



**SAN FRANCISCO  
DEMOCRATIC PARTY**

**San Francisco Democratic Party  
Endorsement Agreement**

Date: August 3, 2022

I, *Alida Fisher*, seeking the office of *SF Board of Education*, have reviewed, understand, and will comply by the San Francisco Democratic Party's endorsement process as outlined in our Bylaws (Article VI) and Policies & Procedures manual (Article VII).

I agree that I will not use the name or logo of the San Francisco Democratic Party or the San Francisco Democratic County Central Committee until I have secured an endorsement from the San Francisco Democratic Party for the race for which I was endorsed.

If I am seeking an office that utilizes Ranked Choice Voting, I shall accurately reflect the San Francisco Democratic Party's ranked endorsement.

I will not provide the San Francisco Democratic Party name or logo to third parties without the written permission of the San Francisco Democratic Party Executive Director.

I understand that any violation of these agreements may be subject to actions from the San Francisco Democratic Party, including revocation of an endorsement.

*Alida Fisher*

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(signature)



SAN FRANCISCO  
DEMOCRATIC PARTY

Candidate Questionnaire  
Board of Trustees – November 2022

Candidate Name: Alida Fisher

Address: [REDACTED]

City, State, Zip: [REDACTED]

Cell Phone Number: [REDACTED]

E-mail Address: [REDACTED]

Campaign Manager: Brandon Sullivan

Cell Phone Number: [REDACTED]

E-mail Address: [REDACTED]

## GENERAL QUESTIONS

1. Are you a registered member of the Democratic Party? *Yes*
2. When did you first register as a Democrat? *when I turned 18 back in 1992*
3. Have you read the California Democratic Party Platform? *Yes*
4. Will you fight to implement policies supported in the Party platform? *Yes*
5. Are you running for re-election? *No*
6. What other elected positions have you held? *N/A*
7. Have you ever voted for or endorsed a non-Democrat? If yes, who? When? *No*
8. Please list the organizations and elected officials who have endorsed you.

*United Educators of San Francisco, Board of Supervisors President Shamann Walton, Supervisors Myrna Melgar and Hillary Ronen, School Board Commissioner Matt Alexander, CCSF trustee Shanelle Williams, and BART Board member Bevan Duffy, and many DCCC members. I am continuing to hold conversations with additional elected officials, community leaders, and Democratic Clubs. My list of endorsements grows every day. The updated list of endorsements will be available on my website, [www.alidafisher.com](http://www.alidafisher.com), as we get closer to the election.*

## SHORT ANSWER QUESTIONS

(No more than 200 words per response)

1. Provide a summary of your qualifications for this office.

*As a special education advocate, former foster parent and mother of African American children, all of whom have learning differences, the issues of social justice and equity are very personal to me. In my 15 years as an SFUSD parent, my four children have attended seven different schools. I have been an active member in school site and district level governance. I've participated in PTAs, SSCs, PTA boards, as well as district-level advisory committees and working groups. My work focuses on the intersectionality between race, ethnicity, socioeconomic status, ability level, and bias. I have been a collaborative partner who works to improve outcomes for our most vulnerable students and, in some cases, hold the district accountable when we're not providing the supports our students need. I am an outside-the-box thinker who brings creative thinking to difficult problems.*

*I've spent the past ten years attending Board of Education meetings and committee meetings. Now it's time to take my work to the next level: Instead of commenting on the policies and practices, I am ready to develop budgets that prioritize programs that improve outcomes for all students and help everyone reach their potential.*

2. Describe your contributions to the Democratic Party and/or increasing civic engagement in the democratic process at the local, state and or/national level in recent years.

*2016 was a wake up call for me, and led me to get involved in local politics. I joined my local Democratic club, the SF District 11 Democratic Club, in 2018 and am now the president. Attending the 2019 California Democratic convention in San Francisco helped me understand many of the options for democratic engagement in our party. It was eye opening, inspiring, and overwhelming.*

*As president of San Francisco's D11 Democratic Club, it has been my honor to work alongside a diverse group of active and engaged community members. The District 11 Democratic Club takes our mandate of voter outreach, engagement and education seriously. This is exemplified by our voter guide door hanger, in which we distribute to thousands of voters (and in most recent elections over 10,000) throughout the district. We expand our outreach and engagement in every election.*

3. Are there any other civic causes or organizations that you are involved with? Please describe.

*As the Executive Director of CASE, the Community Alliance for Special Education, my work centers around ensuring that all students with disabilities have the supports and services they need in school in order to succeed. I partner with many community based organizations that empower families. As a parent mentor with Support for Families of Children with Disabilities, a parent training center here in San Francisco, I've spent the past ten years advocating for and with families.*

*I am a proud member of the Oceanview-Merced Heights-Ingleside Community Collaborative (OMI CC) and our Wellness Hub at the IT Bookman Center. I'm a member of Invest Black. During the pandemic, I worked hard alongside community leaders to bring more resources into my historically underserved community in the Lakeview/OMI.*

4. If you are elected, what are your top SFUSD concerns? How would you address these concerns?

*My concerns:*

- 1. Staffing shortages*
- 2. Lack of mental health and wellness supports in our schools*
- 3. Poor reading scores amongst our students*

*Before COVID-19, our education system was underfunded. Now, we are facing serious challenges. We need to meet our students' and teachers' basic social emotional needs before any learning can happen. Now more than ever, it's important to prioritize mental and physical health interventions.*

*We need to work to re-engage students. That means hiring more social workers, nurses, school counselors, and school psychologists. Schools are collaborating with agencies and bringing resources into their public schools. I'd like to see more partnerships to support students and their families. Extending the community school model into additional SFUSD sites brings supports to the school, which helps address the needs of the student as a whole. This allows the student to more fully engage in learning. Family engagement is an important component of the community school model. Schools and families working together improves student outcomes. We need a holistic review of our reading curriculum. Serious shifts are needed to improve student outcomes, and quickly. We need a structured literacy curriculum that includes a systemic and sequential structured literacy approach, including decodable texts.*

5. What do you see as the top three issues for San Francisco? What do you feel SFUSD's role in addressing these concerns?

*The huge opportunity gap that exists here in San Francisco is one of the biggest issues facing San Francisco families. While San Francisco has the second highest concentration of billionaires in the United States, we also have the highest percentage of homeless youth and young adults. At many schools within SFUSD, the performance gap between White and Asian students and African American, Latinx, and Pacific Islander students is more than 50%. Equitably resourcing schools with a strong MTSS structure and more community schools are good starts to closing this gap.*

*There is also a lack of public health and mental health support in our city. The pandemic highlighted many holes in our public health system that continue to be exacerbated by monkeypox. The work of SF DPH in conjunction with community groups such as the Latino Task Force and the OMI Community Collaborative helped create more resources in neighborhoods during the pandemic, and it's promising to see the work of Community Wellness Hubs continue and collaborate with local schools. I would like to see them expanded and funding made permanent.*

6. The California Democratic Party Platform mentions building health, livable, and sustainable communities, what does this mean to you?

*I am in alignment with the California Democratic Party Platform Preamble: "We support an excellent public education system, from pre-K through college, to empower our youth to reach their full potential; a universal, single-payer health care system; good union jobs; sustainably planned communities; a strong democracy from the workplace to the federal government; and, a secure and peaceful world."*

*Healthy, livable and sustainable communities are only as strong as their members. A healthy San Francisco is a city in which all community members feel welcome, valued, and included. In order to reach this ideal, we must close our opportunity gap and increase our public health safety nets.*

*I envision a San Francisco with supportive housing options for all unhoused community members, particularly transitional aged youth. I envision a city where SFUSD graduates are able to afford to live and work in San Francisco. I envision a city where racial and ethnic differences spark cultural humility and curiosity rather than division and hostility. I envision a San Francisco where each generation is stronger, healthier, and more secure than the generation before.*

7. What have you done to mentor women and people of color in your field?

*As a special education advocate, my entire job consists of mentoring people, predominantly moms of children with disabilities. Through my work as an advocate and as a Parent Mentor with Support for Families of Children with Disabilities, I guide families through the special education process, understanding the rights of their children, and how to advocate for the best programs, supports, and services.*

*The most important role in my life is to support, mentor, and love my African American children, and particularly my teenage daughters. They are growing up to become strong women who understand that they are valuable members of our society whose voices deserve to be heard and whose lives matter.*

*I recognize that it is my responsibility to help the next generation of female leaders. Young women are too often dismissed and undervalued, especially women of color. As a young engineer, both in school and early in my career, this was my experience. Having strong female role models was critical to me. In the capacity of my campaign, it means recognizing the strengths and abilities of my team and volunteers and elevating them. As the African American proverb goes, Each One Teach One.*

8. In a recent hearing conducted by the San Francisco Board of Supervisors, it was found that African Americans disproportionately experience lower hiring rates for Civil Service jobs, are the lowest paid of all ethnicities in SF's Civil Service classifications, have the highest terminations rates, and their claims of hostile environments such as harassment, threats, and bully-tactics persist. What steps have you taken (or will you take) to address these disparities? How would you recommend SFUSD avoid these types of issues?

*Disproportionate outcomes for African Americans aren't limited to city employment. Institutionalized structural racism is a persistent problem for SFUSD as well. For years, I have participated in the SFUSD CCEIS (Comprehensive Coordinated Early Intervening Services) committee that addresses the overidentification of African American boys into special education and the disproportionately high rates of suspensions for Black students. Root causes - identified through data collection - include lack of supports for students and families, both academic and behavioral; implicit bias and lack of cultural humility; and lack of appropriate data necessary for guiding progress monitoring and interventions.*

*I have and will continue to advocate for more ability awareness, implicit bias, and cultural humility training for all district employees as well as a reinvigoration of our restorative practices program. We also need to hire more Black and BIPOC educators, paraeducators, and other school staff. We need Black leaders in our school district! Most importantly, we need all the adults in positions of leadership that believe in our African American students and staff.*

9. Did you support the split roll amendment to Proposition 13 that would tax commercial property but not residential property?

*I did and still do. I continue to work with the team to evolve to do outreach, collect signatures, and fight for Prop 13 reform.*

*While Prop 13 achieved its original purpose of keeping people in their homes and slowing the tax rate, it has caused a slew of unintended consequences, including decimating school funding, practically overnight. Now more than ever we need Prop 13 reform. We need ERAF funding to be allocated to SFUSD. We need to increase LCFF and SELPA (Special Education Local Plan Area) funding at the state level. We need stimulus packages to be passed at the federal level. I support local ballot measures related to taxing empty homes.*

10. Recently Mission High School students that applied to the University of California for the 2021-2022 school year, had 90% acceptance rate, more than any other SFUSD High School including Lowell. What do you intend to do to bring all schools up to this level of excellence?

*As a parent of Mission graduates, I must admit I'm biased - go Bears! My recent Mission grad is included in this statistic. She was accepted to three UC's. Most of Mission's seniors take AVID during their advisory period, which is very focused on college prep. Mr. Velez helps the students with college applications and scholarships. Mission also has multiple CTE pathways that include dual enrollment*

*courses at City College. The Fire Sciences program, for example, provides students with all the requisite skills to become an EMT after graduation. Students heading off to college after completing the pathway have very high acceptance rates into the colleges of their choice, as college credit on a transcript is even more favorable than AP and honors classes. This was true for my daughter; she participated in the Youth Outreach Worker pathway and is now heading to Sonoma State to study Nursing.*

*AP and Honors courses are very important to offer at all high schools. All students should have the opportunity to achieve their fullest potential. The City budget includes an additional \$4M for the SFUSD Office of College and Career Readiness. This money should support dual enrollment programs and paid internships for high schoolers.*

11. What do you believe are the biggest issues facing public housing tenants in San Francisco when it comes to receiving an education? What concrete plans would you implement to better serve these households?

*For far too long, residents of San Francisco's public housing facilities have been deprioritized. Neglect and unacceptable housing conditions have been traumatic for families. Multigenerational harm has been done. I'm grateful that we have programs like HOPE SF that are working to rebuild and revitalize long ignored communities and bring wraparound services into communities for easier access.*

*For example, HOPE SF collaborated with SFUSD during distance learning to provide learning packets and distribute technology to families. This was a bright spot of partnership. Many facilities, such as those managed by Mercy Housing, provide additional resources to tenants such as access to social services. However, not every child living in public housing benefits from the HOPE SF or Mercy Housing partnership.*

*Extending the community school model and resources into public housing sites is an important way to engage families. Collaboration between public housing sites and public transportation scheduling is an important step to ensuring that all students get to school on time. Inconsistent MUNI schedules and overcrowded buses and trains are a big barrier for families and a cause of truancy and absenteeism. Ensuring prioritized bus schedules starting at public housing sites would alleviate this major stressor.*

12. Which Elementary schools have had the highest success rates with Black, Latino and Pacific Islander children and what are they doing right?

*It's difficult to call out specific schools, because many schools have such low populations of students of color - particularly African American and Pacific Islander students - that those students are considered "statistically insignificant." Their results don't even register when putting together accountability reports. This very often leads to students feeling overlooked.*

*Schools that are doing this right are investing in professional development and co-planning time. They are centering their practices around students. They recognize families as a student's first teacher. They practice cultural humility and work hard to engage families in the learning process.*

*The bottom line: we need to start looking at the poor outcomes of our most marginalized students as a reflection on the problems with our system rather than the students themselves. We need to recognize that all of our students are brilliant and capable learners.*

13. Would you recommend a wellness program at every school and what would that look like?

*Absolutely. In fact, SFUSD's Wellness Initiative is considered a model of best practices, and copied by other districts within the Bay Area and beyond. More than 7,500 students visit SFUSD Wellness Centers each year. A strong Wellness Center helps students feel better about themselves, and get along better with family and friends. Students who visit Wellness Centers report that they are better able to cope when things go wrong, and come to school more often. Maslow's Hierarchy of Needs helps us understand that, until a student's basic health, security, and social emotional needs are met, those needs distract from the student's ability to focus on learning. A good Wellness Center helps students make good choices, both in and out of school.*

*Wellness Centers should be safe spaces where students have agency to come and go as they find helpful, and can access supports and services as they need them. Each Wellness Center should look different, based on the needs of the student population that each school supports.*

14. Do you recommend food be cooked at schools or continue using vendors to deliver it? Why or why not?

*Our children's food arriving at their school each morning pre-cooked, wrapped in plastic and looking completely unappealing to our students is antiquated. This is currently a very big equity issue. The fact that some of our students must choose between an unappealing lunch or going hungry is unacceptable in one of the most food conscious cities in the country, and perhaps the world. We pioneered the farm-to-table food movement here in the Bay Area. Food should be cooked at schools, and the McAteer Culinary Center is a wonderful example of programming that benefits everyone. The food is fresh and delicious, it is prepared by union members, and preparing food on site reduces packaging waste and carbon emissions from delivery vehicles. The McAteer Culinary Center even has a portion of their kitchen dedicated to meeting the needs of students with special dietary restrictions.*

*I am a huge proponent of expanding SFUSD's in-house kitchens beyond the McAteer campus, and recognize that much work must be done to upgrade many school buildings before that can happen. Deferred maintenance on schools has led to outdated electrical and HVAC systems that are not up to code, let alone ready for healthy food preparation equipment.*

15. How do you think the school district should verify that all parents/guardians are being communicated to in a language they can understand?

*We must enforce the Language Access Ordinance. Language access is an important prerequisite to family engagement. This has been a continuous struggle for families who speak languages other than English. SFUSD has worked hard to increase access to materials in more languages, and school closures during the pandemic highlighted the lack of accessible materials. Families told SFUSD that they access to tech support in multiple languages. All schools should have family liaisons that are able to engage families in their first language.*

*As a special education advocate, I see all too regularly how families who speak languages other than English are forced to wait for access to documents that impact their childrens' education. It can take weeks for IEP documents to be translated. This means that families have to wait for services and*

*supports to be implemented - that's a denial of a child's free and appropriate public education, which is unacceptable.*

*We need more teachers that reflect the students and families they support. SFUSD should continue and expand teacher training and recruitment programs that focus on teachers of color, bilingual teachers, and special education teachers.*

16. Have you received any donations in the past and will you accept any donations in the future from the Charter School Association? If yes, please explain.

*I have not received donations from CSA and do not anticipate receiving any.*

17. How should sexual harassment and/or assault be handled in schools? What resources are or should be available?

*There is no place for sexual harassment or assault in our schools. All students deserve to feel safe, included and valued at their school. Sexual harassment is illegal, and SFUSD has the legal obligation to protect students from harassment and assault. We need to ensure that all three P's are in place at each school: policies, procedures, and programs to address and repair the harm caused by harassment. Restorative practices, if implemented with fidelity, can be a huge part of the solution to reducing sexual harassment. I believe that one of the best solutions is preventative: we need to build a strong sense of community and celebrate diversity at each school. Building community to prevent harm from being done is one of the central tenets of restorative practices; students are less likely to harm a friend or someone with whom they have a relationship. Restoring relationships and repairing harm are two additional components of a strong restorative practices program.*

*Schools have a responsibility to help students or staff members that have been harassed or assaulted deal with their trauma. Wrap around mental health supports, counseling services, psychologists, and social workers are necessary to help repair harm.*

18. Given the chronic underfunding of our community colleges and public education in general by the state, what would you focus on to increase funding for SFUSD? Please describe any efforts you have undertaken to increase funding for public education.

*I am actively working with District and City leaders to increase state funding for special education. The District's special education budget increased by 35 percent between 2016-17 and 2020-21. However, State and federal special education funding increased by only six percent during that time. This means that a very large portion of our unrestricted general fund is used to meet the legal obligations associated with IEPs. I have been advocating with parent and District leaders for increased education funding for years! Budgets are value statements: we need to fund what we value. My past and current advocacy includes allocating ERAF (Educational Revenue Augmentation Fund) money to schools, not the City's general fund and lobbying the state legislature for funding formula increases (LCFF). Decreased enrollment is a state-wide issue that has a very large impact on our district's budget. I'm excited to see proposed legislation that adjusts State funding formulas to hold districts harmless for reduction in enrollment.*

19. What programs or initiatives would you undertake to address the educational disparities for SFUSD students?

*As a special education advocate and the parent to four African American students, this issue is near and dear to my heart. Budgets are value statements: we need to fund what we value! We must address racial inequities through targeted interventions: additional wraparound staffing at Tier 2 and 3 schools, increased professional development, and specifically hiring teachers from the racial and ethnic backgrounds of the students they are teaching. We need to continue and elevate very real conversations about perceptions, stereotypes, and racial bias. SFUSD must allocate resources towards robust implementation of policies such as Restorative Practices (RP), implicit bias training, de-escalation training, Universal Design for Learning (UDL) training and supports, mental health supports, and academic reading interventions - which would lead to improved outcomes for all. All personnel need to be trained in cultural humility. Educators must understand the impact of trauma on our students.*

*Access to tutoring and after-school programs and homework support provided through an after-school program are key for student success, as navigating English language materials is a barrier for many families who speak languages other than English at home. We need to ensure that all educators and administrators understand the reclassification process in detail.*

20. Do you believe that SFUSD's school assignment system needs reform? If not, why? If so, how would you change it?

*Absolutely. Any enrollment system redesign must be paired with an equitable review of school resources. Back in 2018, when Resolution 189-25A1 (Developing a Community Based Student Assignment System for SFUSD) was introduced, I raised questions that have still gone unanswered today: How are we going to ensure the quality of the educational experience in schools across the district? What is the plan to make sure all SF public schools have the necessary resources to serve their students? What is being done to renovate the existing under-enrolled and under-requested schools? As Kevin Costner's character said in Field of Dreams: "if you build it, they will come." If we provide the programming and resources that our families want (language pathways, STEM programs, inclusion, etc) at under-enrolled schools, families will be more likely to consider these schools. We need more AP and Honors classes in our high schools, more arts programming, and more City College dual enrollment pathways to set our students up for postsecondary success.*

21. What is your belief on Common Core Standards? In recent years, there has been controversy that the new methodology is placing some students at a disadvantage for high achievement and college preparation. How would you address this concern?

*I support the idea behind Common Core education standards. Having national standards helps districts prepare graduates with the skills they need to be successful in our 21st century society. However, I am worried about the amount of testing to which we subject our children; SBAC testing, for example, takes valuable resources away from teaching and shifts the focus to testing for weeks at a time.*

*The middle school math sequence was redesigned by SFUSD teachers to align with common core and to undo decades of inequities in math instruction. Algebraic concepts are introduced earlier. The focus of math instruction has shifted to complex instruction, growth mindset, meaningful discourse with the instructor and engagement with peers. All of these strategies have been proven to improve outcomes. Being part of a diverse learning environment helps our students develop strong problem solving and*

*collaboration skills. I respect the concerns of many students and families who are concerned about reaching AP Calculus by senior year. We must offer enough sections of the compression course as well as summer math courses so that all students interested in these accelerated options have the opportunity to access them.*

22. What do you think are the factors attributing to the teacher shortage in SFUSD? How would you address this?

*The 2021-2022 school year was one of the toughest years ever to be an educator. Many families, including educators, left the city and state during the pandemic. COVID outbreaks throughout the year led to teachers calling out sick. It's been rough.*

*To attract teachers back to SFUSD, we need to ensure that the supports teachers want and deserve are in their schools. We must prioritize school- and classroom-based spending (including more paraeducators as well as prep and co-planning time for teachers), more mental health and social emotional supports in schools (for students AND staff), and more professional development opportunities for educators must be priorities this year. To demonstrate to our educators that we are listening to their concerns, priority #1 must be to FIX the EMPowerSF payroll system and PAY TEACHERS CORRECTLY AND ON TIME!!!*

*While this question is focused specifically at teachers, there is also a huge inequity in the pay and number of hours we offer paraeducators. This must also be addressed, as paras are often the backbone of the school support networks and instrumental to the success of not only students, but their fellow educators.*

23. What is your perspective about charter schools and their role in San Francisco? How would you advocate differently than SFUSD's current policies?

*I agree with the NAACP's 2016 resolution that called for a moratorium on charter school expansions. I find the lack of oversight and accountability worrisome. Charter schools don't offer the full continuum of special education pathways and programs that SFUSD schools do. I would much rather see charter school funders work collaboratively with SFUSD to improve outcomes at our existing (and often under-enrolled) schools rather than look to open new schools. Charter schools provide a layer of budgetary stress for many districts, including many in the Bay Area. The Public Interest released a report titled, "The Cost of Charter Schools for Public School Districts." The report found that, in the 2016-2017 school year, charter schools cost Oakland Unified \$57.3 million. This reduction coupled with Prop 39 has strained many school districts to the brink of insolvency. These are the reasons I joined the Charter School Oversight Committee.*

*It's also important to recognize that the charter schools are attractive to many San Francisco families because of the inequitable resources available across SFUSD schools. We need to ensure all SF public schools have the necessary resources to serve their students and attract new families.*

24. What should be done about the students that still have not returned to school since shelter in place was implemented?

*For a subset of SFUSD students, distance learning was actually an ideal learning environment. The Online Learning Program and On Demand Learning Programs were both very popular this school year.*

*Many immunocompromised students, students with anxiety, slower processing speeds, and students who experienced bullying reported more success in distance learning. I have talked to families who appreciated that their children could learn at their own pace during distance learning. For example, my oldest daughter has very severe ADHD. She continued to take virtual classes at City College once in person learning resumed. She liked being able to pause, take breaks as necessary, and review concepts multiple times.*

*The proposed Virtual Learning Academy, modeled on the OLP, OLDP, and Independence High School, was an ideal way to support these students. Independence's hybrid model of online and in person instruction and support has been very successful for many students who have struggled at our traditional comprehensive high schools.*

*I would like to reconsider adding more online programs into our repertoire of schools to ensure we are meeting the needs of all learners.*

25. What role do you feel the Board of Education should play in sexual harassment and assault cases involving students? If elected, how will you address this concern?

*The Board of Education is responsible for providing safe learning environments for all students. The Board of Education must work with the Superintendent and SFUSD Legal Department to implement California State Education Code Sections 48900 and 48915 in matters surrounding sexual harassment and assault, as well as all other situations involve egregious wrongs and the need for disciplinary measures to be taken.*

*It's important for our Board of Education commissioners to understand the hierarchy of difference between board governance and management. The school board has one employee: the superintendent. It is the job of our superintendent to ensure that robust policies and practices at district sites prevent sexual harassment and assault; it is the job of the Board of Education to hold the superintendent accountable to this priority.*

26. What role do you believe SFUSD should play in the City's housing crisis? How would you address the needs of homeless or underhoused students and their families?

*Affordable and supportive housing is paramount in addressing the rampant economic inequality of our city, which is why I'm in favor of building affordable housing on vacant school district property. We need to utilize available spaces to keep our families, educators, and school support staff in San Francisco.*

*In 2020, SFUSD served 1,442 students experiencing homelessness. The stress of housing insecurity impacts learning outcomes for our students. By increasing our focus on wraparound supports, we can help our students focus on academic success. We need more programs like the BVHM Stay Over Program, which was deemed a success by the Mayor's office in January. As a foster parent, I experienced the frustration of navigating the city's bureaucracy. It can be challenging for anyone, particularly those in crisis, to find the appropriate services. Short term, I believe each school should have at least one full-time social worker (and many need more than one) to help families navigate various city departments and access services. Students experiencing homelessness have legal protections, such as the McKinney-Vento Act. Every school should have personnel trained in the intricacies of the act, and how to use the law to support and protect our most marginalized families.*

27. What should be done about the students who are behind due to school being via zoom for almost two years?

*The district received federal stimulus funding during the pandemic called COVID Recovery Services (CRS) funds. These funds have been spent in many ways, including reducing our structural deficit and keeping SFUSD out of receivership. The district did much work with the CDE FCMAT (Fiscal Crisis and Management Assistance Team) this year. Moving forward, additional funds should be directed specifically at student-facing programs such as after school tutoring programs. Students receiving special education services had access to CRS funds this year; in future years, those same after school and weekend programs should be opened to all SFUSD students.*

28. What must be done to end bullying at every school?

*Bullying must be addressed in a manner similar to sexual harassment: there is no place for bullying in our schools. BIPOC, LGBTQ, and students with disabilities are disproportionately targeted and bullied. This is unacceptable. All students deserve to feel safe, included and valued at their school. It is important for the adult leaders to set the appropriate tone of positive school relationships and model inclusive practices. As mentioned in relation to sexual harassment, restorative practices can help reduce bullying. Building relationships is key to developing empathy. Cultural and ability appreciation, awareness and acceptance are critical to eliminating bullying. It's critical to recognize the various levels of cultural competence and humility amongst SFUSD staff and families. We must address our shortcomings by providing more implicit bias, anti-racism, and ability awareness training and implement trauma-informed practices. All school personnel should be trained in universal design for learning, positive behavior interventions, and de-escalation strategies to fully support and engage our students and their very diverse needs.*

29. Are you content with the procedures in place when staff are accused of racism and /or using racial slurs?

*No - and I am very saddened by the fact that this question is even coming up in the year 2022, in a city as diverse as San Francisco. As I have mentioned at School Board meetings this year, we need a zero tolerance policy for the use of racial slurs such as the n-word in SFUSD. Words have power and do harm. Educational leaders must have the cultural humility and experience to repair harm, not be the cause of additional pain and trauma.*

30. Have you accepted donations from any police officers, police officer associations, police unions, sheriff's associations, correctional officers' unions or the Prison Industrial complex currently or in the past?      NO

a. If no, will you accept any such donations in the future?      No

b. If you answered "Yes" to any of the above, please explain why.

31. Do you believe armed Police should be on campus? Why or why not?

*NO!!! I am a proud supporter of Resolution 206-23A3 - In Support of Black Lives in SFUSD and the Abolition of Armed Law Enforcement in Schools #BlackLivesMatter #DefundthePolice*

*#InvestinCommunities #BlackMindsMatter. It's clear in this current cultural moment that trust between police and multiple communities has been completely severed (and rightfully so). Major reform is required before the relationship between law enforcement and community members can begin any sort of healing process. In the arena of public education, I am a strong advocate for social workers and mental health professionals acting as first responders instead of SFPD. We need to start having some very real conversations about perceptions, stereotypes, and racial bias. We need to partner with the City and County to re-allocate SFPD resources towards preventative programs such as restorative practices, implicit bias awareness, de-escalation, universal design for learning, mental health supports, and academic reading interventions to improve outcomes for our students of color.*

## ISSUES QUESTIONS

Please only mark whether you support or oppose each position.

QUESTION	SUPPORT	OPPOSE
1. Do you support or oppose affirmative action?	X	
2. Do you support or oppose privatization of essential government services?		X
3. Do you support or oppose reparations?	X	
4. Do you support or oppose expanding rent control to post-1979 buildings?	X	
5. Do you support or oppose San Francisco's sanctuary city policy?	X	
6. Did you support calling for economic relief to support undocumented workers during the COVID-19 pandemic?	X	
7. Did you support calling on the United States Senate and Congress to enact legislation to extend immediate financial relief and support including hazard pay, for all unemployed workers, and increased family benefits for essential workers and health care workers?	X	
8. Did you support acknowledging systemic racial inequities and calling for a coordinated response to support the Black community during the COVID-19 pandemic?	X	
9. Do you condemn anti-Asian racism and xenophobia and urge stronger Governmental response to prevent and address attacks of the Asian American Community?	X	
10. Do you support or oppose the Mayor's statement of intent to divert police funding to support Black communities?	X	
11. Do you support or oppose increasing the Black history curriculum during Black History month?	X	
12. Do you support the Black Lives Matter movement?	X	
13. Do you support or oppose charging children as an adult?		X
14. Do you support or oppose reentry housing?	X	
15. Do you support or oppose having mental health professionals at every school?	X	
16. Do you support or oppose a new school specifically for those effected by disparities in SFUSD?	I need more information to appropriately answer this question	
17. Do you support or oppose using the money designated for individual learning plans for students struggling ASAP?	X	

18. Do you support or oppose that everything is being done to assure the Family Announcement Bulletin is reaching all parents?	I support much of the work but feel there are opportunities for improvement	
19. Do you support or oppose ethnic studies as a graduation requirement?	X	
20. Do you believe that public transit should be free?	X	
21. Do you support expanding affordable childcare to low- and middle-income families?	X	
22. Should there be a moratorium on market rate housing in communities that have experienced elevated rates of displacement?	X	
23. Do you believe that surplus public lands should be prioritized for 100% affordable housing?	X	
24. Do you support teachers and professional staff earning commensurate wages?	X	
25. Do you support employee rights to organize and collectively bargain and support enforceable organizing agreements?	X	

If you need to add further explanation or qualification to any of your support-or-oppose answers above, you may do so here: