

Misty Belford - school board District 1.

- 1) I grew up in south brevard, moved to central FL in HS. We moved back when started family in 2003. Two kids in BPS, that thrust me into this initially. Two years of school closures in oak park, and I was head of PTO at the time. Got involved, when seat became open decided my background would be a good fit. Good progress since elected... change in dynamic of board, new superintendent, started to see progress and planning and cultural shifts, all in good direction. Lot more to do.
- 2) qualities? doesn't matter what you want to do unless you can count to 3. My background as leadership professor at rollins. Helped me bring board together and find consensus. And within the community... have policy and have relationship piece with community. Important characteristic I bring forth. Need thick skin and ability to make tough decisions, as chairperson developed some expectations for a board, how we relate to each other and superintendent and staff, has helped us to be more productive.
 - 1) Guiding principles: as a mother then children first and foremost. Is it good for kids, then do it. If not, then steer clear. I don't have a problem defending the right thing, but won't defend the wrong thing. Ex. Security funding last year, camera, single point of entry. Having courage to say when you mess up and commit to fixing it.
- 3) Preparing tomorrow's workforce. We have shifted away from social learning, as K focuses on academic learning. Need to work on that. Shake hands, make eye contact be ontime. Also technical skills... from excel to high tech. and on making sure they can graduate and go on to make a living wage. We have 44 career and tech programs in district, but if my child is interested in HVAC, has to go TO the area where those tech resources are. We brought back regional bussing to help with that....
 - 1) STEM fields - lots of conversations with industry offerings. Completed community assessment. We have upside-down bell curve - a lot of low pay and high pay, not a lot of middle range. So we have to focus on that. Coming up with list of plan to adjust technical offerings - computer lab translate from web development to different tech for today's workforce.
- 4) Teacher retention - look at our numbers - significant issues. Teacher pay below median income for the county. Many years of salaries freezes. Board made adjustment in other areas, raised started teacher pay... so now have starting teachers making as much as veteran teachers. Need to fix that. Need to help them grow personally and professionally and stay within the district and in the classroom - idea flexibility at school level, ex. Classroom sharing. Lots of perks to be a teacher here but we don't sell it. we have to continue be advocates in tally. Flexibility payoff performance. Encouraged it will come back next year.
 - 1) Follow up re how do you identify? School level administrators.
- 5) Standardized testing - necessary evil,,, self created problem. In FL taken to steroid level. We created for teacher evaluation more than student assessment. Nothing to do with how we teach kids, get results way after we could intervene. We eliminated over 200 required assessments... but a lot of local administrators still use many of them. So can we go back and remove them entirely from table, so administrators can't rely on those.
 - 1) Common core - is interesting. Initially I was interesting.... Until I developed deeper understanding. Still issues, but there is value. Prior to have FL standards (sunshine state standards) analogy: we were teaching kids how to make a cake from a box. Not how to look in the pantry and determine what they need to use to bake a good cake. So I would say now we are asking kids to understand at a deeper level... so as they move up in education they are able to think more complex and higher levels.
- 6) Innovative practices; in north end we have very different opportunities. South lake opening as STREAM school. Kids are no longer successful in "sit and get" environment. STEAM brings in project based learning and integration. Subjects presented in unison and how they relate... not separately.

- 1) Get away from sit and get learning. Integrate new technology.... We did so, but need to do well. Not just to say we do it. Improve programs teachers can use. Discipline policies need to be addressed at deeper level and updated.
- 2) The SRO debate - interesting process, my campaign plan had to be put aside as we focus on this issue. It needed to get all my attention. I think what we did is stop gap, needs to be addressed going forward. It also distracted the larger issues, as guns dominated the debate. Weren't able to talk about mental health, discipline, mentoring, and other issues facing kids. SRO discussions - I met with public, parents and every school teachers and administrators. I heard consistently "we need more". One SRO is not enough, even in elementary school. I think this something we need to keep working on.
- 3) District operations - brought on more qualified CFO. That was big step. We have 2 dedicated says training to understanding how state gives us money, help staff and board better understand. 3 budget hearings, to bring public in on the process. Still cuts to be made, shift from district offices to the schools.
- 4) Top 3 needs next 10 years. Be nimble and respond to career needs of community. See reinvention of brevard.... Industries has diversified from just space, so schools need to diversify as well. societal changes over 2000 homeless children, over 100 living with grandparents, over 10000 calls to DCF. 43% of women ho gave birth last year were WIC recipients. These are teen age moms. These are 20-29 years old, young family struggling to make ends meet. At minimum wage family must work 80hours a week to afford average rental housing cost. We must work with the larger community to provide better jobs so our kids have support at home. Capacity issues, as we grow don't have capacity in our current schools. Need to be prepared to addressed that.
- 5) Replacing superintendent. We have some good candidates internally, my position was not opposed to look internally but we should open up to external applicants as well. Owe it to community to look for all interested individuals. Find best person for the job. Should open up, but not hire national search firm.
- 6) Business friendly? My husband business owner, I own my own business. I see how community and schools connected and impact each other. I build those relationships to make sure we can work together, be nimble and react as needed, that is a strength and understanding for me. Current problem we can't keep teachers in technical education program... they can make more in private sector. So we need to provide supplemental funding to those willing to come teach technical programs. My relationships I've built will be critical to keeping that going.
- 7) North end: repopingin of southlake, first choice school and adds capacity. Advocate for equity to access... AVID program? Welding at astronaut HS. Expand the programs in schools and expand what we can bring there. I have nagged Blackburn re north end treatment and equity.. and he has been gracious and responded.
- 8) Currently have construction at astornaught, working on welding we have mindset that these are only or kids who don't want to go to college, that brings wrong image to mind. But need to keep all kids through grandutation and let them get living wage. We also have more students working their way through college... these are opportunities for them. Office certification... enable them to get office job while working through college. We have both camps os students. 3 focuses: construction largest growth sector, service and health industries (more deaths than births last year, growth comes from people moving in) and then manufacturing. So need to align our programs with these industries. Our of 44 tech programs we offer, great agreement with local colleges and expanding certifications through that. Coordinating and expanding opportunities for kids to get more from their time from both.