

**Candidate Name: Kirby Glad**

*1. Why are you running for the ASD School Board and what priorities have you identified that you want to pursue as a member of the ASD School Board?*

Educating our youth is the single most important endeavor of our society. I feel an obligation to serve my community and I have a passion for education. I feel I can contribute in this role.

My priorities to improve education outcomes are to increase transparency, strengthen accountability, increase local control, systematically engage community resources, and encourage effective pedagogy.

*2. What personal experiences have you had with neighborhood public schools and/or with charter schools? (Be as specific as possible.)*

I have been an active member of School Community Council for about 15 years. I taught in the high school classroom for one year. Additionally, both of my parents retired as teachers.

*3. What do you see as the most pressing issues facing public education?*

to increase transparency, increase local control, systematically engage community resources, and encourage effective pedagogy.

*4. Do you support the concept of a single letter grade to measure schools? Why or why not?*

No. Because it just isn't that simple. That is not an actionable measure. Would we measure students by a single letter grade once a year?

*5. In a few short years many in the teaching ranks will be retiring and many newer teachers are leaving the profession within their first five years. What should Alpine School District do to attract new and retain existing highly qualified teachers?*

If there is a shortage of teachers entering employment this is addressed by increasing recruiting and the rewards of the job.

The retention problem must be addressed by understanding the reasons for the turn over. We need to know if those who are leaving are potentially excellent teachers, or if mediocre teachers are self-selecting out. Pay structures may need to change to a more front-end loaded approach. You shouldn't have to commit to a number of years of starvation before making an attractive wage.

*6. What role does technology play in teaching and learning?*

The same role as it plays in our daily lives – it should be used to enhance effective learning where possible, but we don't use technology just for the sake of technology. Technology is not always the answer.

*7. What role do you envision for the Alpine Education Association and the teachers we represent as the district moves forward in advancing education?*

A strong union and strong contract are needed to protect district employees from transitory politics, so keep doing that.

Then we need to work together to clear any contractual impediments to increase transparency, increase local control, systematically engage community resources, and encourage effective pedagogy.