



2005 School Board Core Competency Survey

School Board Candidates were asked to do the following:

- Review the seven Core Competencies listed on pages 1-3.
- Identify under **which one** of the Core Competencies you believe your training and/or practical experience **has best equipped** you to serve as a Detroit Public School Board member.
- Briefly describe the training and or practical experience you have received in the selected Core Competency (*Please limit response to no more than 2 paragraphs*).

Briefly share your vision for the Detroit Public Schools in the one Core Competency area you identified as your strength and any changes you will promote. (*Please limit response to no more than 2 paragraphs*).

Seven School Board Core Competencies

1. Child Development

The Detroit Public Schools has over 125,000 Pre-K through 12th grade students and each deserves the highest quality guidance for their academic, social, and career development growth.

A. Please describe any Pre-K through 12th grade child development training and/or practical experience that you believe have equipped you to provide child development leadership as a DPS Board Member.

B. Please describe your vision for the future of child development within the Detroit Public Schools.

2. Education (Pre-K through 12 Instruction, Administration or Research)

A critical role for the school board is creating and maintaining learning environments that enable the DPS student population to thrive in the 21st century. This will require innovative leadership and data driven decisions.

- A. Please describe any Pre-K through 12th grade instructional, administrative, research training, practical experience and/or resultant student academic outcomes that you believe have equipped you to provide **education (instructional, administrative or research) leadership** as a DPS Board Member.
- B. Please describe your vision for **education leadership** in the Detroit Public Schools.

3. Facility and Property Management

The Detroit Public Schools has over 250 schools and support service buildings in its inventory to maintain, rehabilitate, or rebuild.

- A. Please describe any training and/or practical experiences that you believe have equipped you to provide **facility and property management leadership** as a DPS Board Member.
- B. Please describe your vision for the effective management of Detroit Public Schools' **properties and facilities**.

4. Finance and Budget

The District's annual operating budget is more than 1.4 billion dollars. These funds are a combination of foundation grants, federal, state and local subsidies. Additionally, the possibility exists that Detroiters may authorize future capital improvement bonds for the construction of new or upgrading of current school buildings.

- A. Please describe any training and/or practical experiences that you believe have equipped you to provide **financial or budgetary leadership** as a DPS Board Member.
- B. Please describe your vision for the effective management of the Detroit Public Schools **finances and budget**.

5. Parent and Community Coalition Building

To be successful the Detroit Public Schools must maintain an inviting and collaborative relationship with the parents of its student body, Detroit's businesses and community faith-based organizations.

- A. Please describe any training and/or practical experiences that you believe have equipped you to provide **parent and community coalition building leadership** as a DPS Board Member.
- B. Please describe your vision on how The Detroit Public Schools can effectively engage **parents and community organizations**.

6. Personnel and Organizational Management

The Detroit Public Schools has over 20,000 employees. The board will be required to review and approve union and personal services contracts along with approving the hiring, transferal or removal of all district personnel.

- A. Please describe any training and/or practical experiences that you believe have equipped you to provide **personnel and organizational management leadership** as a DPS Board Member.
- B. Please describe your vision of how to effectively manage the **personnel and organizational functions** within the Detroit Public Schools.

7. Procurement

The Detroit Public Schools annually purchases a wide range of goods and services including textbooks, computers, furniture, fuel, vehicles, maintenance supplies, paper, food service, etc.

- A. Please describe any training and/or practical experiences that you believe have equipped you to provide **procurement leadership** as a DPS Board Member.
- B. Please describe your vision for the effective **procurement of goods and services** for the Detroit Public Schools.



THE FOLLOWING ARE EXCERPTS OF THE CANDIDATES' RESPONSES.

EXCERPTS OF THE CANDIDATES' RESPONSES TO THE 2005 SCHOOL BOARD CORE COMPETENCY SURVEY

INTRODUCTION: School Board Candidates were asked to review seven Core Competencies for School Board Members. They were to select one of the seven and describe, in no more than 2 paragraphs, their strengths, training and/or practical experience in that specialized area.

The seven Core Competency areas are: Child Development; Education (Pre-K - 12 Instruction, Administration or Research); Facility and Property Management; Finance and Budget; Parent and Community Coalition Building; Personnel and Organizational Management; and Procurement.

The following are *excerpts* from the Candidates' written responses. They will elaborate on their full responses during the forum.

EXCERPTS OF THE CANDIDATES RESPONSES

Annie Carter – Candidate, District 3 Occupation: Asst. Attendance Agent, Cody H.S.

Parent and Community Coalition Building. To be successful the Detroit Public Schools must maintain an inviting and collaborative relationship with parents of its student body, Detroit's businesses and community faith-based organizations. I have volunteered and worked in DPS for more than 26 years. . . . And I am a leader with integrity; secondly, I care about our children's education. My passions for education and commitment are that all children can learn, achieve, grow to become socially, and economically productive citizens.

The key to school success is parent accountability. We must call upon every parent, church, union, neighborhood leader and institution which can impact our children's education. They must be involved and made to feel welcome. Every school should have a Parent Center and at the district level there should be a Parent Advisory Committee that will work with the Elected Board to develop programs with incentives for parents and the community.

Ellen “Toni” Childs – Candidate, At Large Occupation: Retired Educator

Child Development. My past position as Department Head/Athletic Director for the Detroit Public Schools enables me to respond to each competency . . . [but] I have chosen to present my expertise in the area of “Child Development.” I have served as instructor/mentor in the “Master in the Art of Teaching Program” at Marygrove College and as Director and later national evaluator of the National Youth Sports Program sponsored by the NCAA. Through all of these positions I have gained a wealth of knowledge as it relates to child development, learning styles and teacher preparation. My experiences in child development not only dealt with the mental and social development of the child but with the physical aspects as well.

I envision that the Detroit Public School students will acquire knowledge, develop skills and build character so that they will lead productive, fulfilling and moral lives, becoming contributing members of society.

Marvis Cofield – Candidate, District 7 Occupation: Administrator/CEO Alkebu-Lan Village

Child Development. I have founded and operated an African-centered, youth driven community center that addresses the needs of youth that are not being completely met by other social, public and private agencies. I have intrinsically motivated the lives of over 150,000 youth through the formulation of age-appropriate programs and curriculums; hired, mentored and motivated experts in the fields of education, youth services and parental involvement, and successfully formulated healthy attitudes among youth by incorporating participatory learning methods into a variety of health and fitness based programs.

Knowing that I may be granted the opportunity to work amongst those that share the same sense of dedication for Detroit’s youth, reminds me of Ubuntu, the Zulu ancestral belief that a person exists only through others, and therefore has a commitment to and a responsibility for all human beings. If elected, I will implore my colleagues, DPS educators and administrators, and all DPS families to affirm the existence of Ubuntu, embrace its spirit and ultimately learn to enhance personal goals and perspectives while appreciating the opinions, experiences and mere presence of others.

Joyce Hayes Giles, J.D. – Candidate, District 5 Occupation: Corporate Executive

Finance and Budget. My vision is that Detroit Public Schools will be financially solvent. The district will be run efficiently and effectively with a cost per student revenue comparable to other districts in the state; and “best in class” districts in other urban environments with similar demographics and social challenges.

I have the critical financial skills needed to make the decisions that will ensure the means to provide a quality education for our students; and, secure the future of the Detroit Public Schools. I can provide the leadership to understand the dynamics of our school system, the impacts of the community and societal problems that create challenges to the Detroit Public Schools’ success, including the high poverty level in the city, special needs students, and the trends of declining student population. I can provide leadership in setting short and long-term goals to support decisions on what we can and must do differently to meet our financial targets. Some examples of initiatives and areas to explore, both cost reduction and revenue generating, include: elimination of excess property, identify and eliminate waste of our critical financial resources,

more efficient energy use in schools, increased revenue per student, and identifying sources of revenue through grants-in-aid.

Mary Faust Hammons – Candidate, District 1 Occupation: Retired DPS Teacher Consultant

Education. I believe my experience is unique and necessary for service on this board. I am a career educator. I trained in college to educate students. I served the Boards of Education in Flint and Detroit my entire adult life. I successfully educated four generations of Detroit students of every educational, socio-economic, and ethnic background, in schools across the breadth of our city. I was twice elected by Detroiters in District 1 to service on the Board of Education. During my terms I was an advocate for classroom teachers, parents and students. I know what is needed to successfully educate a child.

My vision for education leadership is one where the board provides policy outlines for the management of the district to put in practice. The board should not attempt to manage the school system, but serve to turn the values and priorities of the community into educational objectives. Such is the democratic process.

Thomas J. Jackson – Candidate, District 3

Facility and Property Management. As an Inspection/Sweep Team Supervisor, I was responsible for bringing an inspection program idea to the Board of Education construction department and its 1.5 billion dollar bond program. I coordinated work with outside contractors and in-house staff personnel. Also, I was responsible for ensuring that the specifications of the Board were being followed and authorizing payment for completed work; represented the Board at jobsite meetings to check the status and to address any concerns as it pertained to the project success. My responsibility was also to supervise construction trades employees in the day-to-day operations at various school projects. The ordering of work materials and tools were an integral part of my responsibilities.

My vision for the effective management of Detroit Public Schools' properties and facilities is to ensure better use of our own resources. We have the ability and property to put all activities under one centralized structure.

Keith J. Jones – Candidate, At Large Occupation: Transportation Brokerage

Parent and Community Coalition Building. Though I feel I have a working knowledge of all of the competencies, I feel [this one] is my strongest area. From volunteering and working at Butzel School for over 10 years, I have gained a lot of valuable experience. For over eight years I planned parent workshops, facilitated seminars; worked with the LSCO; helped develop parent action plans; recruited volunteers and worked with the administration on many project. In addition to working with the schools, I worked with the city of Detroit recreation department at the Butzel Family Center on parent training, health awareness events, family development, and a variety of programs that promoted healthy families.

I feel my presence on the board will bring about change. I am an every day person that can relate to parents. I know the challenges and the needs of the community. I feel that I have sufficient experience and the know-how to mobilize people and to bring about change. My purpose for all of this is to make sure that the voice of the unheard students is heard, and that they are afforded the opportunity to soar.

Monique Baker McCormick – Candidate, District 5 Occupation: Real Estate Business Owner

Parent and Community Coalition Building. I am an actively involved parent of two Detroit Public School students and a Real Estate Business Owner with 13 years of experience in property management, contract negotiation, and finance of millions in real estate. I am currently the co-chair of the LSCO for John R. King Academic and Performing Arts Academy and I understand DPS issues. Recently, as a National Parent Advocate I represented DPS District 5 as a representative for the national Title 1 No Child Left Behind Initiative. As an elected Precinct Delegate in District 5 and a Vice Chair for the 14th congressional District and member of other community organizations, I have utilized my contacts and resources to ensure the continued funding of the UAW after school program in DPS. I am the fresh start we need for the newly elected Detroit School Board. I will represent the people of my community, not corporate interest.

My vision on how we can effectively engage parents and the community is to first pay attention to the needs of DPS clients, parents and children. We must get back to the basics of education, reading, writing and math. We must make certain that we provide the books and the technology in a safe environment that our children need to be competitive in the 21st Century.

Carla Scott, M.D. – Candidate, District 1 Occupation: Attending Physician/Wayne County Juvenile Detention Facility

Child Development. My formal education, professional development and work as a pediatrician certainly do provide me with some insight, information, experience and knowledge about child development. However, I am not certain that the nature of such education and experience has uniquely prepared me to provide leadership in this area, especially given the type of formal education and professional development received by professional educators and guidance counselors who work each day to make a difference in this area. I am certainly willing to lend whatever information, knowledge and skills which I have to help make certain that all children served by the Detroit Public Schools will have every opportunity to be healthy and nurtured in such a way as to become productive members of our community. Additionally, my experience in organizing parents and establishing a reading program for hospitalized children and their families, has helped me appreciate the importance of parent and community coalition building, however, I am not prepared to summarize such experience as qualifying me to provide leadership in this area as a member of the Detroit Board of Education.

Lorena Searcy – Candidate, District 7 Occupation: Educational Coordinator

Parent and Community Coalition Building. As a single mother, I raised three daughters who all graduated from the Detroit Public School System with honors. I often find myself encouraging [all of the young people in my neighborhood] by giving them positive directions

and by cultivating in them the necessary life skills to help them to pursue their dreams. In doing this I feel as though I am helping them to become viable and productive citizens in the community. I also took on the task of being a “Youth Worker” at the Davenport shelter for young teenage girls until my promotion to the position of Educational Coordinator. I have worked as a certified “Violence Prevention Consultant” in the Detroit Public Schools instilling in children the ideals of empathy, impulse control, and anger management.

My vision on how DPS can effectively engage both the parents and the community organizations is by putting our focus on the problems that our youth are facing and figuring out how we as a whole can generate solutions to better their future. As a DPS Board Member, I will do my fair share by voicing my opinions and concerns, holding workshops in the community, addressing the needs of the community and by recruiting volunteers from within the community.

Ida Short – Candidate, At Large Occupation: Teacher

Education. I have spent a life time in the field of education in the professional and volunteer arenas. I have worked as a teacher and currently teach at the community college. I was the assistant director of Head Start for the City of Detroit and oversaw a twelve million dollar budget. I have directed the Trio Programs-Special Services, Upward Bound, and Talent Search Programs that work to get students into college and keep them there. I have directed a national demonstration program that allowed adults to get their GEDs and go into college, post secondary training, and/or the world of work. I have written grants that were funded to supplement curriculum and job readiness skills through the old CETA program. I have a teaching certificate.

In the volunteer arena, I was one of the three parent co-chairs of the bond money. I have been the vice president of the YWCA-Highland Park Branch. I was a Girl Scout leader for over ten years. I was instrumental in bringing in the Association of French American Classes (French Exchange program for middle schoolers) to DPS.

Lisa Weltman – Candidate, District 4 Occupation: Community College Instructor

Education. The issues surrounding education, in particular educational opportunity for non-privileged students, have been a key focus of mine for decades. I have organized educational and tutoring groups for youth and adults that worked to build both the skills and self-confidence necessary to succeed in college. As a community college teacher, I have been able to raise issues with my students in ways that have helped to clarify difficulties that they face and encourage confidence and success. As someone from an economically disadvantaged background, I understand these issues not only from a theoretical standpoint, but from the perspective of personal experience. In addition, I am able to transmit research findings in popular terms and encourage people to act on those findings in the real world.

Real leadership means the ability to unite parents, students, school employees and members of the community to act together for positive change. As a member of the Board of Education, I would consistently work to encourage and deepen involvement of parents, students and school employees in every aspect of the decision-making process, . . . [and] seek to reverse the budget cuts, layoffs and school closings that are denying our students basic necessities.

Rev. John Chalmers Williams, J.D. – Candidate, At Large Occupation: Program Manager
People’s Community Services – Delray Neighborhood House

Although my formal education in obtaining a Bachelors Degree from Michigan State University, and a Law Degree from Indiana University have helped prepare me to be knowledgeable in a number of areas, I am not sure that any of that training necessarily prepares me to provide leadership in any of the identified seven core competency areas. Additionally, while my work in leadership roles for local, state and nationally recognized community and faith-based organizations might suggest that I am uniquely equipped to provide leadership in the area of parent and community coalition building, the idea of leadership is relative to service and fellowship. Thus, I am not prepared to assume that I would be better equipped to provide leadership as a member of the Detroit Board of Education without knowing both the needs of the Board as well as the talents, interests and possible contributions which my colleagues on the Board would bring. In summary, as a deeply religious and devout Christian, as well as a local pastor who has been moved by God to seek this responsibility, I will prayerfully consider any need to lead or follow in my service as a member of the Detroit Board of Education.

Tyrone E. Winfrey – Candidate, District 4 Occupation: University Administrator

Child Development. Due to my frame of reference in the areas of adolescent development and higher education, I am most qualified to serve the constituents of District 4 and Detroit on the elected Board of Education. I have approximately twenty (20) years of experience in counseling and administering family/youth programming at the post-secondary level. My expertise will address the gap between secondary and post-secondary education among urban students. Therefore, I have chosen to seek a Detroit School Board seat.

With the student at the core of the ecosystem, the newly elected School Board must take a decisive role in the areas of academic achievement, curriculum development, social skill enhancement and career development. The district’s vision will come to fruition with all key partners working together; students at the center and parents/guardians taking the lead role. Education must be priority to the parents and of “high interest” to the students. In collaboration with church, business, community and higher education partners, we will develop plans for the educational success of the family. Education leads to experiences that will enhance economics with expectations of a greater quality of life.

James Austin Womack, MDiv, M.D. – Candidate, At Large Occupation: Retired Physician;
Associate Pastor/Radio Talk Show Host

Parent and Community Coalition Building. My experience as both a physician and seminary trained, ordained minister has prepared me with a heightened sense of awareness of the needs and sensitivity of a cross section of people. I understand clearly what it means to be “community” and our innate drive to be in “relationship.” I have spent the greater part of my adult life working to heal people both physically and spiritually, helping them to reconnect to the source of their power and then to one another. As co-founder and vice-chair of the Learning Disabilities Association of Southeast Michigan, I have worked across the state and with the

resource department of the Detroit Public Schools to connect children, parents and teachers with one another and to the resources that are available for special education.

As a society we have become dependent on our schools to provide what primarily should come from the home and community. Educating our children is a layered process and the schools play only a small part. I contend that our children will be spending the rest of their lives in the future and it is the entire community's responsibility to prepare them. The DPS needs to . . . develop a structure that allows and encourages community volunteers to be buddies and mentors to parents and childcare givers. This would help individuals who feel estranged from DPS or overwhelmed by the system to navigate better and negotiate more effectively on behalf of those children in their care.