

Richard Young (DISD District 2)

A classroom teacher at a local charter school, Young is passionate about the needs and challenges of his students but lacks board experience and tangible policy goals

| Overall Score | | D |
|----------------------------|--|-------|
| Critical Trait | Description | Grade |
| Experience | Does the candidate have a history of successful experience with related problem solving? Does the candidate bring a valuable perspective to the board? | D |
| Board Governance | Does the candidate appreciate the distinction between setting policy for administration vs. micromanaging administration? Is the candidate clearly anchored by an awareness of the challenges facing DISD? | F |
| Independence | Will student achievement unequivocally drive the candidate's decision making, or will non-student factors play a disproportionate role in the candidate's decision making? | C |
| Urgency | Does the candidate approach Dallas ISD's student achievement challenges with a sense of urgency? Does the candidate have a tangible action plan for improving DISD performance? | D |
| Community Awareness | Does the candidate understand the board's job relative to the work of others and know the tools at the board's disposal? Does/will the candidate actively and meaningfully learn and share information with the community to improve DISD performance? | D |
| Knowledge | Does the candidate fundamentally understand Dallas ISD's student achievement challenges? Is candidate knowledgeable about potential solutions and related arguments? Is the candidate well-informed about school governance issues? | D |

| Strengths | Concerns |
|---|---|
| Core belief. DKF agrees with Young that all students should be college ready and in his candidate questionnaire he tells us that "the number of economically disadvantaged students in DISD does not and cannot prevent our schools from consistently generating high-achieving students". "All students can excel." | Trustee Role. Young does not communicate an understanding of the fundamental responsibilities of setting policy for the District. From his questionnaire responses and interview, we were not able to identify any particular policy goals that he would pursue as a trustee. Young indicated he would need to change careers in order to attend DISD's daytime board briefings, if elected. |
| Candor. We appreciate Young's honesty in his discussions with DKF. | Readiness. Young's ability to navigate DISD's complex systems is questionable. He lacks understanding of Dallas ISD's revenue sources and budgetary needs, and his plans for improving the district's communication are not yet formed. |
| | Negative Experiences in DISD. Young is currently involved in a class action grievance against the District, after teaching in DISD last year. Young would support returning to the old system of evaluating DISD teachers (PDAS) and objects strongly to the Teacher Excellence Initiative (TEI). |

****Anyone that donates more than \$200 in an election cycle is excluded from DKF's decision making process.**

****Marshall made a one-time contribution to DKF in 2013.**