



Name: Jaime Resendez

Job Title: Attorney

2. Describe leadership positions, responsibilities and/or personal experiences that have most prepared you to serve Dallas ISD students as a trustee.

I joined the Army at 17, advanced to squad leader then platoon guide, in charge of 70 fellow recruits. I was trained as an Engineer and advanced to the rank of Sergeant by the age of 21. During my deployment to Baghdad, Iraq in 2003-2004, I was responsible for the discipline, training, and morale of 4 other soldiers, an experience taught me the importance of protocol, how to work as a team, and how to motivate others.

Throughout my educational career, I learned how to analyze large amounts of information and focus on the most relevant. I have an Associate in Science from Eastfield College, a Bachelor of Applied Arts and Sciences from the UNT, and a law degree from UT School of Law.

I serve as my City Councilman's appointee to the Adjunct Civil Service Board, a 3-member trial board that adjudicates appeals made by any officers or employees of the City, and am one of 14 selected fellows in The Latino Center for Leadership Development's Leadership Academy.

3. Give three examples of local organizations you are affiliated with that have influenced your thinking regarding the needs of the district.

My experiences as an attorney at West & Associates, L.L.P. have influenced my thinking about the needs of the district, giving me the opportunity to handle juvenile delinquency cases and speak directly to students. Through these interactions, I have learned about many of the issues that students deal with outside of the classroom.

The Latino Center for Leadership Development has also influenced my thinking regarding the needs of the district. I have learned more about Latino demographic trends: the impact of a growing Latino population and the challenges of educating this booming population; crucial knowledge given that 72% of DISD students are Latino and 42% speak English as a second language.

As a member of the Greater Dallas Hispanic Chamber of Commerce, Southeast Dallas Chamber, and Southeast Dallas Hispanic Chamber. I have discussed some of the district's needs of the district with members who have been strong advocates for the students of DISD for decades.

4. Provide insight into your understanding of the role and responsibility of an individual trustee as well as the Board of Trustees as a whole.

The DISD Board of Trustees is tasked with setting policies for the District and managing the budget. Individual trustees should stay in touch with their communities through neighborhood forums and PTA meetings to help identify community needs, but they should not get involved in personnel or administrative issues at the local campus level.

5. Explain school board governance and how it impacts student achievement.

The school board determines and sets goals for student achievement. Then it is tasked with monitoring the progress towards those goals and analyzing the outcomes. The board then holds the superintendent responsible for those outcomes and needed improvements.

6. Analyzing information is a fundamental trustee responsibility. What resources will you rely on to have a full understanding of board issues; and what groups will you call on for perspective?

To fully understand board issues, I will rely on district experts and outside resources that analyze the relevant data; will compare data to that of the Texas cities most comparable in demographics to Dallas (Houston, El Paso, Fort Worth, Austin and San Antonio); will look to education advocacy groups such as KidsFirst and Educate Dallas; and will listen to other large, credible education interest groups (e.g. teacher organizations, chambers of commerce) for their perspectives. I will also look to current and former trustees who have experience and who have demonstrated a commitment to providing the best possible education to students throughout all of DISD.

7. Describe your level of familiarity with Dallas ISD's revenue sources and budgetary needs. If you are not very familiar, how will you address that knowledge gap?

I know that balancing the DISD budget is always a challenge: many of our schools are in need of repairs; there is always a need for more money for programs, equipment and supplies at the campus level; employees want pay increases, etc. and the available dollars are limited. There are only 2 ways to address those issues: 1) by trying to reduce expenses through reapportionment and streamlining processes and 2) by raising property taxes, which would not be well received by taxpayers.

The current \$50 million shortfall that has resulted from a loss of students to charter schools creates a serious challenge for the board when determining the budget. We must continue to improve our schools to attract and retain students.

8. Name three recent successes for Dallas ISD and three for your district.

1. The continuing development of “specialty” programs/schools (e.g. STEM/STEAM; Montessori; Magnet Schools; single gender schools). Most of these have a competitive admissions process and are independent campuses.

2. Expanding the “school-within-a-school” programs that provide neighborhood choices, and whose admissions are not competitively based.
3. Expansion of full-day Pre-K throughout every elementary school in DISD

In District 4:

1. All 3 high schools now have early college programs: Samuell H.S. will graduate their first class this May; Spruce H.S. launched in Sept. 2015, and Seagoville H.S. launches in September 2016.
2. All of the elementary feeder schools for Samuell will offer dual language programs.
3. In fall of 2016, District 4 will open the first 2 single gender middle schools that are not academically competitive for admission, but rather a “neighborhood option”.

These exciting options will help improve graduation and readiness rates

9. What advice and direction would you give a parent considering enrolling their child in Dallas ISD?

I would encourage parents to look at all the options available and pick the best one for their child. But even more importantly, I would encourage them to be involved at their child’s school AND at home, by encouraging reading and the importance of a good education.

10. A majority of Dallas ISD trustees have supported expansion of the district's pre-K program with several votes over the last year. What is the role of policy in this expansion and do you support a budget priority for continued expansion?

I strongly support a budget priority for continued expansion of pre-K throughout the District. The challenge to do so is the budget itself, because funding for the expansion of pre-K comes directly from tax dollars. There are no funds available from the state or federal government. The board will have some difficult choices to make regarding the budget to continue this program and to deal with the \$50 million deficit.

11. The approved plan for teacher evaluation, Teacher Excellence Initiative (TEI) is a three- pronged approach.

- *Defining Excellence using teacher performance, student achievement, and student surveys.
- *Supporting Excellence through increased classroom observations and coaching.
- *Rewarding Excellence with a new model of aligning teacher compensation with student learning and growth.

What is your level of understanding of this initiative? Based on your familiarity, is the current plan moving the district closer to having a highly effective teacher in every classroom? Briefly explain whether you support the plan as a whole or describe parts of the plan that you would guide the administration to review.

I understand that in the past teacher evaluations were based on 2 subjective factors: one 45-minute observation by the school principal during the year and a self-evaluation. Under that system, I believe

98% of teachers were receiving high marks; meanwhile, student college preparedness was between 9-11%. There is obviously a disconnect between those statistics. I believe that there needs to be some objective criteria on which to base teacher performance and TEI provides that.

I realize that the teacher organizations object to this method of evaluation, and there may be room to improve/revise it. We must realize, however, that all employees are judged by some standard that measures productivity and ability. Proposed changes to the current system should be supported by substantiated facts and data.

12. The 2013 Parsons report determined that more than \$4 billion in improvements are needed for district facilities by 2020. The recent bond election was for \$1.6 billion. As trustee, how would you address the continuing facility needs of the district?

There are really only 2 options to increase the budget: 1) have another bond election or 2) raise property taxes. Since voters are highly unlikely to support either of those options, we need to step back and take a hard look at all the facilities throughout the district, both schools and administrative buildings. Are some of our older schools underutilized, (in inner city areas that are going through gentrification) making those properties more valuable to sell than to make repairs/improvements? The most cost-effective measure might be to divest DISD of buildings in serious need of improvements for newer or more consolidated options.

13. Only 11% of DISD high school students are scoring college-ready (using state standards) on the ACT or SAT. How is this failure to graduate more of our students' college and/or career ready the responsibility of Dallas ISD and/or the Board of Trustees? Please explain.

I believe there are 2 major components for student success. The first is motivating students to stay in school and to learn. Making school interesting and making kids aware of what an education can do for them will aid in that goal, but it is also imperative that parents participate in encouraging a learning environment at home.

The second component is providing good teachers at every grade level-teachers who not only know their subject matter but also are able to deliver that knowledge with enthusiasm and creativity.

The role of the District and board members should be to continue to implement programs that motivate and excite students, to engage the community in funding and providing resources for our schools, to educate parents on their role in their child's success, and to attract/retain great educators.

14. More than 85% of our students are "economically disadvantaged". Can Dallas ISD's challenges be solved with this level of poverty in the district?

Being "economically disadvantaged" certainly creates additional challenges for students, but it does not make success impossible. There are plenty of examples of kids who grew up disadvantaged and still

succeeded...at school, at work, and at life. Why? Because they had a parent or parents that encouraged them; a teacher who inspired them; a neighbor or friend who took an interest and served as a role model.

We need to encourage more programs that educate parents on how to parent effectively; perhaps partnering with UNT Dallas, UT Dallas, and TWU (all of which offer degrees in early childhood development to offer a weekend seminar on how to interact with your child through routine activities). We need to educate all teachers in the challenges faced by these kids and the approaches they can use to encourage self-esteem, respect, and a desire to learn. We need to encourage more community involvement in reading, tutoring and mentoring programs.

15. If elected, what will be your two primary goals during your term, and how will we know you are working towards these goals?

1. Providing the best education possible for our students. We must have the most competent, effective administrators and teachers possible; must continue to offer more choices for students to address their different needs; and must maximize the utilization of technology. These measures will help ensure that academic achievement and graduation rates continue to rise.
2. Being fiscally responsible and staying within the allotted budget. This will require both difficult choices and creative approaches. We need to provide the students with the best education possible within our budget by making sure we have the most competent and effective administrators and educators.

You will know that I am working towards these two goals through my work ethic and by the decisions I make based on the most relevant data.

16. If not elected, do you plan to serve in some capacity to benefit Dallas students and schools? If yes, how?

Yes. If I am not elected, I will continue to take on juvenile delinquency cases as an attorney and attempt to make a positive impact on the DISD students I encounter. I also plan to visit more schools and speak with students, like I have done in the past. Finally, I will continue my involvement with the various chambers of commerce in which I am a member and find ways to benefit Dallas students and schools.

Additionally, my 7 year-old daughter was recently accepted into the Solar Preparatory School for Girls and I plan to be actively involved with the school and the PTA.