



Richard Young

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

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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

- ★ **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."
- ★ **Candor.** We appreciate Young's honesty in his discussions with DKF.

Concerns

- 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.
- 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.



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Job Title: **Classroom Teacher**
Company Name: **Gateway Charter Academy**

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

It is to my understanding that it is the role and responsibility of a trustee to serve students, staff, and constituents, on any issues or conflict, that may affect or relate to education, morale, professionalism, communication, etc.

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.

I have vied for my seat previously in another district for school board trustee. Here in DISD, I am a former applicant of the Home Rule Charter Commission and have served on DISD's Focus Group banning suspensions from the lower grades. Additionally, I have been a part of the National Education Association for two years.



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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.

Strongly Disagree

Comment: Despite the fact that there are many trustee districts within DISD, as a whole, all trustees are responsible for the relative performance of the campuses all throughout the district. The school board is one team who support each other, the district as a whole, all students, all staff, and all constituents.

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.

Strongly Agree

Comment: Together, all school board trustees as a whole should make careful and professional decisions that impact our students and district as a whole. Then, trustees should make decisions that are best for their own individual district as they relate to socio-economic status, population, test scores, climate surveys, etc.

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

Strongly Disagree

Comment: Economically disadvantaged students are offered and awarded the same learning and academic opportunity, just the same as all other students. The number of economically disadvantaged students in Dallas ISD does not and cannot prevent our schools from consistently generating high-achieving students. All students can excel.

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

Strongly Disagree

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: I am all to familiar with the Teacher Excellence Initiative and have previously taught in DISD under the evaluation system. I do not feel it is moving the district forward. I have actually witnessed a current principal evaluating a teacher on criterion that was not even listed on the TEI rubric. Too many teachers are unhappy with the new system and too many teachers are resigning from the district because of the new system. The system is not making existing educators highly effective.



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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 my district is at or above satisfactory level. From my perspective, school board governance can be a support to students by trustees communicating and working with one another, and staff, how to raise data and accountability in relation to student achievement. I.E. trustees with higher scores and achievement levels in their own districts can provide insight, ideas, and suggestions to other trustees on how to raise scores and achievement.

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.

This is not an acceptable statistic for Dallas ISD. A DISD schools, particularly the secondary schools, should go above and beyond the call of duty to prepare all students for college, what it means to go to college, and inform students on how their lives and future are impacted by college.

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, I have to honestly say that the constant change in principals and feeder pattern executive directors have allowed this great improvement to take place. I also feel that continued seniority and service of existing qualified teachers has contributed to this great improvement. However, more parental involvement and teacher communication to parents needs to continue. The number of non-renewals and teacher contract terminations needs to be reduced. Continued teacher termination and non-renewals decreases effectiveness of learning and status of qualified educators.

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

The outputs that matter to me the most are unanimous board votes that impact our students. I feel too many votes by trustees negatively impact our students, staff, and community. I will positively and professionally persuade all trustees to side and vote with me on critical issues that impact our district.

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

I know Dallas ISD spends too much of our funds on unnecessary items. In addition, there are too many unnecessary positions at the administrative level that take up large fractions of the district's budget. Such positions needs to be cut.



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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 personally feel DISD can expand early college, PreK, and teacher compensation without voters approving a TRE. It goes back to financial accountability and expenditures. In order to make room for the "new," we sometimes must rid away of the "old" or existing; especially if budget is an issue.

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

I recently saw one of the schools in my district on the news, Sudie Williams Elementary, and how the campus accommodates the learning for their deaf and hearing impaired students. I am proud that the campus is a part of our district, going above and beyond their call of duty for those students with hearing disabilities and for all of their students.

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

If elected, my two primary goals will be listening to problems and issues from all of my constituents and being more involved with the public.