in Elementary. In order to progress to the many STEM and Academic classes in upper grades we must focus on the fundamentals for the elementary students. Education is a process and we need to ensure Third Grade reading goals and Math skills are achieved and surpassed.

Proactive Fiscal Responsibility - We need to focus our resources on what we know lies ahead based on our district's projections. We need to focus our resources on our students, the classroom, and the teachers. I believe the priority should be the success of our students. I believe in an open and transparent budgetary process on all levels. We should review the capital improvement plan on an annual basis and reevaluate decisions based on current issues. We need to structure our debt to minimize interest cost to taxpayers. A debt management plan in our current economy is a fiscal necessity.

Retain Our Students to Retain Our Teachers - Our students are the purpose of PISD. To date 2200 students unenrolled from PISD. That is more than a \$20 million loss for our district. Also per the February 2021 work session there is a deficit of more than 1600 students physically moving out of the area compared to students moving into Plano. We need the students to keep our teachers. Teachers want to teach and if there are not enough students we run the risk of losing our qualified teachers. PISD should actively look for ways to retain the current students we have and to make this the district that newcomers enroll their children in. A strong academic and vibrant district is critical to the financial and educational success of PISD.



GALA CANDIDATE QUESTIONNAIRE

THIS CANDIDATE CHOSE NOT TO RESPOND TO THE GALA CANDIDATE QUESTIONNAIRE.

While this candidate chose not to complete the GALA Candidate Questionnaire, they did choose to complete the questionnaire sent out by iVoterGuide.com. The iVoterGuide.com questionnaire includes questions in their Religious Liberty and Values sections that are relevant to LGBTQ students. This candidate's responses are provided below. The iVoterGuide.com question is in regular text while the candidate answer is in **bold**.

Religious Liberty

School districts should not discriminate against individuals, organizations or small businesses because of their belief that marriage is only a union of one man and one woman. **Strongly Agree**

Education

If you support the teaching of Sex Ed, please answer the following question: Sexual education should include these topics (list all that apply and add your own, if needed) -- Physical and emotional health outcomes; contraceptive methods; consent; abstinence; sexual orientation and gender identity; human anatomy/the reproductive system; abortion methods and side effects; stages of pregnancy and fetal development; sex acts and pleasures of sex. **Did not answer. Parents are responsible for teaching sexual education to children and only the parents can determine the appropriate age for their children to be taught this topic.**

Values

No school official should be involved in the sexual transitioning of a student. All issues on this subject should be referred to the parents of the student. **Strongly Agree**

Judeo-Christian values established a framework of morality that is necessary for our system of limited government. **Agree**

Teachers should not use alternative names and pronouns without parental permission. **Agree**

Therapy for children who have unwanted same-sex attraction should be banned. **Strongly Disagree**

I support allowing students to use public restrooms, showers, and changing rooms, and to participate in athletic competition based on the gender with which they identify instead of biological sex. **Strongly Disagree**

PLACE 1

DR. LAUREN TYRA



Phone: 469-248-5143

Email: laurentyra4pisd@gmail.com

Website: www.laurentyra4pisd.com

Facebook: Dr. Lauren Tyra for PISD Trustee Place 1

Background: Lauren is passionate about education in the Plano community and hopes to bring that passion to the Plano ISD Board of Trustees. As the parent of a deaf child, she has significant experience navigating early childhood intervention and special education programs. As she has tirelessly advocated for her child, she wants to advocate for all children and young adults in Plano ISD.

Education: Bachelor of Science in Biology and a Bachelor of Arts in German - University of North Texas
PhD in Neuroscience - University of Texas Southwestern Medical Center in Dallas

Occupation: Scientific Analyst for a local venture capital firm focused on investing in life science and healthcare startups

Highlights of civic involvement/accomplishment:

- Member of both the PTA and School Based Improvement Committee (SBIC), Daffron Elementary
- Den Leader and member of pack leadership, Boy Scouts of America
- Career mentor to scientist trainees across Texas through UT Southwestern and the UT System.
- Taught Sunday school at Custer Road United Methodist Church
- Student Volunteer Coordinator (college) for the Fort Worth Regional Science Fair
- Built and launched a science fair mentoring program between UT Southwestern and Irving High School
- Developed a grant writing mentorship program for students seeking National Science Foundation Fellowships

Platform/Priorities

Equity in Education - Every PISD student and staff member should have the opportunity for growth and achievement based on their individual circumstances and needs. This includes gifted students, special education students, students and teachers in different geographies within the district, different cultures, religions, backgrounds, and different economic needs.

Skills-based STEM and Technical Education - STEM and technical education is critical to preparing students for a 21st century workforce. STEM jobs are some of the fastest growing and highest paying jobs in the United States, and STEM skills are increasingly required for jobs outside of traditional STEM fields. All PISD students should have access to high quality, skills focused STEM education to prepare them for entering the workforce or continuing their education.

Financial Stewardship - Plano ISD benefits from a strong tax base funding public education, and trustees must promote responsible financial stewardship by ensuring every dollar is maximized. Expenditures and programs should be scrutinized based on needs and outcomes, and financial transparency is paramount.



DR. LAUREN TYRA

Platform/Priorities - Continued

Raising Standards - Plano ISD overall has an “A” accountability rating; however, a handful of elementary and middle schools in PISD are lost in the average. These “C” rated schools present a significant opportunity for improvement and an opportunity to improve the critical early education these children receive.

GALA CANDIDATE QUESTIONNAIRE

Schools that have implemented anti-discrimination and anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Currently no major district in Collin County specifically references LGBTQ youth in their anti-bullying and/or anti-discrimination language. Do you support amending district anti-discrimination and anti-bullying policies to be LGBTQ inclusive? Why or why not?

Yes. I believe all students, teachers, and staff in the district can benefit from inclusive anti-bullying policies that treat every person with respect, regardless of sexual orientation, identity, or status.

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 believe the biggest thing I can do to educate myself is to learn from experts and community members, which includes listening to members of every community that PISD serves. While I may not have the same experience as various community members, I believe those with different experiences should have their voices heard and their feelings and concerns validated. I think it is important that district employees receive diversity training that includes information on LGBTQ youth, so they are equipped to support those youth adequately. For example, LGBTQ youth are more likely to contemplate suicide at a higher rate than non-LGBTQ youth. A simple understanding of the unique challenges to this student population can lead to a safer and healthier learning environment for LGBTQ students, which is what we should be striving for with all students.

Why should members of the LGBTQ community support your candidacy?

I fundamentally believe all students, teachers, and staff should be treated with respect and equality, regardless of their identity. Further, they each deserve the tools and resources to be successful within PISD. That part of why equity is so important in education, which is my top platform priority.

PLACE 2

ANGELA POWELL



Phone: 214-228-3059

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Website: www.angelapowellforplano.com

Facebook: Angela Powell for PISD

Background: Angela was elected to serve her first term as Plano ISD Board of trustee in May 2017. Angela Powell is the proud mother of 3 children, William, Roy and Evelyn with her husband Simon. Angela and her family moved to Plano over 15 years ago and has been an active member of the community ever since.

Education: Bachelor of Science, dual majors in Biology and History - Houston Baptist University
 Master of Business Administration in Health Services - University of Dallas Graduate School of Management

Occupation: CEO at Powell Advantage

Highlights of civic involvement/accomplishment:

- PISD Board of Trustees, 2017 - present
- PISD Board liaison for PISD Education Foundation 2019, Junior League of Collin County 2019-2021, Tech Titans (The Technology Association of North TX) 2019, North Texas Commission 2019, Realtor's Group 2017 & 2018, City of Murphy 2018, City of Parker 2018, Plano Homeowners Association 2017, PISD Council of PTA's 2020-2021, and PISD Head Start 2020-2021
- HOA Board Member 2020-2021
- Texas Health Resources, Community Impact Collin County Leadership Council 2018-2020
- Transition and Career Fair, Williams High School, Philanthropy Chair, 2016-2019
- Vice President, Texas Business Women of Dallas Metro North, 2016-2018
- St Joseph Catholic School Advisory Council, 2015-2018 and School Moms Group President, 2016-2017

Platform/Priorities

School Safety & Health - We need to provide a safe and productive environment for students and faculty. I will work with local law enforcement and district personnel to increase security and safety protocols. I will work to make sure policies such as the Cyberbullying Policy and Vaping Regulation are enforced. I will work to make sure Student Mental Health resources are made more available.

Special Education Support & Online Learning - We need to make sure that we maintain the high standard of education in PISD, and that all teachers and students have the resources they need. My two main priorities will be to provide effective learning for our most vulnerable students who need accommodations and to allow schools greater flexibility in designing online learning options for our students.

Assessment & Accountability - PISD should be fostering excellence in our students to reach their full potential. I will advocate against the single rating and emphasis of a state-mandated test for students. I will advocate for a broader accountability system for our school district.



ANGELA POWELL

GALA CANDIDATE QUESTIONNAIRE

THIS CANDIDATE CHOSE NOT TO RESPOND TO THE GALA CANDIDATE QUESTIONNAIRE.

PLACE 2

AJIKWAGA FELLI



Phone: 917-803-5827

Email: mabfelli@gmail.com

Website: -

Facebook: -

Background: I have a child in the school district and will have children in it for a long time. The board plays a key role in shaping the school district and I thought I could contribute positively to its growth. My background in public health and international exposure can also potentially add to the diversity and overall strength of the board. (Community Impact)

Education: University of Pennsylvania School of Dental Medicine

Occupation: Dentist-Wellpath/Co-owner of Cuddly Smiles Pediatric Dentistry and Orthodontics

How has your experience prepared you for board service? (Community Impact)

- Parent—seeking the best educational experience for the children in the school district.
- Healthcare Professional—work with children from diverse backgrounds and learn that health is vital to the success of our children.
- Professor/Teaching Assistant—whether tutoring college students or mentoring dental students you realize there is the need for evolution and innovation to adapt to change.
- Volunteer—whether it is with our local elementary school or church youth group one realizes that it takes a community to raise and plan for our children’s future.

What do you think are the biggest issues facing PISD today, and how do you plan to address them if elected? (Community Impact)

Plano ISD, like any other school districts, has both unique and common issues. The present issue is making the necessary changes and adopting technologies to prevent disruption of education, and at the same time keeping the community safe. One of my goals is to work with experts and stakeholders to achieve the best possible solutions for Plano ISD.

How long have you lived in this school district? (Plano Moms) - Despite the fact that I have lived in this school district for less than 2

years, I think it may be an advantage to bring a fresh perspective and, in addition, new and creative ideas. I believe one of greatest strengths of PISD is its diversity which includes various ethnicities, professions, and age groups among others. I look forward to serving the Plano community whether or not I get elected to the board.

What else do you want voters to know about you? (Plano Moms) - I am a person of faith and believe we are more than just physical

beings. I am married to a wonderful and supportive wife, and we have two amazing kids. I have been a practicing dentist for over a decade and my wife and I are soon to be business owners. I love people and I am committed to public health. If elected I shall do everything in my power to preserve the integrity of the school district, serve the needs of our children and community, and work on issues that need improvement.



AJIKWAGA FELLI

GALA CANDIDATE QUESTIONNAIRE

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Religious Liberty

School districts should not discriminate against individuals, organizations or small businesses because of their belief that marriage is only a union of one man and one woman. **Agree**

Education

If you support the teaching of Sex Ed, please answer the following question: Sexual education should include these topics (list all that apply and add your own, if needed) -- Physical and emotional health outcomes; contraceptive methods; consent; abstinence; sexual orientation and gender identity; human anatomy/the reproductive system; abortion methods and side effects; stages of pregnancy and fetal development; sex acts and pleasures of sex. **The kids are eventually going to learn about all and more of the topics listed. If at all possible sex ed should be taught only after a certain level of maturity and in discussion with parents (parents need to be actively involved).**

Values

No school official should be involved in the sexual transitioning of a student. All issues on this subject should be referred to the parents of the student. **Agree**

Judeo-Christian values established a framework of morality that is necessary for our system of limited government. **Neutral**

Teachers should not use alternative names and pronouns without parental permission. **Agree**

Therapy for children who have unwanted same-sex attraction should be banned. **Neutral**

I support allowing students to use public restrooms, showers, and changing rooms, and to participate in athletic competition based on the gender with which they identify instead of biological sex. **Disagree**

PLACE 2

DAYNA OSCHERWITZ



Phone: 214-768-2210

Email: contact@daynaforplano.com

Website: www.daynaforplano.com

Facebook: [daynaforplano](https://www.facebook.com/daynaforplano)

Background: Dayna is a wife, mother, and educator, who has lived in Plano ISD for 18 years. She is eager to harness her more than twenty years experience in the classroom, and her ten years in academic administration to help Plano ISD continue to excel.

Education: B.A. in English, French, and Secondary Education – University of Texas at San Antonio
M.A. and Ph.D. in Francophone Studies - UT Austin

Occupation: Assistant Professor of French and Francophone Studies at SMU in Dallas

Highlights of civic involvement/accomplishment:

- Chair of the Department of World Languages and Literatures
- Assistant Provost for General Education
- Served as the President of the SMU Faculty Senate
- Served as Faculty Trustee on the SMU Board of Trustees

Platform/Priorities

Supporting Equity in Education - Plano ISD has more than 52,000 students, and I want to make sure that every student is given every opportunity to reach his or her full potential. This means having diverse educational options, strong support programs, and comprehensive anti-bias and anti-bullying strategies.

Promoting Evidence-Based Innovation - I support our superintendent and staff and I want to make sure that the district continues to follow best practices and provides students access to state of the art resources and technology.

Supporting Teachers - Teaching can be enormously stressful, particularly now. I want to make sure Plano continues to recruit and retain the best teachers by giving them the support they need and deserve. I want our teachers vaccinated as soon as possible.

Communication and Outreach - I pledge to work to listen to teachers, parents, and students. I also pledge also to enhance communication and engagement between Plano ISD and its stakeholders, such that everyone continues to be informed and aware of the successes of Plano ISD and its members.



DAYNA OSCHERWITZ

GALA CANDIDATE QUESTIONNAIRE

Schools that have implemented anti-discrimination and anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Currently no major district in Collin County specifically references LGBTQ youth in their anti-bullying and/or anti-discrimination language. Do you support amending district anti-discrimination and anti-bullying policies to be LGBTQ inclusive? Why or why not?

Yes. It is known, and there is ample data to support, that LGBTQ students are often the targets of discrimination and bullying. To prevent bullying and discrimination, and to keep children safe, we need to include any groups that are likely to be targeted because of who they are in the policies, messaging, and language about discrimination and bullying, and we need anti-bullying messaging that includes these potentially targeted groups. I will note that at the college level.

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 do believe it is a priority that District employees receive diversity training, and I do believe that training should include information about LGBTQ students. Beyond having additional training myself, in order to educate myself, I would seek regular and open communication with groups and community members representing all constituencies in PISD, and that includes members of the LGBTQ community, and their advocates.

Why should members of the LGBTQ community support your candidacy?

I am, and have for many years, been an ally. I have been fortunate to work in a field where colleagues who are LGBTQ fought for rights, earlier than in many domains, felt it was safe to be open about who they were. Bill Beauchamp, who was a colleague of mine for many years, fought for LGBTQ rights in Dallas for decades, and I learned a great deal from him over the years about the difficulty of those struggles. I have also worked over the years with many LGBTQ students. At SMU I have been an advocate for faculty whose academic expertise is gender and LGBTQ issues, notably Professor Maxime Foerster, and I am a faculty affiliate in the Women and Gender Studies program at SMU, which includes LGBTQ studies.

PLACE 3

NANCY C. HUMPHREY



Phone: 214-529-5524

Email: nancy@nancyhumphrey.org

Website: www.nancyhumphrey.org

Facebook: Nancy Humphrey – PISD Board of Trustees

Background: I've been honored to serve the community for the past 11 years and I'm asking you to trust in me again and vote for my re-election. I will be honored to be part of the Board of Trustees and will bring my significant experience to serve the students, families, and stakeholders of Plano ISD, and support the amazing staff and teachers (aka superheroes) of the District. I have the experience, time, and energy to continue to work on behalf of our great community!

Education: Bachelor of Science and Master of Science in Accounting - University of North Texas

Occupation: Retired; former CPA; Former executive director of Hendrick Scholarship Foundation

Highlights of civic involvement/accomplishment:

- Plano ISD Board Trustee, Place 3, May 2010 – Current, including serving as Board President & Vice President
- Chairman of the Superintendent National Search Subcommittee (2011 & 2015)
- Served as Region 10 delegate at the TASB Legislative Advisory Committee (2011, 2013, 2015)
- Speaker at National School Boards Association Conference 2013
- Speaker re: Taxparency Texas before 85th and 86th legislative sessions
- Received Extended Service Award, Texas Congress of PTAs, 2012
- Received Honorary Life Membership, Texas Congress of PTAs, 2006
- Received Community Leadership Award, Hearts & Heroes, 2017
- Received Silver Beaver Award, Circle Ten Council Boy Scouts of America, 2019
- Received Athena Award, Best of Plano Awards, Plano Chamber of Commerce, 2020
- Executive Board, Circle Ten Council, Boy Scouts of America 2011-2018
- Plano Rotary Club
- Volunteer for Hendrick Scholarship Foundation
- Leadership TASB (Texas Association of School Boards) Class of 2015
- Leadership Plano, Class 30
- Docent at Heritage Farmstead Museum (8 years)

Platform/Priorities

Continue to give a voice to the community who has trusted me to serve 3 previous terms. Apply lessons learned to better position the district to continue its work to close achievement gaps, allocate resources equitably to meet each campuses' need, hire and retain excellent teachers and staff, & expand the system of wraparound services for students, honoring individual student needs, meeting every student where they are, teaching to maximize their personal potential, and continue to bring my financial acumen to ensure qualified, independent eyes are on the financials for our stakeholders' benefit.



NANCY C. HUMPHREY

GALA CANDIDATE QUESTIONNAIRE

Schools that have implemented anti-discrimination and anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Currently no major district in Collin County specifically references LGBTQ youth in their anti-bullying and/or anti-discrimination language. Do you support amending district anti-discrimination and anti-bullying policies to be LGBTQ inclusive? Why or why not?

I support having a Board of Trustees conversation about amending District anti-discrimination and anti-bullying policies to be more inclusive of LGBTQ youth. Please see below to understand the current policy and the text that directly relates to gender-based harassment. I am open to discussion to further examine the language of the local policy as it relates to being inclusive of LGBTQ youth.

I also encourage a victim or witness to make a report of bullying as soon as possible after the alleged act or knowledge of the alleged act to improve the investigation process and resolve the issue timely.

Here is what I know about our policies:

Current policies that relate to anti-bullying and anti-discrimination are covered in FFH(LOCAL), FFH (REGULATION), and FFH(LEGAL) and FFI(LOCAL), FFI(LEGAL).

Policy FFH(LOCAL) provides a definition of discrimination and harassment, as follows: "Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law, that adversely affects the student."

The policy goes further to specifically define a subheading about gender-based harassment, with examples, as part of prohibited conduct. It says, "Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Examples of gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; cyber-harassment; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property."

The local policy FFH(REGULATION) outlines specific steps that campuses must follow to create a climate of respect and inclusion by reducing the social acceptance of hurtful teasing, bullying and harassment among students.

Policy FFH(LEGAL) further defines procedures specifically relating to dating violence and sexual harassment, as required by Title IX.

Additionally, with regard to employment within PISD, policy DAA (LEGAL) prohibits employment discrimination on the basis of any of the following protected characteristics: race, color, or national origin; sex; religion; age; disability; or genetic information. Local policy does currently address employee discrimination on the basis of sexual orientation (same sex/gender stereotyping). The policy further elaborates anti-bias evaluation under the heading of "Sex Discrimination" and subheading of "Gender Stereotypes."

As mentioned, I am supportive of listening to the community to gain further input and deeper understanding of circumstances that relate to these policies.



NANCY C. HUMPHREY

GALA CANDIDATE QUESTIONNAIRE - Continued

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?

When I say I serve all students in Plano ISD, I must have an understanding of the diversity in our community. Every year, I intentionally seek out training that will prepare me to understand the multitude of backgrounds from which our students arrive at the steps of Plano ISD schools.

The Board of Trustees contributes to the vision and goals of the District and trustees must be aware of all students' needs. I believe the District must embrace a sense of belonging for all and provide a secure environment that facilitates a positive learning process.

The following is a list of training courses I have attended in the past 12 months that provide insight and awareness about the diverse community, including the LGBTQ community, that I serve:

02/17/2021: The Tale of Two Lions: A Conversation in Awakening Cultural Consciousness

11/05/2020: Child Abuse Prevention

6/12/2020: Cybersecurity

09/30/2020: Seats at the Table: The Challenges of Overcoming Racism and Achieving Educational Equity

06/26/2020: Cybersecurity Threats Targeting Education

06/25/2020: Title IX Sexual Harassment: What's New?

06/24/2020: What Board Members Need to Know about Sexual Abuse, Sex Trafficking, Other Maltreatment of Children

YES, I do consider it a priority that District employees receive diversity training that includes LGBTQ youth. There needs to be a continuous process to expand a culture of inclusiveness and teach values to embrace sense of belonging for all. Kids can't learn if they don't feel safe; plain and simple. I'll outline what I know the District is doing with regard to staff training:

PLSD training for staff includes: Human Resources, Diversity, Ethics: Capacity Cohort Using an Equity Mindset, Crucial Conversations, Culturally Proficient Relationships, and Professional Ethics with Troy Hutchens.

Additionally, ALL staff participate in the training for Cultural Competency. Because we have a large staff, the content rotates over three years. In 2018/2019, the topic was on recognizing and eliminating implicit bias; in 2019/2020 the topic was "stories matter" so staff could share about themselves with others to develop respect in the workplace. This year, 2020/2021 will be the third level and is focusing on relationships and empathy. Training must be an ongoing effort to intentionally remind staff to be accepting of all diverse groups.

The District is taking action to expand efforts to create an environment of equity. Within the Student, Family and Community Services, the District includes a department of Diversity, Equity, and Inclusion under the direction of Brian Lyons. Mr. Lyons, promoted in February 2021, provides leadership and direction for programs and services to support students and staff in the area of equity, with a goal to promote a culture of diversity and inclusion to embrace differences among all students and staff as a strategic opportunity toward leading the District's efforts to build a culture of equality and embodiment for all students, families, employees and the community. The department is charged with guiding efforts to conceptualize, define, assess, foster, and cultivate equity and inclusion as an institutional and educational resource.



NANCY C. HUMPHREY

GALA CANDIDATE QUESTIONNAIRE - Continued

Additionally, for eighteen years, the Board of Trustees has convened a Diversity Advisory Committee (DAC) to represent the diversity of Plano school community. The committee must include a minimum of 15 members from the community at large, and currently has 23 members. A Board subcommittee and the DAC work together each year to determine the goals for the DAC to address specific issues and make recommendations that are reported directly to the Board of Trustees.

It is imperative that the focus of these trainings, topics of conversations, and committee goals include the wellbeing of all students, including LGBTQ youth. It is essential that all students feel safe and secure in their school environment in order for learning to take place, and it is the duty of staff to ensure this takes place for all students.

As a member of the Board of Trustees, I have been intentional in my efforts to ensure the entire Board's direction to leadership continues its work of equity for students. In June of 2020, the Board of Trustees adopted the Resolution to Enhance and Nurture a Culture of Empathy, Caring, and Advocacy for our Diverse Learning Community. We stated and believe that PISD remains committed to equity and embraces the diversity of the community in which we live and work, developing and nurturing a culture of empathy, caring and advocacy for our diverse learning community where individuals feel connected and valued.

There needs to be a continuous process to expand a culture of inclusiveness and teach values to embrace sense of belonging for all, because people and staff move in and out of the district and the lessons must be continually provided.

Why should members of the LGBTQ community support your candidacy?

I'm hopeful to have the support of members of the LGBTQ community, as well as the entire PISD community. Check my endorsements/supporters page on my website www.nancyhumphrey.org. You'll see wide, level-headed, community support for my re-election because I am the most qualified candidate in the race and will continue to work hard for and listen to my community, the community that has trusted to vote for me for three previous terms.

Simply stated, I am THE open-minded candidate, and my vast experience is valuable. I will provide stability of leadership to the Board, and I will continue to work hard for our students.

I listen. I will continue to give a voice to the community who has trusted me to serve three previous terms. I believe education is the most important key to an individual's economic prosperity. I'm committed to continue my service on the Board to ensure Plano ISD continues its tradition of excellence in serving all students.

I also serve the stakeholders of the district who, although may not have children in the schools, contribute their share of property taxes that fund the District. Having an excellent school district is the #1 reason people come to the area.

I bring 11 years of serving as trustee (in all officer positions) and have extensive knowledge about Texas school finance our District's budget. I'm a retired CPA and have significant financial and audit experience. I understand the school district budgeting process and can read and interpret the financial statements. I have made many valuable connections throughout the community and in Texas, as well as with state and federal legislators, chambers of commerce, nonprofits, and other school districts.

I have the experience of six legislative sessions under my belt, helping to develop our legislative priorities (including co-authoring the "Taxparency Texas" movement) and advocating for the PISD community, its taxpayers, and public education. I currently chair the board's legislative subcommittee and actively advocate for PISD in the current 87th legislative session.

I have completed over 550 collective hours of School Board Training over the past 11 years.



NANCY C. HUMPHREY

GALA CANDIDATE QUESTIONNAIRE - Continued

I have earned the community's trust through my extensive work in the community with Plano ISD Board of Trustees, Plano Rotary Club, multiple PTAs, Hendrick Scholarship Foundation, Exec. Board of Circle Ten Council of BSA, Leadership Plano, and Heritage Farmstead Museum. Over the years, I've received many awards, most recently PISD Council of PTAs "Honorary Life Member Award" (March 2021), Plano Chamber's Best of Plano Awards "Athena Award" at (November 2020) and the Boy Scouts Circle Ten Council "Silver Beaver Award" (2018).

I respectfully ask that you please vote for me, Nancy Humphrey, Place 3. Early voting begins April 19 and goes until April 27; check my website for times. Election is May 1. Vote Early!

PLACE 3

LYNN WALLING



Phone: 469-840-4017

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Facebook: -

Background: Children are our future. Every policy, law and regulation put in place today has a greater impact on the well-being of our children and their future than it does on adults. Having grown up in the Plano school system myself, I want to make sure the students enrolled today receive the same, if not better, quality of education I received. This past year with COVID has been a struggle on everyone, especially inside the classroom. Teachers and parents are having to navigate uncharted waters, and I want to be able to provide all the encouragement and support I can. I came to the realization: The only way to truly make a difference is to step up and get involved. (Community Impact)

Education: Bachelor's Degrees in International Business and Marketing , minor in Mandarin (Chinese) – Univ. of Oklahoma

Occupation: Marketing and social media professional

Highlights of civic involvement/accomplishment:

- Service Chair for the Young Professionals group (Friends of Wednesday's Child) - Jun 2017 – Jan 2018
 Acted as a liaison between the Young Professionals group and the organization to coordinate fundraising and volunteer opportunities. Worked closely with all the members on the Young Professionals council, especially the marketing chair to create awareness of the events we are hosting. Invested in the education of children living in foster care through backpack and school supply drives, raising money to be able to provide scholarships, and volunteer throughout the year.
- Volunteer, Junior Achievement USA – March 2016 – present
 Each semester for one day (JA in a Day), I volunteer with Junior Achievement in Dallas, Texas, to teach basic business, economic concepts, financial literacy, and entrepreneurship to Kindergarten - fifth graders.

Platform/Priorities

Having grown up in the Plano ISD system myself, I received a great education and foundation for my future. I know that every policy, law, rule, and regulation put in place has the greatest impact on the wellbeing of our children and their future. I want students to receive an even better education than I did. As a school board member, I am going to ensure the needs of our students, teachers, and parents are met while doing my due diligence to either maintain the current tax rate or lower it at the next budget cycle by being fiscally responsible.

- Goals**
- Increase transparency
 - Increase accountability
 - Build Trust
 - Open Schools
 - Quality of Education - more than the STAAR test



LYNN WALLING

GALA CANDIDATE QUESTIONNAIRE

THIS CANDIDATE CHOSE NOT TO RESPOND TO THE GALA CANDIDATE QUESTIONNAIRE.

While this candidate chose not to complete the GALA Candidate Questionnaire, they did choose to complete the questionnaire sent out by iVoterGuide.com. The iVoterGuide.com questionnaire includes questions in their Religious Liberty and Values sections that are relevant to LGBTQ students. This candidate's responses are provided below. The iVoterGuide.com question is in regular text while the candidate answer is in **bold**.

Religious Liberty

School districts should not discriminate against individuals, organizations or small businesses because of their belief that marriage is only a union of one man and one woman. **Strongly Agree**

Education

If you support the teaching of Sex Ed, please answer the following question: Sexual education should include these topics (list all that apply and add your own, if needed) -- Physical and emotional health outcomes; contraceptive methods; consent; abstinence; sexual orientation and gender identity; human anatomy/the reproductive system; abortion methods and side effects; stages of pregnancy and fetal development; sex acts and pleasures of sex. **Human anatomy/reproductive system Contraceptive methods Abstinence Consent Physical and emotional health outcomes stages of pregnancy and fetal development**

Values

No school official should be involved in the sexual transitioning of a student. All issues on this subject should be referred to the parents of the student. **Strongly Agree**

Judeo-Christian values established a framework of morality that is necessary for our system of limited government. **Neutral**

Teachers should not use alternative names and pronouns without parental permission. **Strongly Agree**

Therapy for children who have unwanted same-sex attraction should be banned. **Neutral**

I support allowing students to use public restrooms, showers, and changing rooms, and to participate in athletic competition based on the gender with which they identify instead of biological sex. **Strongly Disagree**

PLACE 6

JERI CHAMBERS



Phone: (972) 489-8672
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Website: www.jeri4planoisd.com
Facebook: Jeri 4 Plano ISD

Background: I am seeking re-election as a trustee to continue addressing the challenges and implementing plans and learning from my last three years of service. I want to continue the progress made to improve student outcomes, provide equity, invest in teacher and staff development, and provide the necessary support services to ensure that all students succeed.

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

Highlights of civic involvement/accomplishment:

- Plano ISD Board of Trustees (appointed January 2018, elected 2019), served as Secretary and Vice President
- 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 and Leadership North Texas Class 9
- Local Profile 2019 Collin County Woman of the Year
- Plano Chamber of Commerce 2020 Plano Citizen of the Year
- Texas Commission on Volunteerism and Community Service
- PTA Volunteer

What do you see as the current challenges facing public education in our state/district? – (Plano Moms) - Certainly COVID 19 has caused the greatest challenge to public education and society we have faced in our lifetimes. The pandemic will not last. I look forward to the opportunity to address the consequences, learnings, and opportunities that have emerged from this year-long disruption.

- Repair any academic loss.
- Enhance the rapport between teachers and students.
- Sustain connectivity to broadband access and bridge the digital divide.
- Integrate comprehensive support services for both physical and mental health and well-being.
- Evaluate new and developing teaching and learning practices and scale them to benefit all students.
- Examine policies and procedures to focus on improving outcomes and to provide college, career, and life readiness for all students.
- Ensure economic recovery.



JERI CHAMBERS

GALA CANDIDATE QUESTIONNAIRE

Schools that have implemented anti-discrimination and anti-bullying policies that include sexual orientation and gender identity report fewer problems with school safety. Currently no major district in Collin County specifically references LGBTQ youth in their anti-bullying and/or anti-discrimination language. Do you support amending district anti-discrimination and anti-bullying policies to be LGBTQ inclusive? Why or why not?

I support including inclusive language and amending anti-bullying and anti-discrimination language. All students should have the right to feel safe, valued and protected. Schools should do whatever is necessary and appropriate to establish a culture of trust and security.

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?

It is a priority that everyone in Plano ISD have comprehensive diversity training including the Board of Trustees. I am fortunate that my job at Communities Foundation of Texas gives me multiple opportunities to engage in the community every day. It is also important for trustees to be good listeners and be accessible. I recognize that my personal life experience is somewhat limiting and welcome opportunities to learn from others, read from a variety of resources and build meaningful relationships with those with experiences different from mine.

Why should members of the LGBTQ community support your candidacy?

I am an advocate for the healthy development of all children and strive to be an ally for those who do not feel they have a voice. All students have the right to feel safe, valued, protected, and heard.

PLACE 1

MARILYN LOUGHRAY



Phone: (469) 609-7592

Email: marilynforschoolboard@gmail.com

Website: www.marilynforschoolboard.com

Facebook: Marilyn Loughray for PISD School Board

Background: I am a Plano mother and grandmother who believes in the Public School and their presence in the community. I want to bring a common-sense approach to policy, and I want to inspire everyone to work together to get our schools back on the track of excellence. I want parents to be heard and their hard earned tax dollars to be used discerningly. I will do everything in my power to "Make Plano Schools Excellent Again."

Education: BA in Political Science - University of Texas at Dallas

Occupation: Lead Consultant, Infosys McCamish Systems

How has your experience prepared you for board service? (Community Impact) - I raised 2 children in an excellent school district. I am now an active grandmother raising 3 orphaned grandchildren in the school system which is less than excellent. I'm educated and I bring a fresh, common-sense, conservative approach to opening the schools safely, financial transparency and a superior curriculum designed to focus on unity and patriotic truth.

What particular skills or experiences in education qualify you to serve as a school board member? (Plano Moms) -I have a BA in Political Science. I have worked in the corporate world for most of my career. I've climbed the ladder but now I'm working from home as a Business Analyst and I am a Realtor working with a niched group of referrals. I ask questions, I push, I don't just go along with the group and I use my God given common-sense. I bring common-sense and conservative values. I bring life experience as a mom and grandmother. I'm not politically correct but I will try to work on that. I don't know fancy statistics or education terminology. I like simplicity, so if it's been made complicated, the first thing I'm going to do is try to simplify it. And I'm a bottom line person...

Platform/Priorities

- Fully opening the schools
- Giving parents the choice of a virtual, at home learning option OR a traditional F2F (Face-to-Face) classroom experience
- Parent Choice. Parents should be able to choose what type of school they feel is in the child or children's best interest
- Parents should have control over their children's educational experience
- Addressing children's physical and mental suffering
- Financial transparency
- Superior curriculum focusing on practical skills, unity, and patriotic truth
- Promoting independent thinking, free from political agenda and propaganda
- Working with teachers and parents for the best learning environment for all children
- Establishing accountability



MARILYN LOUGHRAY

GALA CANDIDATE QUESTIONNAIRE

THIS CANDIDATE CHOSE NOT TO RESPOND TO THE GALA CANDIDATE QUESTIONNAIRE.

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Religious Liberty

School districts should not discriminate against individuals, organizations or small businesses because of their belief that marriage is only a union of one man and one woman. **Agree**

Education

If you support the teaching of Sex Ed, please answer the following question: Sexual education should include these topics (list all that apply and add your own, if needed) -- Physical and emotional health outcomes; contraceptive methods; consent; abstinence; sexual orientation and gender identity; human anatomy/the reproductive system; abortion methods and side effects; stages of pregnancy and fetal development; sex acts and pleasures of sex. **Abstinence, human/anatomy reproductive system, stages of pregnancy and fetal development**

Values

No school official should be involved in the sexual transitioning of a student. All issues on this subject should be referred to the parents of the student. **Strongly Agree**

Judeo-Christian values established a framework of morality that is necessary for our system of limited government. **Agree**

Teachers should not use alternative names and pronouns without parental permission. **Agree**

Therapy for children who have unwanted same-sex attraction should be banned. **Agree**

I support allowing students to use public restrooms, showers, and changing rooms, and to participate in athletic competition based on the gender with which they identify instead of biological sex. **Strongly Disagree**