

Compensation : Advocacy, Retention/Comparability, Millage Modifications, Support Staff Raises, Frozen Step Salaries, Supt. Compensation, Central Office Pay.

1. Will you lobby for teacher and staff raises?
2. Do you think the teachers deserve a pay raise? cost of living increase?
3. Will JPPS Employees get a pay raise without the community going out to vote?
4. Jefferson Parish School Board members have gone back and forth on whether or not to put a pay increase millage up for a parish-wide vote again. What modifications could be made to the initial millage request in order to successfully obtain a pay increase for teachers and faculty at schools that the board would actually get behind?
5. As a secretary, our payroll is frozen after 13 years. Is there any thought as to righting this wrong?
6. Jefferson Parish teacher salaries are ranked the lowest amongst the 8 surrounding parishes. As superintendent, what will you do to keep highly qualified teachers from pursuing jobs in neighboring parishes?
7. Right now our step raise stops at 13 years. Teachers go to 23. When will we see our step raise go even to 20? It should have nothing to do with the elections.
8. It is extremely noticeable that the education in this parish is lacking quality. We are constantly losing qualified teachers with a passion to teach to other parishes because of incentives and the parish participation in putting educational needs first. We are getting a lot of brand new, fresh out of college teachers who have no clue how to come in and raise the bar without the necessary experience and once they get their feet wet, they are off to another community where they are being better compensated for their time and ideas. What is your plan as the new superintendent to create a system to give our seasoned teachers the compensation to stick around and teach our beginning teachers what they have acquired over the years so we can avoid the lapse from the seasoned teachers retiring and the new teachers coming in? How do you propose we motivate our community to rally behind our educational system that would generate the funds needed to keep the system moving forward?
9. How do you plan to make the wages/salary of Jefferson Parish comparable to surrounding parishes?
10. How will you address teacher/staff pay raises?
11. Support staff as well as teachers are in great need of a raise. How will you address this issue and present information to the public for a successful vote for this raise? I would like this question be addressed by both candidates.
12. How can we even live without getting a raise in 10 years?
13. When are we going to get a rise, it's been almost 12 years ago since we gotten one.....
14. How will the superintendent address the problem of teachers salaries when many of the school board members want to misuse school district funds?

15. As the new Superintendent, what are you going to do to ensure us a fair raise to equal the regional economy?
16. How can you assist teachers with getting a pay raise?
17. What incentives do you plan to implement to ensure that JPPSS retains and/or attracts the best teachers for our students? What are your plans in regards to pay raises to compete with neighboring districts and/or charters?
18. How are u gonna make sure your students get the best education make and make sure the teachers get paid well enough so they feel good and have a positive attitude coming to work to teach your kids and help them at a pivotal time in there life
19. How will you boost the morale of educators after having pay raises voted down by the residents?
20. Is there a raise in our future?
21. How will you support pay raises for teachers?
22. What will you do as superintendent to ensure that your first points of contacts meaning the secretaries, attendance clerks, disciplinary clerks and account clerks get a substantial amount of pay increase? They are the most underpaid!
23. Are you gonna continue to have these high dollar ex principals etc central office staff and teachers need a raise? Don't you think we teachers will be able to get a raise if some of the central office positions were cut? Why do we need all those positions in central office?
24. What about a raise
25. I want to know when can we expect our next raise.
26. Do you have any plans for raising teacher salaries and if so what is it?
27. How committed are you to assuring that teachers will receive a pay raise?
28. What are you going to do to ensure teacher raises move forward in the near future? What is your timeline for getting teacher raises?
29. Equability in salaries among administrative positions is non-existent. How will you address this issue?
30. As Superintendent what will you do to ensure teacher salaries are raised to encourage more teachers to work in Jefferson Parish?
31. Teacher pay in Jefferson Parish is the lowest among the surrounding Parishes. Why would any new teacher come to this Parish or stay in this Parish to teach, when they can make a far better salary somewhere else. What would you do to increase teacher pay in Jefferson Parish.
32. After the Board voted down a millage for employee pay raises after saying that they did not have the money to do so themselves, how much do you feel that you that your contract should be?
33. What are your ideas to obtain a raise for teachers, principals, and support staff in our parish?

34. Are there in plans on crating a plan to give Jefferson Parish Schools Employees a much needed pay raise , especially the support staff ?
35. How can you ensure that teachers receive a fair raise in order to keep these teachers in our parish? Lately, many substitute teachers refuse to come into our schools because they are getting paid more in other parishes, whether they are certified or not/.
36. What wii be your priority for the upcoming 2018-19 school year as it relates to bringing our parish up to par academically and competitively?
37. It is a point of great shame that Jefferson Parish Teachers are paid less than teachers in surrounding parishes. What are your specific plans to fix this problem?
38. As new superintendent, what do you intend to do to support our teachers and rectify the region low pay situation?
39. What will you do to retain quality teachers for our children? We know they are over worked and under paid.
40. Why was the SPED compensation pay frozen? When was it frozen? Will it ever be re-instated?
41. Considering we are constantly losing our best teachers to other school districts, what are you going to do to get the teachers a pay raise so we retain our best teachers?!?!
42. What will you do to ensure that ALL teachers receive a pay raise that they deserve.
43. What do you plan to do to increase the salaries for the teachers and staff members?
44. I am the teacher of the year at one of the top performing schools. I have only been teaching 7 years, so I could be teaching at a high level for 20+ years in JP; however, I will leave if our pay is not raised from the abismal low level it is currently at. Every neighboring school district pays more and I will leave. How will you raise salaries to keep and attract great teachers?
45. How do you intend to raise money to raise the salaries of JPPSS employees, so that we are paid competitive salaries?
46. Will you lobby for teacher and staff raises?
47. What are you going to do to getting the employees of the schools a cost of living pay raise that we so desperately need?
48. I'd like to know how committed you are to raising salaries, especially veteran teachers who have reached their maximum step increases, which we are more than entitled to have!
49. Previous administration passed a motion that Step Raises for employees was tied to their Evaluations. Ineffective employees were not given a step raise. However - in recent years, the Board has approved the Budget which included raises for all employees. How will you ensure that a Highly Effective teacher is compensated and that an Ineffective teacher does not receive the same pay? It has a great impact on Employee moral when they were hard for their students, and get the same pay as the Ineffective teacher next door.

50. Employees that have been in the District for 20+ years, have not been eligible for a raise, due to being "frozen" on their salary scale. In regards to retention - what will you do to ensure that long standing employees - who have investing many many years to this District - will have an advocate in the new Supt?

51. How do you, as the superintendent, plan to ensure our teachers are being paid in our parish with a comparable salary to those in our surrounding parishes in our state in order to solidify their tenure within Jefferson Parish?

52. What compensation demands are you making as someone new to a position of this caliber without any proof of success in leading a school system of this size?

53. Do you feel your salary should be set based on experience as in other positions to begin with and earn your increases based on performance as in most other corporate work fields?

54. As referenced in your bio, you led a successful millage proposal to raise teacher salaries. In light of the recent defeat of a similar proposal, what is your plan to immediately jumpstart and improve employee salaries? How soon do you foresee a move to improve salaries?

55. WITH THE SYSTEM IN TURMOIL, VERY LOW EMPLOYEE MORAL THROUGHOUT THE SYSTEM, SCHOOL BOARD CHAOS, HOW DOES THE SUPERINTENDENT COMING FROM OUTSIDE THIS DISTRICT PLAN TO GET THE TEACHERS THEIR MUST OVERDUE PAY RAISE . WHEN ?

56. What is your plan to get a teacher salary raise back on the agenda or ballot?

Safety:Protection Plan, Stance of Arming Teachers, Parental Notification Protocols, Current Plan in DeSoto, Mental Health Services, GLBTQ Safety, Resource Officers

1. How will you fix security issues to keep our children safe? Joshua butler in westwego, the office is on the second floor and once someone is buzzed in they have access to the whole campus, rather than walking to the office on the second floor.
2. WHAT ARE YOUR IDEAS ABOUT THE BEST WAY TO PROTECT OUR SCHOOLS AND OUR STUDENTS AND TEACHERS FROM GUN VIOLENCE?
3. I believe jefferson parish school system is on a progressive path. What can you do to move the system into a even better direction as far as scores and child safety? Shootings bullying and sexual predators just to name a few.
4. In light of the Parkview shooting, what safeguards do you plan to fight for to ensure the safety of our schools?
5. What will you do to change or enforce current policies that prevent parents from being informed of potentially dangerous or emotionally unsettling events that happen at school? Do you think parents should be informed when threats of violence are being investigated at their child's school by the administration first and not the police or news reports? Do you think parents should be informed when incidents like a boy getting caught trying to take pictures of girls in the bathroom happen at school by administration and not the news media?
6. As Superintendent right now for DPSS, in the wake of the national school shootings, please explain what you are doing to address safety and security at DPSS? 2)Are you for/against teachers/staff carrying guns on school site?
7. What is your stand on the safety in the schools?
8. How will you ensure that teachers and students are safe at school on a daily basis?
9. How do you plan on improving school security and safety for chwe need children? With all of the threats JP schools received in the last week there needs to be serious changes regarding our safety
10. Why are we more worried about dress code then the safety of our classmates?
11. Will additional school security measures be put in place in light of the recent shooting in Florida?
12. What programs will be implemented for student safety in the event of an intruder on school grounds
13. DO you agree with president Trump to give teachers the right to bring a gun to school ?
14. The office at Joshua Butler Elementary School in Westwegi is on the second floor of the building, they buzz you in and after tou cross the main entrance you can go anywhere in school. How can you make this safer? is there a way to move the office

downstairs so unless you go through the office first, you can't have access to the rest of the school?

15. And how are you going to make Jefferson Parish Schools safer in an attempt to avoid violence like Florida has recently experienced. My daughter goes to Grace King High School and there were false threats of shootings there soon after the Florida incident. Instead of informing students of what to do if this were a real case, staff did nothing. My daughter has no idea what to do if something like this were to really happen and if she doesn't know, I'm sure many kids do not know what the protocol is
16. What do you plan to do to better protect our children from violence and or weapons being brought on school campuses?
17. Is there a protocol in place for school leaders to inform parents when a threat is made to a school and how the threat is being handled to ensure the safety of children? What will you do to ensure parents are properly informed of threats and the resolve?
18. What is your proposal for the security in the school because I think that the teacher has guns it is a very bad idea.
19. Why are kids still getting guns in school obviously the metal detectors aren't enough. Why doesn't school pay for a police officer to be at school.
20. How do you plan to address safety concerns for schools with offices not directly at the entrance? What are your thoughts for mental health services for our students?
21. What makes me want to have you as my School Board Superintendent? Are you promising to make me feel safe at school, to ensure that I won't have to feel scared to come to school because of violence and gun safety? Be a change.
22. On the issue of school security, many of the schools in Jefferson Parish are not secure at all. Anyone can walk right up and enter through various open gates, doors etc. What is your plan to insure that our schools are really secure?
23. What is your plan to provide better school security?
24. Given the influx of violence in schools such as the tragedy in Florida, what changes would be made to keep our kids and staff safe in school and for them to feel safe in school? Would there be an investment in better technology for security or a change in security? Would there be more officers on the campus?
25. Our schools now have one way in/out, however, are still extremely vulnerable to terrorism. What are your plans for keeping our students and faculty safe?
26. What are you going to do to prevent gun shootings? Are you going to put working cameras at high schools?
27. In your role, how do we to make our schools safer from preventing a school shooting.
28. How do you intend to make school environments more open to GLBT students. I attended THHarris, under Glen Mayeaux's supervision and I was jumped, beaten,

and harassed so much I sought out therapy. How does he plan to prevent that for future students, and expand resources for current students?

29. Campus security is a very serious concern right now. A few years ago, police details were removed from some campuses, such as the Academies on the Westbank. While the need to have officers on campus for disciplinary reasons is lower at these schools, the need to secure the campus and protect the students from harm still exists. Would you support providing Resource Officers to all public schools in Jefferson Parish?
30. What is your position on teachers having guns in the classrooms to protect students?
31. What are you going to do to ensure the safety of all personal at school? (fighting, shooting, threats/violence to teachers, etc)
32. What are you going to do to students who have posed a serious threat of school violence towards other students using weapons? As of now most times nothing is done to get these students the help they require which increases the likelihood of this happening. Are you going to continue that trend and let them back into school or will these students be expelled from the school system for 1 calendar year as the law states. Please explain in full detail your plan of action.

Facilities and Resources: Plan for Alt School Sites, Lack of Textbooks, CTE on both sides of river, K-8 models, Tech Plan, Library and Classroom Resources, School and Class Overcrowding, Safety Measure Repairs

1. Also what plans do you have for alternative schools site?
2. What are you going to do about public schools not having the money for every child to have a textbook? The poor seats and desks?
3. High school athletic programs are very important in our district. In some areas many parents feel that school sports complexes are inadequate or unequal around the district. How will you address this with parents and how can you ensure all high schools have fair and equal sports facilities and complexes for both boys and girls.
4. West Bank schools have access to Cuillier Career Center to help train those students who are opting to join the Work Force rather than go to college. The East Bank does not have such a facility. What will you do to immediately provide all JPPSS students access to job training programs on both sides of the river?
5. What are your thoughts on a K-8 model of education versus breaking up schools and resources into elementary/middle schools
6. On the topic of technology, what are your plans for the budget- in regards to purchasing new laptops for teachers, tablets/chrome books for schools, specifically elementary schools? Promethean ActivBoards are no longer supported, as they have met their end of life. Promethean Panels allow for many learning opportunities in the classroom; however, schools don't have the budget to replace old boards with new panels. Will you work with district members to create a long term technology plan? A plan that will replace and add technology in the classrooms. Once classrooms are outfitted, the plan should then start over to replace devices that are 4+ years old. It should be a well thought out, continuous cycle.
7. What is your opinion on Libraries? Reading is such an important skill, and one that should be focused on beginning in early childhood. Students need access to literature, access to a trained professional in Library services at every school. Specifically with the way that STEM is leading in many educational conversations. These librarians serve as a crucial resource to not only the students, but to peer educators. They have a wealth of knowledge in digital literacy and can help prepare our students for a career (all of which will have a strong focus on technology/ coding/reading). - what are your plans for increasing funding for technology? Our district is not a 1:1 platform. At most, classrooms have access to 6 devices for in each classroom. Our district is not a Google district. Students don't have the resources needed to prepare them for college or a career. Think about it- do you feel comfortable sending a child on to college or a career without knowledge of using Excel? Word? Google Documents? Google spreadsheets? Gone are the days of saving documents in flash drives- students need to be given opportunities to

enhance their digital literacy skills - by promoting academic activities that require students to receive and share work digitally- this can be done by putting the platform in place to become a google district. Digital Literacy should begin in Elementary Schools- following the new Library and Digital Standards, and should carry over to Middle and High Schools in order to promote digital citizens in today's world. These standards should be integrated in the classroom with Academic standards

8. What are your plans for textbook/curriculum for Science and Social Studies?
9. For 20 years, I have taught or observed overcrowded classrooms where students on different levels academically were denied the education that they deserved. What is your solution to the overcrowded classrooms that exist in many of our schools?
10. As a first year teacher I was shocked by the condition of the classroom resources. Globes dating back from the 80's, lack of textbooks, textbooks falling apart, out dated textbooks, outdated technology, etc. Do you believe these conditions affect student performance and success? And if so, how do you intend to address these issues?
11. How do you intend to fund safety measures for our schools (repairing blinds, ways to lock doors that open outwards)?
12. Being that Thomas Jefferson High School for Advanced Studies is the only ASA school that is 9-12, what will you do to make sure that TJHS merges with a Ruppel Academy to make it 6-12? (We need to be comparable with the other magnet schools in the parish)
13. How can you help our dual language immersion programs resolve the space issues that they currently have?
14. I currently work at a very old school with rodent infestation, crumbling infrastructure, and overcrowded (illegal number of students) classes. Are you willing to spend money to bring these old buildings (probably built 60+ years ago) up to date and make this school district an actual 21st century school?
15. In what tangible ways will you ensure that lower performing schools continue to receive the materials and resources they need to teach students and not just become standardized testing factories?
16. How do you plan to ensure our teachers have the resources in the class to succeed in educating our children?
17. What are your plans if you become superintendent? I see that Orleans Parish schools are doing well and have new state of the art facilities. I feel that Jefferson Parish schools are in need of "upgrades" and the students are not being challenged enough academically.

Morale:Public Perception, Motivation, Retention, Parental Involvement, Teacher Relationship

1. in the recent years the climate of the school district is rapidly declining in the eyes of the employee's and the public; how do you indent on changing the climate of the system so the employees and the public view the JPPSS in a positive light?
2. Teacher morale has plummeted in the past 5 years. Many of our best teachers have left JPPSS to teach in another system, abandoned the profession altogether, or retired earlier than they would have. What is your plan for creating a more positive, inviting and nurturing environment for teachers?
3. It is extremely noticeable that the education in this parish is lacking quality. We are constantly losing qualified teachers with a passion to teach to other parishes because of incentives and the parish participation in putting educational needs first. We are getting a lot of brand new, fresh out of college teachers who have no clue how to come in and raise the bar without the necessary experience and once they get their feet wet, they are off to another community where they are being better compensated for their time and ideas. What is your plan as the new superintendent to create a system to give our seasoned teachers the compensation to stick around and teach our beginning teachers what they have acquired over the years so we can avoid the lapse from the seasoned teachers retiring and the new teachers coming in?
4. My neighbors all say the local schools are awful and their children attend private schools. What would you do to inspire confidence in JP schools?
5. How will you boost the morale of educators after having pay raises voted down by the residents?
6. What can you do to change the moral of parents who are NOT involved in their child's education?
7. Jefferson Parish is losing many of its teachers due to low pay and low morale. What is your plan to keep our certified teachers and to improve teacher morale?
8. How will you ensure teachers feel supported rather than disposable?
9. Cade Brumley, what will you do to ensure you are able to consistently work with teachers and other school employees who are underpaid, dissatisfied, undervalued, overworked, and leaving en masse?

ESL:Curriculum and Resources, SLTs, IEPs, Staffing, Communication, Increase Success, Understanding of Language Acquisition

1. What role will you have in regards to working with stakeholders on the topic of choosing curriculum? In the past, curriculum has been purchased that has been rated a failing grade. This is unacceptable. What about intervention materials and materials/strategies for our large ESL population?
2. What will you do to address the learning needs of ESL students to help them achieve success?
3. Will you adjust SLTs for regular education teachers that service ESL and/or Sped students that is realistic?
4. What steps will you take to ensure ELL students are not left behind? What programs would you implement to assist non-speaking English students (Beginner)?
5. Since Hurrican Katrina, the population of ESL students within the Jefferson Parish Public School System has grown expenentially, what direct experience do you have meeting the needs of ESL students. What will you do to provide ESL students and teachers with the necessary resources and support needed to provide them with a good education.
6. How will you help in the ESL department to ensure these students and teachers are getting the support they need?
7. With over 7000 English Language Learners in JPPSS, what are your plans to help bridge the academic gap and increase student performance?
8. Are you familiar with the process of language acquisition?
9. Our English Language Learners are in trouble. As a teacher I often feel that our district is failing our ELLs because we are not giving them the time they need to learn the language. We have a lack of materials and effective models to help them be successful. What are you going to do to help our ELL population?
10. Why doesn't JPPSS offer students that are bilingual the opportunity to graduate with the Seal of Biliteracy? Would you help us get it?
11. How do you plan to meet the demands of the increasing ELL student population in the Parish? As of now, this population of students' needs are not being met and parents are not provided translated material or interpreters at schools when their children have issues that require communication with the schools. Also, schools presently lack enough bilingual counselors, ELL teachers and support staff to provide accommodations to the ELL students and IEP requests are ignored. Please detail a plan on how you plan to improve the education services for the ELL students in Jefferson Parish Schools.

12. What steps towards improving language accessibility to parents who speak Spanish and Vietnamese are being taken? How will the school board ensure that all documents that go home to parents will be in their native language?
13. As superintendent, how will you hold schools accountable for providing high school graduation pathways for newcomer English language learners? I am the chair of a high school ESL department in Jefferson Parish and our drop-out rate among ELs is a serious concern.
14. Over the past several years Jefferson Parish has experienced a dramatic increase in its Hispanic/ELL population. This has presented many challenges for the system with many schools experiencing major shifts in the student populations. What are your experiences in dealing with ELL students and what plans do you have for the stakeholders of Jefferson Parish

Instruction:Teacher Curriculum and Development, Over Age Student Population, CTE, Course Credit and Offerings, State Assessments, Recess and Homework, SLTs, JCampus, Magnet and Charter Schools, Dual Language Immersion, TAP, PLC, ACT Prep, Grade Configurations.

1. What sort of development would you plan to implement in the areas of teacher curriculum support and curriculum development? Rationale for Question: Teachers in neighboring successful parishes receive explicit instruction based on programs (ie. Eureka Math) that are being implemented and promote student achievement when delivered with fidelity by highly qualified and highly prepared educators.
2. I am a professional educator with over 30+ years with a heartfelt concern for our over aged student population in this parish, and what programs will you implement to address this concern to possibly train these young people to enter the workforce; instead of ALTERNATIVE SCHOOLS? Thank you
3. Will Cuillier bring back some of the low level classes, that were cut. 1/2 day at Cuillier and 1/2 day at Douglass to keep them in English and math. They may get a HiSet if they are able.
4. Do you have a plan to let the talented students receive honors credit for taking talented classes? (If it's recognized by the state as being honors, why not the parish?)
5. How you can improve the offerings of other languages to students, like Italian, Portuguese, Mandarin, etc.
6. With regards to state assessments we are now testing most subjects online. Students lack the tools necessary to manipulate the test even though practice test for all schools are being used. Are there any plans to introduce a keyboarding class as a option in order for students to be readily prepared for online testing? Are plans in place to increase the student- computer ratio on campuses that are in need, Title 1 schools where the campus report card is an F?
7. Can we limit homework time? Our kids stay in school for 7 to 8 hours a day, then have to come home to 3 or 4 more hours of DAILY homework that majority of us parents have to help them the best we can (because we don't understand common core) and then continue our daily lives with the little time we have left.
8. What are your thoughts on special needs students being part of inclusion classrooms, learning alongside peers without special needs?
9. What role will you have in regards to working with stakeholders on the topic of choosing curriculum? In the past, curriculum has been purchased that has been

rated a failing grade. This is unacceptable. What about intervention materials and materials/strategies for our large ESL population?

10. Many of our teachers feel that the current ELA curriculum, the LA Guidebook is an insufficient curriculum. It is unorganized and does not teach anything in depth. If you become the new Superintendent will you look into a more suitable curriculum for our parish, one that is organized with consistent patterns and routines and has been vetted by teachers in Jefferson Parish?
11. Taking away recess & PE to add more teaching time has become a hot topic. As a teacher and a parent, I believe our students should be allowed to have their free time. How would you incorporate more recess & PE time into our student's daily schedules without taking away teaching time?
12. Will you adopt an ELA curriculum that is research based and aligned to state standards?
13. Will you adjust SLTs for regular education teachers that service ESL and/or Sped students that is realistic?
14. The schools have been reducing/ eliminating recess, thus taking away the opportunity for kids to energize for better learning, and learn to socialize independently. Would you support more recess and give kids a chance to be kids?
15. Will you push to get rid of JCampus? Teachers, administrators parents, and students do not like the program due to the limitations and out of date platform.
16. I would like to see a special class where teachers are in place in helping our students achieve at their grade level and curriculum. These students are placed year after year in regular classes and are expected to achieve their grade level along with the curriculum as a whole class and set pace. These students whom score low and are not approaching basic in State LEAP Testings. We have a Tutoring program in preparing them for a few months and two days a week for one hour for the upcoming state LEAP. I would like to pose the question. What is more important? Is it to pass the State (LEAP) Testing? But fail your grade level and they continue to fall behind in terms of curriculum and continue to struggle. In addition, the LEAP test is to help the schools and teachers, identify where children need additional help and support, and to measure how well the schools and their district are doing in helping students achieve. What is my school and my district doing to help my daughter achieve? My daughters Leap scores from last year and the prior years indicates, she needs additional support and help. Some subjects, not all, she is not approaching basics. So why is State Testings (LEAP) and others testings even in place? When the school my child attends, Allen Ellender and my School District 5 Does not have any programs or classes in place. Why is that? But it is required to pass the LEAP in order to pass the next grade level. Or fail her grade level with no support her help. Instead, she remains placed in regular classes, and

is expected to perform and achieve to their grade level, with out the help and support in having in any programs and classes in place.

17. Are you familiar with Eureka Math and Core Knowledge? Do you believe these programs are effectively meeting the needs of all the students? In your opinion, what other types of curriculum may be a better option for this district?
18. How can the success and high bar for academic excellence be maintained within traditional Jefferson Parish public schools with an increased number of new magnet and charters schools and a decreased student population?
19. What is your position on recess times impacting students' ability to focus and learn?
20. Do you realize that too much testing is hindering our students?
21. How will you make sure all ELA programming include well-articulated, standards-based, differentiated ELD instruction, specifically designed for ELLs. Which include a Systematic English Language Development
22. At what level of commitment will you promote dual-enrollment programs for students to enter into CTE related training programs?
23. What is your opinion regarding bringing back recess to a child's school day at the elementary level?
24. How can we better help our increasing population of LEP students be successful?
25. What are your thoughts on finding a way to dedicate an ELA Coordinator and a Math coordinator for every 5-8 schools? These people would work closely with both the administrators and teachers. Rather than having one ELA coordinator for the entire district and so forth. Their office would be based at a school, rather than central office.
26. Will you end all standardized testing?
27. Will you consider returning the TAP program to some schools in Jefferson?
28. How will you provide professional learning in all schools that go far beyond meeting in PLC's weekly?
29. We currently have three magnet dual language immersion schools (French and Spanish) that have been in JPPSS since 2005 and serve about 425 students. Each program is a strand within a school and each school is faced with several challenges that are affecting the expansion of immersion into the middle school. 1. Do you believe in dual language education? 2. What do you know about dual language education? 3. How can you help our dual language immersion programs resolve the space issues that they currently have?
30. Do you plan to provide opportunities for ACT Prep courses within our high schools to ensure they have the same advantages to succeed as the private and parochial schools provide to their students?
31. What is your plan for the configurations of our elementary and middle schools by grade level?

Leadership: Turn Around Plan, Experience, Discipline, Board Relations, Non Merited Student Advancement, Administrator Monitoring, Parental, Community, and Business Involvement, Student Accountability, System Organization, Public Support, Goals, Improvements and Changes, Diversity, Accessibility, Charter School Stance, Policy Implementation, Recycling, Involuntary Transfers, Uniforms, Non College Bound Students, SLTs, EDPPs, School Culture, RIFs, Teacher Union Relations, Teacher Support, District Priorities

1. What evidence can you bring to JPS system to turn it around and head it in an excellent direction.
2. Will you stop allowing administrators putting classroom teachers into physical education positions? There are to many physical educators looking for positions.
3. How do you plan to run the largest school district in the state coming from a parish with an entire population smaller than the JPPSS student body? How can you translate your successes at DeSoto Parish to a significantly larger scale? What challenges do you anticipate and how do you plan to address them?
4. What will you do for us?
5. For both candidates: Currently JPPSS school sites are experiencing a decline in disciplinary referral rates as a result of improved classroom management training and system wide initiatives such a "restoration practices & techniques". However the system has yet to take a serious stance on the type of food items (soft drinks, chips, candy and chocolate) sold to our student populations inside each school house (snack shacks) to raise money for school wide activities. Many types of chips sold to our students contain Mono-sodium Glutamate (MSG), a known excitotoxin. In addition, many of the soft drink beverages contain as much as 65 grams of refined sugar, and contain High Fructose Corn Syrup (HFCS) which is understood to spike blood sugar in a individual soon after consumption. When blood sugar levels are raised beyond a "normal" level a persons arterial system can begin to experience damage to its arterial lining as a result of the molecular structure of refined sugar working in a abrasive way scratching the walls which then require healing. This healing process leads to chronic low level inflammation in the person consuming soft drinks on a regular basis. Based on this information my question involves your stance on selling harmful snack products to our students during the school day. It is my observation that these "products" are harmful to the students overall development and work against young students capacity to sit in class and read and write in a disciplined manner daily without being affected by chemicals that disrupt their natural physiology. What is your position on the type of foods sold to our students to raise funds for various activities in each school house?

6. How prepared are you to handle a school district with roughly 42,000 more students and 72 more schools than you handled DeSoto Parish? What is your plan to get the teachers in Jefferson the long overdue raise that we deserve?
7. How are we going to raise performance without increasing the number of assessments? What is our responsibility as educators versus the responsibility of the community? How do we reach children that are otherwise unreachable, in order to help them progress?
8. Why do you wish to be the Superintendent of the Jefferson Parish Public School System? How do you intend to unify our fractious school board to focus on the needs of children for our district as a whole?
9. Students repeatedly advance to the next level of their education process without having acquired the knowledge and skills necessary to ensure their success. How do you plan to support school administrators in order to ensure that instructional and non-instructional programs meet the needs of the students we serve?
10. How will you monitor administrator's at schools? Some schools the administration is the problem but they remain there for years untouched. How will this change?
11. Teacher's of high performing school being asked to go to lower performing schools, with an extra stipend... What is your stance on this? (most teachers at these low performing schools are high effective but they will not receive an extra stipend for staying).
12. Schools in small communities where parents have major issues with how the school is run... Will you open the door for the community and parents to give their thoughts and opinions on current problems at their community schools?
13. Low performing schools have more issues than stating the educators are the problem... How will you look into the issues that the teachers/staff face at low performing schools with teachers who are highly qualified?
14. How do you plan on making students more accountable for their studies, vs. the current trend which is to blame the teacher. (Especially in middle school). a. In addition, how do you plan to uphold a teacher's professional decision to retain a student and administration passes them anyways? This creates an environment where students don't try because they know they will move on without working.
15. How do you plan on making sure that discipline is upheld? Currently, many issues are swept under the rug. Again, this gives the impression that students can do what they want and teachers are left fighting an endless battle.
16. My neighbors all say the local schools are awful and their children attend private schools. What would you do to inspire confidence in JP schools?
17. How will you address low performing schools with low income families and low parental involvement or care for education?
18. How will you assess administrators in high and low performing schools?

19. How will you address the fact of administrators who do not have vision and their schools are not performing not from lack of dedicated teachers or status of teachers but from pure lack of vision and knowledge from administrators?
20. Considering the current organizational chart of JPPSS, which areas do you see as those of strength and/or which you would like to reform? Please share your thoughts.
21. Jefferson Parish has one of the highest percentages of non-public school enrollment in the United States. What is your plan for engaging with the entire community to garner support for the public school system?
22. The demographics of Jefferson Parish has changed. What is your plan of action, to ensure that all students in Jefferson Parish receive equal education?
23. What improvements can you bring to the parish that no other previous superintendent has not already? What improvement are you going to do to improve discipline on all campuses? How will you make it inviting to keep and recruit new educators? What changes are you willing to make regarding the evaluation criteria; current it is terrible?
24. As a Project Manager of our children education, which are your goals both short and long term.
25. What are your plans if you become superintendent? I see that Orleans Parish schools are doing well and have new state of the art facilities. I feel that Jefferson Parish schools are in need of "upgrades" and the students are not being challenged enough academically.
26. How can we compete with parishes right next door? My son keeps telling me that they watch movies in class. 2-3 times per week. He goes to tutoring and his math grade went down. I stay in constant contact with all teachers but how can we as parents help
27. What makes you think you can turn these schools around? What experience have you had with disadvantaged youths from many different social backgrounds?
28. What plans do you have to put in place to put teachers in positions that love what they do and will do whatever it takes for these kids to succeed ?
29. What changes would you make in the curriculum that is failing our youth? All children don't want to go to college, what can we do in the school system to give them a skill to fall back on rather than courses that they can and never will use?
30. Tell us what you will do to motivate these teachers and provide them with life skills and different techniques to deal with discipline other than putting them out the class, screaming and hollering at them, pushing them around, etc. These kids have a lot of them that they deal with at home such as parents with drug and alcohol abuse, violence in the home, mental and physical abuse, incest and the list goes on. They need help and the teachers and school system are failing them; what can you offer?
31. What are your plans for moving such a large school district forward?

32. What are your thoughts for allocating positions for specific District/zones? For example: the district is so large- it makes it very difficult for teachers and administrators to have support in curriculum, standards, and resources.
33. I don't want a yes man i want you to make your own decisions not Cedric Floyd show him who is the boss and no favors to family members like the superintendent did by hiring his family members and giving them positions and make up a title for them
34. Why have you moved from parish to parish in your varied teaching career?
35. what makes you qualified for this position?
36. What changes if any are you thinking need to happen after you become the Superintendent?
37. What are your immediate plans for struggling schools? Orleans Parish has converted most of their district to charter schools, what are your thoughts on the changes and what are your plans for adding more charter schools to Jefferson Parish?
38. I believe in equal education across the parish. I don't feel parents should have to bus or bring there children to schools miles away from home when they have a school in there backyard. What can you do to get all JPPS on the same educational level, and are there any plans to do so?
39. We are on the border of one of the top school districts in the state. (St. Charles Parish) Why can't we see what they are doing, that we are not to get to their level of education?
40. I am a parent, teacher, and resident of JP. My question is for Dr. Brumley. I've been told that he was a wonderful Superintendent in an extremely small school system. From what I've heard, teachers were expected to work one hour longer than the regular school day and that teachers were evaluated on a more frequent basis. An extra hour per day and frequent observations cause teachers stress. My question is are you planning on implementing the same strategies in JPPSS? If so, will teachers be compensated? And, finally, was your experience in the extremely small DeSoto Parish enough experience to be the Superintendent of one of the largest school systems in the state? What is your plan of action to keep teachers, raise test scores, and have good morale at all schools?
41. As a candidate for Superintendent of the largest school district in the state with over 40,000 students, how do you feel knowing that only two individuals applied for the position and the board is comfortable moving forward with a lack of competition?
42. A lot of principals are hard to work with and are bullies, what are you planning to do about teacher/leadership relationships?
43. What was your biggest lesson learned as an educator?
44. Based on what you know about JPPSS what would be the number one objective for your administration?

45. How will you implement district wide initiatives while also making sure that schools maintain autonomy in implementing those initiatives?
46. Are you gonna continue to have these high dollar ex principals etc central office staff and teachers need a raise? Don't you think we teachers will be able to get a raise if some of the central office positions were cut? Why do we need all those positions in central office?
47. How important do you think it is that administrators', including principals, children attend JPPSS? What is your opinion on them sending their children to private schools instead?
48. What kind of changes will be made in our school system? Can you be straight forward ?
49. Can you please remove all the illegal activities in our school system?
50. Why is it all ways who you know in JPPSS? Do you have any family members and close friends working for JPPSS?
51. Why it's not about the children? Why it's about the adult ?
52. Why we have so many failing schools?
53. What you see the future of the school achievement in the year 2020 comparing with other state whom have her education rate in other regions
54. Will students who engage in peaceful protests (i.e. kneeling for the national anthem, gun reform protests, etc.) be punished?
55. Will you work to offer programs to help students in poverty that are in need of school supplies and uniforms?
56. Will you improve on school lunches? (Better quality and/or more choices?)
57. As Superintendent of an increasingly diverse student population, what will you do to push for a more multicultural approach to education?
58. How can the success and high bar for academic excellence be maitained within traditional Jefferson Parish public schools with an increased number of new magnet and charters schools and a decreased student population?
59. What makes you want to take on the problems of Jefferson Parish School.?
60. What makes you feel that you are qualified for heading up Jefferson Parish Public Schools?
61. What is your top priority for supporting teachers' personal growth and professional development?
62. What is your plan to increase and standardize communication across the district? Currently, I have yet to receive a code of conduct pamphlet that most school districts have and I have trouble getting in touch with school officials once students are on their way home (she was once an hour late getting home and no one knew where she was).
63. What is your plan to work with parents and the community to strengthen support for our schools and utilize PTOs? Can we have a district PTO that all the individual

PTOs can summit together at to discuss our district as a whole? How do you feel about holding town halls/community meetings and talking with parents and community?

64. Do you believe parent involvement is a key factor to student success and if so how do you plan to increase parent involvement?
65. how would you attract more Teachers, Administrators and Staff with more Multicultural backgrounds? It would be nice to see more teachers of color into the school system. Jefferson Parish Public Schools need more diversity Teachers in the schools (East and West Bank)
66. How can you accommodate classroom teachers who have many children with behavior issues and cramped classrooms? Behavior has now taken time away from students who are at school to get an education?
67. How can you be more involved with our district than past Super.?
68. How and what parts of your background are you going to bring to this position beginning with administrative staffing and fiscal responsibility?
69. Under your plan are principals going to be totally responsible for their budgets with regards to staffing, building upkeep, maintenance and school supplies?
70. Politics being what they are down here, anytime we have contracted a candidate for superintendent from outside the parish only half the people start off liking you and by the end of your term no one likes you. The question is how do you plan on making sure this doesn't happen?
71. How does the size of your parish public schools system compare to the size of Jefferson Parish's public school's system including demographics and finances?
72. How responsive will you be to teacher concerns about abusive leadership? What is your plan for schools like Terrytown Elementary, a school where the principal abuses her power with endless threats and write-ups for staff, and where student achievement has declined significantly for two (likely three) straight years under her leadership because she believes that leadership is about punishing the people beneath her, rather than relationships? Will you back these people in order to enforce "chain of command," or will you hold them accountable for abusing their power?
73. How do you feel about alternative school setting? What role should an alternative play in the school district?
74. Mental health concerns are a major learning block for young students. The current social work services are not effective and do not provide long term solutions for students in need. How can your administration change or provided better services for teachers and students?
75. What is your stance on Discipline? The students know there is little punitive action for repeat infractions.

76. WHY DO WE HAVE TO WEAR PITTMAN PANDA JACKET WHY CAN;T WE WEAR OUR JACKET.
77. What will you do to ensure that our school system remains truly PUBLIC, and not fall victim to the Privatization/Charter Movement within k-12 education?
78. We currently have an issue where the central office and many administrators do not follow the JPPSS policies as they are written in our various handbooks. What will you do to make sure these policies are all interpreted and enforced the same by all schools and JPPSS employees?
79. What is the difference between board goals and district goals?
80. What are the advantages and disadvantages of employee unions?
81. Will the next superintendent prevent any of our campuses from becoming charters?
82. How do you plan to coordinate a district wide recycling program for all schools and offices in Jefferson Parish?
83. Do you have school age children? 2. Do they go to public school? why/why not?
84. Why should we, trust you to lead us to higher achievement?
85. Will you have the parents be held accountable for their child's behavior in schools?
86. Give teaaachers more input on decision making when students need to repeat a grade?
87. During your time as superintendent, do you plan to keep the discipline policy in place and uphold the policies or change it to reflect more modern practices?
88. What is your vision for our schools?
89. What makes you qualified?
90. What special qualities do you have that you bring to the table?
91. What measures will you take to ensure that Educators are not given Involuntary Transfers illegally ? (Without Due Process, a meeting or telephone call. Given by email only).
92. Will you support the Talent Programs under Special Education with a budget for supplies? (Your District receives State Funding for the Gifted and Talented students in your parish. These programs, therefore, should have a budget per Educator and continue to be funded. The Talent Programs were not funded under Meza)
93. Will you consider re-naming the office of Human "Capital" the office of Human Resources?
94. Will you allow Educators to donate Sick Days to Terminally Ill Educators
95. Will you strive to be more "transparent" in the decisions made concerning the benefits for Educators (not downsizing due to age and/or salary earned due to multiple degrees earned)?
96. Will you put the interests of the Students before your personal gain as the Superintendent and honor that commitment during your tenure always?

97. Will you honor the input of the Educators who have taught students nominated for Student of the Year and disregard your personal connections to a student, parent, or administrator?
98. What is your position of the Teacher's Union for maintaining the benefits for the Teachers of JPPSS ?
99. Will you honor, respect, and follow the input given to you by Educators and Parents as opposed to the Business Lobby groups?
100. will you support not transferring teachers involuntarily without dues process?
101. will you provide a budget for the Talent program?
102. We have several students with behavioral and emotional issues on campus and even when Behavior Intervention Plans are put in place (or not) and fail, they are still on campus causing more problems and disruptions. How many times is a student going to be suspended for constantly disrupting the learning process before they are finally expelled and sent to an Alternative School facility?
103. Will you be a superintendent of the students or the political school board lackey who rubber stamps whatever these politicians who have never been a teacher or haven't been a student in over 20 years tells you?
104. What major challenges and problems did you face in your last position? How where you able to overcome those obstacles?
105. I feel that our district does a very good job preparing students for college. That is a wonderful goal for us to have. However, NOT all students want to go to college for a variety of reasons. I feel we need to provide alternative tracks for students who proudly want to become "blue collar" workers. What plans to you have to realistically address the needs of these students?
106. Why do we have to make up the time we were off for our "snow days" when we already have enough hurricane days to use up?
107. Dr. Brumley you are superintendent of Desoto Parish Public Schools which has 9 public schools and serves 5073 students, and applying to become superintendent of Jefferson Parish Public schools which has 86 schools and 48,000 students. What makes you the best person for this school system based upon your experience against any potential national candidates who may have more experience in larger school systems than you?
108. When are we allowed to express how we feel and want be someone at John Ehret High School?
109. The present system for creating SLTs is ludicrous, discombobulated, and horrendous. It does not measure the true effectiveness of a teacher. Why is there a need for a separate SLT department; it is a waste of financial resources which could be allocated to instruction. The machinations of this department have caused a decrease in morale. Our teachers are being penalized by incongruences in calculations. By design, the process for setting SLTs is not prescriptive. Yet, at

present, JPPSS dictates what a teacher should set. Looking at the website, <http://jpschools.org/department/datainstructional-performance/> one can observe how much time and effort is consumed by this inefficient, elongated process. As educators, we spending too much time setting, checking, resetting, rechecking these SLTs. As superintendent, what plans do you have to improve this cumbersome, defeatist policy for Achievement and Accountability

110. How would you help support our schools in building 21st century skills, specifically ICT (information, communication, technology) among our scholars (such as coding) and training teachers in educational technology (not just use of a Promethean)?
111. The present JPPSS configuration of dividing the district into Regions with an Executive Director of Principal Performance is not conducive to unifying a fractured system. The EPPD position is pretentious with no real assistance or guidance provided by these directors. To assess Principal Performance , the EPPDs use a trivial collection of paperwork versus observing a principal. How do we design and implement a performance evaluation system that is based on the evidence of what effective principals do, is fair to both the principal and the school organization, and balances professional growth and accountability?
112. What is your goal as Superintendent?
113. Do you feel that community outreach for the superintendent position was effective? What are your thoughts on running as the only candidate for this position? Please explain how you heard about this position and your relationship to present school board members.
114. Will you visit classrooms before decisions are made on academic curriculum?
115. How will you help address the growing discipline problems in elementary schools? It seems that more and more disturbing behaviors are being allowed and tolerated, which creates an unproductive and unsafe learning environment for children and teachers. So many students are protected by the "Special Education" label because of behavior problems and they are remaining in classrooms, making it nearly impossible for others to learn in a productive environment.
116. Improving School Culture: School culture encompasses so much, including staff morale and student achievement, and today's leaders know that expert communication and open feedback among teachers can help steward change that translates into improved student relationships and discipline. Truly powerful implementation and sustainability start at the top. As Superintendent, how will you improve our school cultures/climates? How will you deal with an arrogant, argumentative, uncooperative and ill-mannered School Board that does not treat the district as one entity, but rather separate fiefdom over which they reign?
117. As a Supt. coming from a small district - what is your knowledge and background bring to the table to deal with Students, Teachers, Schools, etc --in an extreme Urban setting and high poverty rate?

118. As a Supt. coming from a small district - what is your knowledge and background bring to the table to deal with Students, Teachers, Schools, etc --in an extreme Urban setting and high poverty rate?
119. Employees across the District may be afraid and leary of a new Supt. coming in - because they remember the RIF in 2012 and may have felt the effects of all the changes and cuts that were made when the Supt. at the time came into the District. What can employees (School-Based and Central Office) expect from you? Is your plan to change the existing organizational charts? Do you expect to lay people off?
120. Since you are now apparently the only candidate as of 2.28.18, would you be open to leaving your application active for a brief limited period of 30 days for additional candidates to apply? Your consideration is appreciated. Jefferson Parish residents deserve to evaluate choices. If you are the best candidate and are chosen, I wish you much success!
121. Since you are coming from a small parish, do you think you will be able to handle this parish with its size, diversity, etc.
122. Why did you put your house on the market in December? We're you that certain you would get this job?
123. Are you willing to get your "hands dirty" and be out in the schools assessing the needs of our students and teachers rather than just being a highly paid figure head who plays politics instead of changing our system?
124. How do you plan to keep politics and favoritism out of your leadership and focus on the core education system that benefits our students, teachers and staff?
125. Do you plan to give equal attention to every student's/school's success level in our parish rather than focusing primarily on the Advanced Study Schools?
126. Do you welcome the engagement of parent involvement and opinions regarding our school system within your operation as Superintendent?
127. Why would we hire you since there is a possibility that the newly elected board could remove you and appoint someone who lines up with their vision? Why aren't you concerned about that prospect?
128. Since DeSoto Parish is not represented by a local LFT organization, how do you plan to work with JFT in an attempt to better JPPSS?
129. What do you feel are some of the greatest challenges to JPPSS in the future AND what actions would you initiate to overcome these challenges?
130. What about our school district, schools, and community do you feel enticing and challenging that brings you to want to be our superintendent?
131. What have you done in your current role to support teachers in the classroom, and what would you do in your role as superintendent to support them?
132. In any capacity (teacher, administration, district level) - what sort of unique, creative, inspired, "out of the box" type of idea did you implement that saw results?

Have you been involved with new and different education reforms that helped students achieve? Explain.

133. Will you allow us to wear hooded jackets next year?
134. Will you put prayer back into schools?
135. "Dr. Brumley sir.....as a matter of integrity with the process....what date and where were you first approached, telephoned, texted, or made contact in any way to have any knowledge that a position would be open for the Supt's position in Jefferson Parish? b. Why do you want to pull up stakes where you have been so successful with your nine schools, to come in to a highly overwhelming school system where employees have not received a raise in 10 years, school scores have fallen one letter grade to work with a highly polarized school board with nine times the amount of schools and 16 times the amount of students sir?"
136. Do you have children or grandchildren? Do you have unconditional love for people? Will you treat public school children as you would your own?
137. My question is for Mr. Brumley Coming from a parish with a 45,000 student difference from your current one, a 4,000 employee difference than your current one, a culture you are unfamiliar with, students' needs that your current parish does not have, an ESL and SPED population that is almost nonexistent in DeSoto, and employees that desperately need raises, what make you think that you are the best candidate for Jefferson Parish Public School System? Yes, you are an "A" district, but as a teacher, that means nothing. It is proven that smaller class size is helpful to student learning. If I had only 5 students in my class versus 50, I'm sure that my performance score would be in my favor as well.
138. Discipline in 6th-7th-8th (middle school) is a growing problem; disruption in the classroom takes teaching time away from all students. What is your plan to implement an effective discipline program?
139. How will you communicate and encourage parents to be an advocate for their child?
140. What changes would you implement in order to move the academic ranking of our district?
141. Explain the relevancy of the superintendent's authority in governance and operations in a large school system and the limitations of both.
142. What experiences have you encountered that have prepared you to manage the day to day operations of a school district with eighty- five (85) schools and over seven thousand (7,000) employees?
143. Explain the impact of "Hold Harmless" on this district.
144. What methods will you use to keep yourself and the board "current" on important matters?

145. As chief adviser on educational matters, do you prioritize by student needs or district needs? (i.e. Success to the individual student, or the perception (school grades) of district.)
146. Have you ever written any, or worked on, school board policies?
147. What is your philosophy on delegating authority? How do you then maintain accountability?
148. Is it possible to dismiss a weak teacher? Have you done this? How do you think it should be handled?
149. Are there ways a school district can increase state funding for: • special education, • career tech education, • general programs, • other
150. There is discussion about back to basics, what is your philosophy on this topic, and what would you do to see this philosophy implemented?
151. Do you support active Parent Teacher Student Associations (PTSA) to be a resource in your decision making process? 9. Do you support partnerships with the business community?
152. What makes you more qualified for Superintendent of Jefferson Parish than a Jefferson Parish resident and school employee who has much more experience than you?
153. What is your plan for minimizing the burden that testing plays on our students, teachers, and education system?
154. If you were to become the new Superintendent what are your first priorities?
155. Would you consider developing a task force involving the community and the union to deal with some of the major issues in the school system?

IDEA: Staffing, Behavior, Improvements, Funding Concerns, Evaluations, Early Education, Inclusion

1. I have a grandson who has autism and attends Hazel Park Elementary. He had an outsourced Para who would attend school with him to help him with his inclusion classes. This service was discontinued recently even though in December the school board voted to continue it. My grandson and other children like him depend on these Para's to help them during the school day. This service was being paid through Medicaid and no cost to the Jefferson Parish school board. I would also like to know if elected would you consider replacing people who have jobs with the school board that may not be qualified to do for example making determinations for students whether it be transfers or special needs. I would like to know if voted as the new superintendent would you consider looking into continuing this service and making changes within the system.
2. Please address the problem of Special Education and 504 student behavior. How would you support teachers and schools with proactive ideas regarding implementation of programs to aid these students who are not college-bound ensuring that all schools are given fair and equal solutions and alternative programs.
3. Will you be improving on accommodations for students with special needs? (i.e. autism, down syndrome, epilepsy, etc.)
4. With the deregulation of IDEA by the federal government Secretary of Education DeVos, how do you plan to implement changes to secure services for children with special disabilities if and when funding decreases? This deregulation and the possible cut in funding at the federal level is especially troubling for those of us in public education because our state Department of Education has also decreased its services/funding to our local districts since our state is also in a budget crisis.
5. Our SPED evaluation process is lacking. We have students in 5th grade that still can't read. How will you ensure that students are evaluated and placed in a timely manner, instead of being left to drown?
6. How do you feel about early education and evaluation and treatment of children with disabilities at a young age? Should a full day curriculum be provided to all 3 year olds with disabilities and not only the hearing impaired?
7. What is your strategy to improve academic, social, career, and independent living outcomes for students with disabilities in Jefferson Parish? The data from open enrollment high schools for these students is not strong -- for example, 19% of students with disabilities passed EOCs at Higgins, 17% at West Jeff, 23% at Helen Cox, and 26% at John Ehret. What needs to happen to improve services for students with disabilities?
8. What are your thoughts on special needs students being part of inclusion classrooms, learning alongside peers without special needs?

9. How will improvements be made to the special education programs to ensure that it is accessible to Spanish and Vietnamese speakers?

Academics

- What are your plans for implementation and purchase of tier 1 curriculum for all subjects, so that it aligns explicitly and clearly to the interval assessments (LEAP 360, etc) and end of the year assessments (LEAP 2025, EOC, etc)?
- With your previous positions, what experience do you have in selecting and aligning curriculum?
- What are your “big rocks” for the first 90 days? First year?
- Do you believe in equality or equity?
- How do you plan to address the excessive amount of assessment currently happening in schools? We are administering some type of large assessment every month. Is there a way to streamline this process?
- What do you envision as the role and responsibility of the Academic department? How will they adequately support all subjects and schools in such a large district?
- How will you support schools and individual students who have struggled to meet expectations?
- How will you increase student achievement for all of students?
- The LDOE has identified a group of academically struggling schools in our school system for which a clear plan of transformation must be outlined. What is your vision and plan of action for struggling schools relative to governance, teacher support and retention?
- What is your plan to address Career and Technical Education?
- How do you plan to have consistent, rigorous and common assessments and lessons across the district by grade level, discipline?
- Please share your thoughts regarding NIET's Teacher Advancement Program. Would you support administrators who wish to fully implement TAP?

Achievement and Accountability

- What is your plan to raise the district from its “C” rating?
- What is your plan for growing and supporting schools that are a “C” or below, and how will you hold all stakeholders accountable?
- How will you hold parents and students accountable for their growth?
- What are your thoughts on Professional Learning Communities? Would you continue to support PLC in our schools?
- What is the SLT process in Desoto Parish, and how does it mirror our process here? Is there a way to make the SLT process equitable among all teachers?
- How is the district going to support all students in their Growth to Mastery attainment?
- Do you support the state accountability system? Do you think any changes to the system need to be made to the state's accountability policies? If so, what changes? How will you advocate for those changes?
- Do you support schools being judged based on their ability to grow students versus the current use of SPS score linked to proficiency levels?
- How do you plan on supporting teachers and administrators?

Finance

- What would you use the current 12 million surplus on? Which items would get you the biggest impact?
- Do you support a pay raise for our teachers and support employees? How do you plan on advocating for that?
- Some schools have librarians with working libraries, some schools have science and computer labs with full time teachers, some schools have full time art and music teachers, some schools have brand new buildings and gyms; all do not. How will funds be distributed more equitably across the district so that all students have access to these quality learning experiences and environments?
- With the majority of testing going to online, how will schools be assisted in purchasing additional technology to meet these needs?
- Will extra resource be devoted to school security? What are your plans for outfitting each individual school with the capital necessary to take additional measures to secure their campuses?

Human Resources

- What is your plan to recruit and retain qualified teachers to fill the large number of vacancies in the district?
- Employee absences are an on-going issue that often results in a high number of disciplinary conferences. Our current attendance policy is subject to regular employee abuse which results in poor student achievement, especially at struggling schools. Identify 3 ways to immediately address this issue.
- Do you have an idea of how to fill long term leaves in schools?
- What are your beliefs about principal autonomy in the hiring of staff?
- The current staffing formula does not allocate an Assistant Principal or Academic Dean for all schools. Some schools don't have enough Title funding to hire additional administration. What are your plans to provided adequate administration support for all school?
- Explain your position on right to work and more specifically - How will you support administrators who are holding personnel accountable for performing their job?

Operations

- What are your ideas to address the disrepair some of schools are currently in, and how will you secure the funding to make these changes?
- There are a few areas in this district that run smoothly, Operations being one of them, How do you plan to support what is in place and what changes will implement to further grow this department that is most understaffed?

Student Support

- What are the essential elements of a successful SPED program?
- Mental and physical health are a major issue on campuses. What programs or procedures would you implement to help students who deal with mental issues that do not qualify for SPED or 504?
- Can you provide more support on campuses through increased nursing and counselor staffing?
- What plan do you have to increase student support for African American boys and Hispanic boys?
- What is your plan for addressing the needs of the special education population? How will you provide support to schools directly?
- The way our Alternative Schools are structured, do not answer the needs of our most difficult children. They are understaffed and are not able to provide the intensive therapeutic help that these students need. It is also extremely difficult when the students transition back to the traditional campus. Do you plan to make changes and if so how?
- How will students be supported when testing accommodations are being taken away each year and students who are reading more than 2 grade levels below but are still expected to take an on grade level assessment with little to no accommodations?
- How will you address the vacancies in the Special Education department as it relates to Educational Diagnosticians and School Psychologists as it relates to completing educational evaluations for students to receive services? How can the current system be streamlined and more efficient in identifying students who qualify for IDEA.
- How will you ensure JPPSS students are as safe as possible on our school campuses?
- How will you ensure that all students are provided equitable opportunities to achieve in our schools?
- What are your plans for creating programs and conditions more favorable to students that have been identified as Talented Visual Art, Music, and Theater? Do you support more academic incentives to keep these students in Jefferson Parish programs?
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Other

- What are your views on JPPSS District issuing the overwhelming number of charters? Do you believe that Charter/Passing the accountability is the best course of action for failing schools as opposed to a plan of action to rehabilitate our schools? If yes or no please expound.
- When will you meet with principals to discuss and receive feedback on the individual strengths and needs of their school? Describe this process.
- How will you empower principals to make critical decisions that will impact student achievement? Give 3 examples.
- Research indicates that teacher student connections have a significant impact on student achievement. How do you plan to foster teacher student connections throughout the district?
- What are your short and long term goals for JPPSS?
- What are your short and long term goals for your profession?

Parent Statement

Mr. Brumley, it appears you are our sole candidate and therefore our next JPPSS Superintendent. Your Bio on the DeSoto Parish school website looks impressive and refreshing. I look forward to your new insights and direction you may have to offer us in Jefferson Parish. You may be walking into a lions den. There has been so much disappointment and politics which yields a lack of trust for the leadership in this system. I, as a parent, look forward with hope that you can do for us what you have done for DeSoto Parish. I wish for you success. As you succeed, so do our children, their teachers and the staff that supports them.