

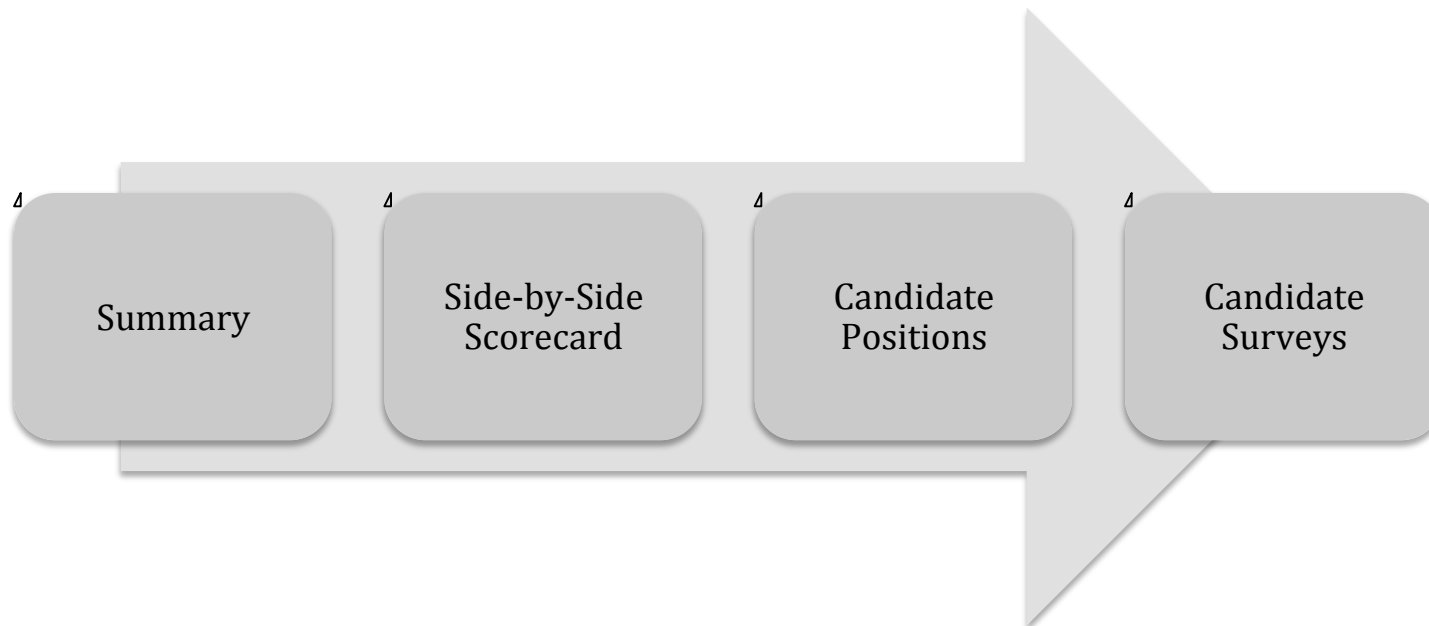
DallasKidsFirst Voter Packet

District 3 | Northeast Dallas | May 12, 2012 Elections

Who is DKF? DallasKidsFirst (DKF) exists to increase citizen engagement by providing voters with actionable information about public school governance. DKF believes that district-wide transformation requires Trustees who will honestly assess Dallas ISD's challenges and aggressively move from status quo thinking to student-based decisions. Following years of low voter turnout and cancelled elections, DKF wants to engage every Dallas ISD stakeholder by shining an intense light on school board activity, clearly outlining candidates' strengths/weaknesses and distilling complex issues into actionable scorecards.

What's a Candidate Scorecard? DKF has given each candidate a score from "A" (very strong) to "F" (very weak) based on (i) school board voting history, if available; (ii) written responses to DKF's Candidate Survey; (iii) in-person interviews with DKF's interview committee; and (iv) demonstrated problem solving success in governance. DKF scores were designed to give voters a recognizable candidate benchmark.

Are DKF scores transparent? Hundreds of hours of research and documentation have gone into DKF's scores, and voters can easily understand scores by reviewing the candidate rubric, each candidate's positions, and (for incumbents) self-contained voting history source documents posted on www.dallaskidsfirst.org.

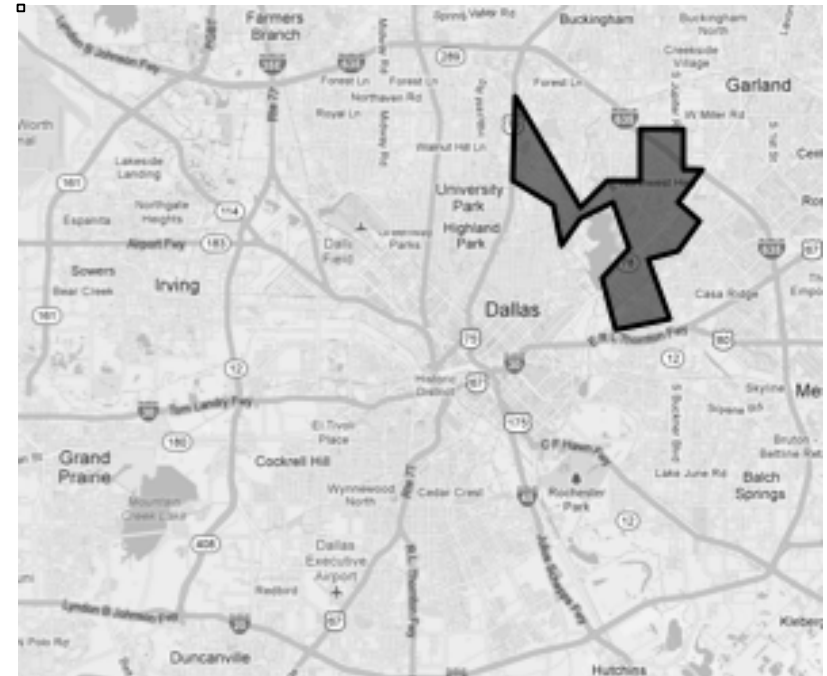


Candidate Scorecard (D3)
May 12, 2012 Trustee Election



District	Location	Voting Date	DKF Review Completed
3	Northeast Dallas	Saturday May 12, 2012	March 2012

Candidate Name	Bruce Parrott	Dan Micciche
Profession	Videographer (ret.)	Tax Attorney
Election Status	Incumbent	Challenger
Survey Completed?	Yes	Yes
Interview Completed?	Yes	Yes
Key Additional Info	Voting record	WFAA profile
Experience	B	B
Awareness	F	B
Perspective	F	A
Urgency	F	B
Candidate Score	D – Weak	B – Strong



Defining Issues	
District in crisis	Dallas ISD has seen meaningful improvements but is still primarily defined by challenges. SAT/ACT scores still lag most Texas districts (90%+ not college ready), and Dallas parents are struggling to deal with underperforming middle and high schools. Trustees must honestly assess these challenges and aggressively move from status quo thinking to student-based decisions.
Budget woes	State budget challenges have made managing Dallas ISD's \$1.5 billion annual operating budget extremely difficult. Trustees must work together instead of casting blame, and focus on balanced, student-based budgeting.
Central staffing	Recent departures of key personnel (e.g., superintendent, head of instruction, chief of HR) provide the district with a unique opportunity to accelerate progress, which highlights the importance of electing the best possible Trustees in this critical time for Dallas ISD's future.

Candidate Scorecard (D9)
May 12, 2012 Trustee Election

What valuable traits would the candidates bring to the DISD Board of Trustees?

Trait	Bruce Parrott		Dan Micciche	
	Description	Score	Description	Score
Experience	<ul style="list-style-type: none"> Experience as a Trustee/ spouse of a Trustee provides first-hand knowledge of DISD system. Promotes financial transparency and supported the creation of the Citizen's Budget Review Commission. 	B	<ul style="list-style-type: none"> Organized a mentoring program that played a meaningful role in the turnaround of DISD's Fannin elementary. Has relevant professional experience as a tax attorney with experience in related areas. 	B
Awareness	<ul style="list-style-type: none"> Opposed DISD's most effective teacher recruitment pipeline on the grounds of its cost (up to \$3M) but simultaneously approved \$28M in expenses (for cafeteria worker uniforms, magazine subscriptions, etc.), which do not directly affect student achievement. Has conflicting positions on student testing and teacher evaluation. 	F	<ul style="list-style-type: none"> Seems to understand the importance of morale and values staff contributions; has a humble perspective of the critical value of DISD teachers. Similar policy-based role: Micciche has advised three different Texas Comptrollers as a member of the Tax Advisory Group over the last 12 years. 	B
Perspective	<ul style="list-style-type: none"> Consistently promoted DISD's status quo by opposing performance-based staffing policies. Opposes pay-for-performance, where highly effective teachers and principals could receive above average compensation for outperformance. 	F	<ul style="list-style-type: none"> Micciche's experience at Fannin Elementary provides a unique perspective on common DISD challenges (e.g., poverty, parental engagement) and solutions (e.g., teamwork, morale). Cites central office inefficacies as a major problem and barrier to progress. 	A
Urgency	<ul style="list-style-type: none"> Has been a Trustee for more than two years and has not sponsored policy that directly relates to student achievement. Could not name any policy that he would pursue if re-elected to promote student achievement (per interview). 	F	<ul style="list-style-type: none"> Micciche cites the lives of children and the attractiveness of Dallas to families and businesses as a major reason for running and driving change immediately. 	B
Total	Parrott's focus on budget transparency is valuable, but he has failed to actively promote top-down progress and lacks policy goals for a second term (if re-elected).	D	Micciche's unique experience as a DISD mentor/program organizer and related professional experience give reasons for optimism about his ability to bring a passionate, results-oriented perspective to the board.	B

Candidate Rubric (D3)
May 12, 2012 Trustee Election



What qualities define school board candidates?

Trait	Description of Scoring		
	Strong (A/B)	Moderate (C)	Weak (D/F)
Experience	Demonstrated history of problem solving successes in governance.	Some previous successes that demonstrate related problem-solving skills.	Lacks tangible successes in similar environments.
Awareness	Fully appreciates policy setting role of the Board and is clearly anchored by an awareness of Dallas ISD's challenges.	Generally appreciates dangers of micromanaging and is motivated by Dallas ISD's challenges.	Lacks policy-based goals, will likely micromanage staff and/or does not appreciate Dallas ISD's challenges.
Perspective	Clearly values student achievement above all competing interests and is committed to prioritizing accordingly.	Appreciates need to improve student achievement, but has not committed to data-driven decision-making.	Fails to appreciate urgency of need to improve student achievement and relies on unsupported and/or anecdotal evidence in decision-making
Urgency	Aggressive about advocating for tangible improvements.	Motivated to change status quo but lacks tangible action plan and/or likely will be slowed by politics or negative attention	Lacks tangible action plan and/or promotes status quo through action or inaction

Overview of Candidate Position Research

Two of DKF's primary goals are (1) track and highlight positions of Dallas ISD Trustees and candidates and (2) distill those positions into actionable information for parents and citizens. DKF expects that making sense out of a jargon-filled, emotional and often divisive subject will increase awareness and engagement and positively affect Dallas public school students.

Summary of Findings from Candidate Observations

Summary of Candidate Observations			
Score	Scale	Parrott	Micciche
A	Very Strong	0	3
B	Strong	3	5
C	Moderate	0	1
D	Weak	0	0
F	Very Weak	7	1
Total Score		D	B

Candidate Positions (D3)
May 12, 2012 Trustee Election

Candidate	DKF Score
Bruce Parrott	D (Weak)

	Position	Description	DKF Score
1	Parrott is familiar with DISD's inner workings	When asked about the personal experience that most prepares him for service as a Dallas ISD Trustee Parrott responded, "My wife Lois served as a Trustee, and I learned a great deal about the inner workings of Dallas ISD during her tenure."	B
2	Parrott promotes financial transparency	Parrott mentioned in his survey, "I personally spearheaded the formation of the public budget commission and the new DISD information portal which now links to district check registers, vendor information..."	B
3	Parrott opposes performance-based staffing decisions.	Parrot opposed basing layoff decisions on performance by voting to exclude performance as a contributing factor in budget-inspired layoff decisions (3/24/11). Parrott also voted against establishing poor performance as a primary reason for moving teachers into the reassignment pool (9/22/11). Parrott also voted to exclude poor-performance from contract renewal decisions (8/25/11).	F
4	Parrott opposes pay-for-performance policies.	Parrott mentioned in his survey that pay-for-performance "doesn't work", which explains his support for paying all DISD teachers and principals similar compensation. These practices were condemned in a recent review of DISD's HR department, but Parrott stands by his opposition. DKF supports identifying and rewarding effective teachers, principals and staff members.	F
5	Parrott does not believe that DISD's failures are the responsibility of DISD and the Board of Trustees.	When asked if Dallas ISD's Board is responsible for producing students that (on average) score in the bottom 25% of all U.S. students, Parrott elaborated on students not coming to school ready to learn and the need to better engage parents and students. He mentioned that he feels a personal responsibility as a member of society, but projected responsibility for Dallas ISD's low performance on parents and students. DISD faces many significant challenges, but they are not unlike those facing other districts. DKF believes that accepting responsibility for DISD's failures is the root of urgency and accountability. Notably, out of seven candidate surveys received by DKF, Parrot's was the only survey that projected responsibility for DISD's failures away from the Board of Trustees.	F

Candidate Positions (D3)
May 12, 2012 Trustee Election



Candidate	DKF Score
Bruce Parrott	D (Weak)

	Position	Description	DKF Score
6	Parrott opposes DISD's most effective teacher recruitment pipeline	Parrott opposed bringing up to 100 additional Teach For America teachers to DISD in spite of admittedly being "impressed" (Dallas Observer, 12/1/11) by data that put TFA teachers in the top third of all Dallas ISD math and science teachers. A January evaluation of Dallas ISD's HR policies (Star Commission) found that there is "no process for identifying quality candidates" for teacher positions, leaving TFA as the only coordinated pipeline for new teachers in Dallas ISD. Parrott's opposition of TFA is a clear violation of "kids first" values, given the proven effect TFA teachers have had on Dallas ISD's students.	F
7	Parrott has conflicting positions on expenditures.	Parrott justified opposing TFA by citing its \$3M expense over five years. However, within minutes of opposing the recruitment program, he approved more than \$28M of district expenditures for cafeteria worker uniforms, magazine subscriptions, art supplies, cafeteria equipment, ceiling tiles, contracts for legal services, a data center and new vehicles (12/15/11). Parrott's inconsistent treatment of expenses (putting expense related to retaining great teachers behind non-essential operating expenses) is not in line with "kids first" budgeting.	F
8	Parrott showed strength in voting for closing underutilized schools.	Discussing the need to close underutilized schools (1/26/12), Parrott expressed an admirable position: "Do we want to have buildings, or do we want to educate the children? As a board, we have to make tough choices."	B
9	Parrott has conflicting positions on teacher evaluation.	Parrott voted against developing and implementing a new teacher evaluation system, which would include student performance data as a part of the evaluation (6/23/11), but offered support for a new evaluation model in his survey and interview.	F
10	Parrott has conflicting positions on student testing.	In his candidate survey, Parrott cited a reduction in student testing as a key policy initiative but also called for a significant increase in student testing to promote benchmarking for teacher evaluation.	F

Candidate Positions (D3)
May 12, 2012 Trustee Election

Candidate	DKF Score
Dan Micciche	B (Strong)

	Position	Description	DKF Score
1	Micciche cites experience as a Fannin Elementary mentor as the motivation behind his candidacy.	As profiled on WFAA, Micciche organized his firm's sponsorship of Fannin Elementary, which helped it achieve the State's highest school rating for the first time ever. With 99% of its students on free or reduced lunch programs, Fannin's principal said that Micciche's team of attorneys, who volunteer weekly since 2005, played a key role in the turnaround. She said it was consistency that made the difference, as students appreciated the emotional connection to "friends in very high places" ("Dallas lawyers help low-income school reach the top", WFAA 8/18/09). Micciche's firm was one of three firms honored in 2011 TEA's "Gold Award for Employers for Excellence in Education."	A
2	Micciche cites his experience at Fannin as a defining characteristic that will drive his policy positions.	"I spent the last seven years working with teachers and students at Fannin. With one of the highest poverty rates in Dallas, Fannin's challenges were enormous. But a committed staff, organized community support, and inspired students and parents transformed Fannin into an exemplary campus. That is the kind of teamwork we need to replicate across the district. That is what inspired me to run for this position."	B
3	Micciche also cites his educational opportunities and accomplishment as a motivation for his candidacy.	Survey response: "As someone who went to public schools from kindergarten through college, and as the first person in my family to attend college, I want the kids at DISD to have the some opportunities that I had. Dallas needs a strong public school system to attract and retain families and businesses."	A
4	Micciche's HR experience fits Dallas ISD's dire need for more functional HR administration.	Micciche served as the hiring partner at his firm for eight years, which exposed him to issues that have been highly criticized in DISD. A recent review of DISD's HR management found several major deficiencies (Star Commission).	B
5	Micciche genuinely values contributions from Dallas ISD staff.	Survey response: "The vast majority of our teachers are good teachers. Notwithstanding the budget problems, we need to honor and respect the hard work our teachers do on a day-to-day basis. Showing appreciation doesn't cost a dime. In many circumstances the only thing a child has going for them is a good teacher. We need to actively solicit and encourage feedback, evaluate it, and use it."	B

Candidate Positions (D3)
May 12, 2012 Trustee Election



Candidate	DKF Score
Dan Micciche	B (Strong)

	Position	Description	DKF Score
6	Micciche has substantial and applicable professional accomplishments.	Micciche has substantial experience in a complicated field (tax law) and has been named as one of the “Best Lawyers in America”. He has represented individuals and companies in complex matters and is a recognized expert in the field, having recently chaired the Tax Section of the Texas State Bar.	B
7	Micciche has experience in advisory roles that are similar to board service.	Micciche serves on the Texas Comptroller’s Tax Advisory Group, and has advised three Comptrollers over 12 years.	B
8	Micciche will likely face a learning curve if elected.	Micciche’s broad perception of DISD’s challenges is rooted in facts, but he failed to tie broad goals to specific policies that he would like to amend or introduce. For example, he cited hiring, retention and training of teachers as a key policy goal, which doesn’t directly tie to in-place policies.	C
9	Micciche maintained a principled stance on a recent school consolidation vote.	Micciche displayed courage and resolve by speaking up for Fannin Elementary during debates about school consolidations. Micciche argued that school closings were necessary, but that Fannin should not have been on the closing list due to its academic excellence and proven team of teachers and staff. Fannin is not located in District 3 (Micciche’s voting district) and speaking during a contentious debate exposed him to public criticism, but he followed his conscious, an essential trait in an effective Trustee.	A
10	Micciche has not voted in previous school board elections.	Micciche mentioned in a candidate interview that he hasn’t consistently voted in previous school board elections. He explained that he, like most Dallas citizens, was disengaged and that it took mentoring at Fannin Elementary to appreciate the extent and severity of Dallas ISD’s challenges. Although his successful mentoring is respectable and notable, Micciche’s previous disengagement violated a key DallasKidsFirst goal (community engagement).	F

Bruce Parrott
DallasKidsFirst Candidate Survey

Dallas Kids First Questions 2012

Section 1: *Brief Personal Profile (please keep responses to no more than two sentences)*

1. What personal experience most prepares you for service as a DISD Trustee?

My wife and I are proponents of public education. I am a graduate of Bryan Adams and so are my children. I have a Master of Science in Educational Technology. My wife Lois served as a Trustee and I learned a great deal about the inner workings of DISD during her tenure. Having children in the district also gives a perspective that many of our trustees do not have.

2. Why do you want to be elected as a DISD Trustee?

We have made a great deal of progress in the last two years: budget transparency, increased graduation rates, and laying the groundwork for teacher evaluations. However there is much left unfinished: the selection of a reform-minded superintendent, the reform of the HR and Curriculum departments, and the finalization of a budget that requires many tough, tough choices.

3. What are the three biggest challenges facing DISD?

Human Resources: improving teacher quality and district leadership (principals and administration). Curriculum reform. Technology infrastructure. All of the above mitigated by the ongoing budget crisis.

4. What specifically will you do to improve the educational experience of DISD students?

I am a long-time proponent of equity and fairness in teacher performance evaluation systems and that project is well on its way to fruition. I am also seeking a reduction in unnecessary student testing and a return to critical thinking skills for our students. This can be accomplished with curriculum reform.

Section 2: *(Do you support/Oppose - please comment)*

1. Performance evaluation: Teachers and principals should be evaluated based on student performance.

I am in favor of a fair and equitable performance evaluation for teachers and principals. The best application of this idea would be a beginning of the year benchmark and an ending of the year assessment. Teachers would then be evaluated on how far the individual student has progressed. Clearly a teacher with a 6th grader reading at a 3rd grade level will find it impossible to raise that student to a 7th grade reading level in the 187 day instructional school year.

2. Pay for performance: High performing teachers and principals should be rewarded with significant financial incentives.

This chestnut gets resurrected every 20 years since the 1880's. It simply doesn't work. DISD has tried this approach in the past and abandoned it.

3. Staff support and feedback: Every teacher and school leader in DISD should be given best-in-class professional development opportunities.

Absolutely.

4. Release of low performing staff: The lowest performing teachers and principals (without signs of improvement) should not be retained by DISD.

Policies are already in place to move low-performing teachers to a reassignment pool where, if they are not selected by another principal, are released.

5. Talent pipeline: DISD should embrace innovative talent pipelines that bring extraordinary individuals to DISD.

Of course. But we must not lose sight of the fact that veteran Masters and PhD teachers provide mentoring for new teachers and a quality of instruction, especially in math and science that is second to none.

6. School choice: High quality public school options (including high performing charter schools) should be available to Dallas parents and students and supported by DISD.

I am in favor of in district charter schools and would like to see a renaissance in programs that teach shop, auto-repair, welding, plumbing, etc. Not every child will go to college but we should provide an education to help every child become a productive member of our society.

7. Transparency and community involvement: School and district performance data, district policies, Trustee meetings and superintendent updates should be easily accessible for all Dallas citizens.

I personally spearheaded the formation of the public budget commission and the new DISD information portal which now links to district check registers, vendor information, budget and audit documents and finance, spending and conflict of interest reports.

Section 3: Topical Questions

1. The average SAT test taker from DISD scores in the bottom 25% of all U.S. test takers. Is this failure to generate college and/or career--already graduates the responsibility of DISD and the Board of Trustees? Please explain.

Many of our students do not come to school prepared to learn. We can do much more in engaging parents and students through outreach programs. We must do more to help those students with emotional and behavioral problems. I do not want to play the "blame game", it is unproductive, but I feel a personal responsibility as a member of society and I have a civic responsibility to help our children succeed as a Trustee. We need to help our students and parents understand the necessity of a good education.

2. A DISD teacher recently told a Trustee (via email): "We get dumped on by administration each day, cursed out by students, yelled at by parents, receive very little respect from the community, work long hours, and receive meager pay." If elected, what will you do to support teachers, boost morale within the district and incorporate staff feedback into policy decisions?

There is a communications problem at DISD. The very structure of the district into learning communities can create vertical silos that foster limited communication with other silos. Not only that, but inter-departmental communications is limited by the same silo effect. We have silos of technologists, curriculum specialists, HR specialists, Federal Title Compliance specialists, on and on. That is a problem that requires a culture change by the superintendent and a willingness by the Trustees to have an open door to teachers. Grievances are now being heard by three trustees, Houston, which spends far less money on grievances, uses a panel of nine. We need to seek out best practices and, where appropriate, implement them.

3. If you were outvoted on a contentious school board issue and were asked by a reporter to comment on the vote, how would you respond? If the reporter pointed out that a fellow Trustee called you "incompetent", how would you respond?

My votes as Trustee are public record. I can only comment on my position but as a rule I do not comment to the press. We Trustees spend quite a bit of time together outside of the public meetings. We have heated but respectful discussions. I am not aware of any public name-calling. I certainly act like an adult and expect my fellow trustees to do the same.

4. More than 80% of DISD students are "economically disadvantaged". Can DISD's challenges be solved with such extreme levels of poverty in the district?

Poverty is not a determiner in student achievement in the schools but certainly plays a role beginning in the child's early years. A child who is reared without books or parents who cannot read are already at a disadvantage in Kindergarten. We need to concentrate our district resources on the Pre-K and K students now and encourage the city and groups like Commit to provide resources to those who lack them in the city.

5. Recent data indicate that DISD's Teach For America ("TFA") teachers are highly effective and are strongly endorsed by their DISD principals. Do you support Dallas ISD pursuing and/or expanding contracts with talent pipelines like TFA? Please explain.

We need to find good teachers wherever we can. I like the TFA teachers but voted against spending \$3M to fund the TFA recruiting program in this time of budgetary crisis. I would have embraced the program had it been funded outside the district, perhaps by a group like Commit!

6. Is there any circumstance in which you would put the wishes of the voters in your district before the needs of the district as a whole?


I cannot think of an example where that has been asked of me. The reality is that Trustees must run for election in a specific electoral district. Every year is an election year at DISD. The decisions I make are for the good of the school district as a whole and because my electoral district is a part of the whole I am confident that those decisions are the best for our children and our future.

Dan Micciche
DallasKidsFirst Candidate Survey

Candidate Survey
May 12, 2012 Election



Please complete, scan and return the following survey to info@dallaskidsfirst.org. On behalf of Dallas citizens, the members of Dallas Kids First thank you in advance for your thoughtful responses and for your interest in serving as a DISD Trustee. Your responses will be posted at www.dallaskidsfirst.org.

Candidate Name	Candidate Signature and Date	District Represented
Dan Micciche	 2/16/12	District 3

Section 1: Brief Personal Profile (please keep responses to no more than two sentences)

What personal experience most prepares you for service as a DISD Trustee?

As a lawyer, I have represented clients in complex business and tax transactions and cases, and I have served as Hiring Partner for our Firm for 8 years, gaining valuable Human Resources experience. I started and led the Akin Gump Fannin School partnership program for 7 years, which won one of 3 state-wide awards from the TEA (Employers for Educational Excellence Gold Award in 2011).

Why do you want to be elected as a DISD Trustee?

As someone who went to public schools from kindergarten through college, and as the first person in my family to attend college, I want the kids at DISD to have the same opportunities that I had. Dallas needs a strong public school system to attract and retain families and businesses.

What are the three biggest challenges facing DISD?

1. Low expectations; poor academic performance (low graduation rates; less than 10% of the students are college ready)
2. Lack of parental engagement, community support
3. Enormous problems with the central office

What specifically will you do to improve the educational experience of DISD students?

Support policies that promote student achievement and put kids first. Support policies that would provide better training of teachers and principals; the use reliable data in evaluations; support policies to empower principals; support policies that recruit the highest quality principals and teachers to DISD (including TFA); teacher reductions, if necessary, should be based on performance not seniority; provide greater choice and make it more feasible for students to transfer to higher performing DISD schools; and support policies that promote parental engagement and community participation. Improvements are needed in budgeting, record keeping, technology support, human resources and professional development.

Section 2: Positions on Key School Reform Policies

Issue	Description	Support	Oppose	Notes
Performance evaluation	Teachers and principals should be evaluated based on student performance.	Yes		Evaluate teachers based on student performance as well as reviews by principals. Evaluations should not be based on raw scores alone.
Pay for performance	High performing teachers and principals should be rewarded with significant financial incentives.	Yes		I'd generally be inclined to support these types of policies.
Staff support and feedback	Every teacher and school leader in DISD should be given best-in-class professional development opportunities.	Yes		
Release of low performing staff	The lowest performing teachers and principals (without signs of improvement) should not be retained by DISD.	Yes		
Talent pipeline	DISD should embrace innovative talent pipelines that bring extraordinary individuals to DISD.	Yes		
School choice	High quality public school options (including high performing charter schools) should be available to Dallas parents and students and supported by DISD.			Provide greater choice and make it more feasible for students to transfer to higher performing DISD schools. DISD Trustees have no authority over charter schools and no authority to allow or prevent charter schools. Some charter schools are high performing and some are not. DISD needs to adopt the best practices utilized in the high performing charter schools to the extent possible. We should improve our DISD schools so that parents will not choose charter schools.
Transparency and community involvement	School and district performance data, district policies, Trustee meetings and superintendent updates should be easily accessible for all Dallas citizens.	Yes		

Candidate Commentary

See attached Press Release.

Section 3: Topical Questions

The average SAT test taker from DISD scores in the bottom 25% of all U.S. test takers. Is this failure to generate college and/or career-ready graduates the responsibility of DISD and the Board of Trustees? Please explain.

Yes, we have to face the challenges that are presented to us. Among the challenges are lack of parental engagement and support, the need for better training and recruitment of teachers, insufficient community support, and high rates of poverty. We need to set high expectations. We can do a lot better than this.

A DISD teacher recently told a Trustee (via email): "We get dumped on by administration each day, cursed out by students, yelled at by parents, receive very little respect from the community, work long hours, and receive meager pay." If elected, what will you do to support teachers, boost morale within the district and incorporate staff feedback into policy decisions?

The vast majority of our teachers are good teachers. Notwithstanding the budget problems, we need to honor and respect the hard work our teachers do on a day-to-day basis. Showing appreciation doesn't cost a dime. In many circumstances the only thing a child has going for them is a good teacher. We need to actively solicit and encourage staff feedback, evaluate it, and use it. It would be foolhardy to think that the people we have on the front lines cannot offer valuable insight.

If you were outvoted on a contentious school board issue and were asked by a reporter to comment on the vote, how would you respond? If the reporter pointed out that a fellow Trustee called you "incompetent", how would you respond?

All Trustees are not going to agree on all issues all the time. It's important to have an honest and open exchange of ideas. The process involves open dialogue and decision making by a majority. "I believe my policy was the better one, but I hope the policy adopted by the Board works out. We have a lot of other business to do, and we are not always going to agree. But we have a fair process to make decisions and move forward."

I would tell the reporter that the other Trustee is clearly mistaken (in calling me incompetent). But sometimes people say things in the heat of the moment that you just have to disregard and move on.

More than 80% of DISD students are “economically disadvantaged”. Can DISD’s challenges be solved with such extreme levels of poverty in the district?

Yes. Fannin Elementary School reached exemplary status despite having the highest poverty rate (99%), a transient student population, and limited English proficiency.

Recent data indicate that DISD’s Teach For America (“TFA”) teachers are highly effective and are strongly endorsed by their DISD principals. Do you support Dallas ISD pursuing and/or expanding contracts with talent pipelines like TFA? Please explain.

Yes, TFA needs to be expanded. TFA recruits and trains some of the top college graduates in the country and has a competitive admissions process. TFA also provides great training and support. Much of this training and support should be provided to all teachers in the District. TFA also helps incubate and develop future leaders in the public schools and champions of public schools.

Is there any circumstance in which you would put the wishes of the voters in your district before the needs of the district as a whole?

I believe a Trustee should do what's in the best interest of the District as a whole and should be willing to take the heat and make hard decisions where the needs of the District are clear. A Trustee, however, should not lightly disregard the needs of the constituents in his or her own District at the mere assertion that a proposal is in the best interests of the District as a whole. A Trustee should do his or her best to try to meet the legitimate needs of both the District as a whole and his or her own District.



For Immediate Release
February 13, 2012

Contact: Russell Langley
214-941-8500

Dan Micciche Announces Candidacy for DISD School Board

Calls For Community to Work Together to Improve Schools

Dallas—Today Dan Micciche announced that he will seek election to the Dallas Independent School District as Trustee for the East Dallas / White Rock Lake area (District 3). “I have seen first-hand the challenges and opportunities facing DISD”, said Micciche. “I have also seen how a school can be transformed when the community joins together. I am running to ensure the interests of kids are put first in every decision on every issue and in every policy taken by DISD. We need community leaders who will join hands with teachers and parents to work together for kids.”

Dan Micciche worked hands-on helping students through leading the Akin Gump School Partnership Program with James W. Fannin Elementary School. A partner at the law firm of Akin Gump, Micciche spearheaded the creation of the volunteer School Partnership Program, which provides a consistent base of volunteers directly serving Fannin’s students and teachers. “I spent the last seven years working with teachers and students at Fannin,” said Micciche. “With one of the highest poverty levels in Dallas, Fannin’s challenges were enormous. But a committed staff, organized community support, and inspired students and parents transformed Fannin into an exemplary campus. That is the kind of teamwork we need to replicate across the district. That is what inspired me run for this position.” In 2011, Akin Gump was one of three companies across the state honored by the Texas Education Association with its Gold Award for Employers for Excellence in Education.

DISD is a complex organization with more than 20,000 employees, 225 schools, and a \$1.5 billion budget. Micciche’s professional background provides him with a unique skill set that will help DISD with difficult decisions in an era of budget shortfalls. Micciche has represented individuals and large companies in complex tax and business matters. He is a recognized expert in the field, having recently chaired the Tax Section of the Texas State Bar, and currently serves on the Texas Comptroller’s Tax Advisory Group. Additionally, Micciche was the hiring partner in the Dallas office of Akin Gump for eight years, gaining extensive HR experience.

“We must set high expectations, and involve the community in our schools. We need to adopt the very best practices for the training, retention, and recruiting of teachers so that we have the best educators in our classrooms. We need to clean up the mess in the Central Office. DISD needs to adopt state-of-the-art practices in business planning and organizational structure to maximize every tax dollar for our students,” said Micciche. “Dallas needs world class schools to be a world class city. I believe that by working together we can transform DISD, and that is why I am running for the school board.”

Mr. Micciche is a partner at the law firm Akin, Gump, Straus, Hauer & Feld. He has been recognized by D Magazine as one of the Best Lawyers in Dallas, by Texas Monthly as a “SuperLawyer,” and as one of the “Best Lawyers in America.” He has lived in Dallas since 1981, and has been a resident of DISD District 3 for over 17 years.