



Phelesha Hamilton

Hamilton is focused on raising the quality of substitute teachers in the District



www.dallaskidsfirst.org

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?	F
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?	F

Strengths

- Hamilton is a substitute teacher which gives her insight into student behavior and classroom challenges. The candidate is a DISD graduate and she stated that she was not properly prepared for college-level work.

Concerns

Hamilton's understanding of the role and responsibilities of trustee do not show knowledge of a needed distinction between managing and governing the district. Our interview and her candidate questionnaire responses reflect a low level of awareness of board policy and the function it serves.

Hamilton's strong opinions on student discipline would prevent her from supporting the recent unanimous vote by the board regarding research-based efforts to lower suspension rates among our youngest students. Her motivations to serve on the board are centered on raising the quality of professional development for substitute teachers and she did not communicate awareness of the broader scope of DISD challenges and knowledge of potential solutions to our panel. Hamilton's questionnaire references a district priority focused on Imagine 2020 which no longer exists.

No tangible plan or approach to DISD's student achievement challenges was communicated. Hamilton only expressed concern and urgency for higher quality substitute teachers.

Hamilton did not communicate any relative professional experience related to policy-setting and budgeting that would add value to the required decision-making of a trustee.



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Job Title: Author

Company Name: YeslamABeliever Group

Provide insight into your understanding of the role and responsibility of a trustee.

It's believed that the responsibility of a trusted caliber model interest is well developed to manage and handle the role as trustee to accomplish such laws and procedures as stated by Dallas County Schools. Holding office for such cause and adhering to the judgment thereof is a junction of character and devotion. Contending to the laws of Dallas and abroad; to conserve the rights to bare civil justice to all participating persons. Legalizing practitioners right to adhere to a fair purpose of equal liberty. In conclusion, to follow all character laws set forth as a plain of interest leading through undetached menace. I here fore, accept the challenges thereof.

Describe leadership positions, responsibilities and/or personal experiences that have guided your thoughts on public education and prepared you to serve Dallas ISD students as a trustee.

Graduate of DISD and Substitute Teacher. Structured positioned encounters with a Masters in Social Science, Advance Certificate in Management set forth through vision a reading book series YeslamABeliever Group its help-desk Read2Believe started at Gateway Charter School in Dallas, it later moves to Singing Hills Rec. center and Dallas Public Library. Through vision Training Board of Directors, and cycling resources as a new organization through Dallas and surrounding areas.



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State whether you strongly agree, agree, disagree, strongly disagree or have no opinion on the following four statements and provide comments:

- 1 A school board trustee is responsible for the relative performance of the campuses in their district.**

Agree

Comment: No comments provided

- 2 A school board trustee should make decisions based on what is best for the entire district first, and then make decision that are in the best interest of their represented district second.**

Agree

Comment: No comments provided

- 3 The percentage of economically disadvantaged students in Dallas ISD is extremely high which prevents our schools from consistently generating high-achieving students.**

Agree

Comment: No comments provided

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

No Agree/Disagree answer provided

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.

Based on your familiarity, is the current plan moving the district closer to having a highly effective teacher in every classroom?

Comment: With substitute teachers not being able to perform such duties as planned teachers these subs are a deficit in the Classroom causing low teacher performance. Leaving for short periods of time, them returning with low efficacy is a poor retention we now need to address. Giving subs better training at the expense of the District, not at the hand of the Substitute Office will better serve our students and teachers for stronger literacy structure with the help of Alternative Certification trainers.



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Provide a brief overview of student achievement in your District and, from your perspective, how school board governance can be a support to students.

Student achievement in observation begins with outsourced leaders like library's and other functioned planned teachers surrounding the district. Classrooms are insourced materials that are required by the state leaving room for outsourced teaching to better support attachment learning helping students retain learning the classroom better. With school board governance funding and validated research and support is their for students to achieve.

Only 9% of DISD high school students are scoring college-ready (using state standards) on the ACT or SAT and only 21% of students are attaining a two or four-year degree within six years of graduation. Is this an acceptable statistic? From a policy perspective, share suggested steps that should be taken to improve the number of students that graduate college-ready and that ultimately complete a two or four-year degree.

College readiness is created not born. From a policy perspective; to reach an attained goal of gearing students towards becoming college-ready with ACT and SAT test; helping students get through large amounts of material faster, as a advance placement technology incorporate literacy in all fields of learning, re-manage student thinking and how memory is stored, and serving higher ordered learning think skilled assignments will improve mobility of creating college ready students.

Dallas ISD has led all major urban cities in Texas in reducing the number of students attending "Improvement Required" campuses by close to 50% since 2014. Even with this significant step forward, 22 campuses with approximately 16,200 students are still IR, putting them in the bottom 5% of the state in terms of performance. In your opinion, what initiatives and district actions have allowed this great improvement to take place? What is needed for continued progress in this critical area?

In my opinion, initiatives and district actions such as employing great teachers to be hired at those schools as a incentive to students, providing better meal sources and better parental initiatives, partnerships.

What are the outputs that matter most to you? How will you be accountable for them as a Dallas ISD Trustee?

Outputs that matter most; having students show even minimal improvement, seeing those same student graduate and even go to college. My only accountability is to validate their success to make it useful for other gains.

Describe your understanding of Dallas ISD's revenue sources and budgetary needs.

Most of what's there to be known about Dallas ISD's revenue sources they are planned ahead, and distributed based on need and planned agenda.



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Dallas ISD presented to the Board of Trustees a plan to ask voters to support three successful programs by passing a Tax Ratification and trustees declined to present the option to voters. Do you believe that DISD can expand early college, pre-K, and teacher compensation without voters approving a TRE?

I do believe that DISD can expand early college, pre-K, and teacher compensation without voters approving a TRE?

Describe two recent successes for (1) Dallas ISD and (2) your District that you are particularly proud of.

Dallas ISD recent successes Bond program, District 6 success with getting funds from it to help build schools like David W. Carter HS.

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

Keeping in compliance with Imagine 2020; helping to lower retention rates. And, Yes We Can, uniting everyone under one umbrella, Substitute Office with Alternative Certification. We want Substitutes Teachers that can carry the torch with ease even when a teacher is not available. An influx in hires, having the same training as a teacher, principals will have comfort in knowing that when the teacher is away on something important that Teacher no longer a sub will be able to carry the torch. During my school visits as Trustee when the statistics are drawn and presented in knowing that I am working towards these goals.