

Charles Parker -

- 1) why running - An excellence is an A, but only 40% of BPS schools are A. There are systemic changes we can make. To help students learn better.
- 2) Primary qualities? Lived here since 1980. In private industry in tourism, aerospace and nonprofit, social services as well as education. Led variety of orgs - BAC, brevard child care association, pastor of a church. I've been in leadership positions and worked under great leaders. Worked under Dave Spain in cocoa beach. Under my dad in aerospace at KSC. Gary schifferen (?) I think my traits are I do my homework and listen well, pastoral training, and after I bring that in I make a decision base don solid principles.
  - 1) Core values? Putting students first. Engage parents as well. And integrity. Being able to engage different types of people, legislator, parents, teachers, students, staff - important to take all that in and filter it in to proper decision.
- 3) Workforce readiness - last 7-8 years worked in MI as director of divimci academy industry certifications, internships, job shadowing. Love to see expand those vocational trainings and internships. Great aa program dual enrollment with EFSC. Need robust AS dual enrollment as well. Lot of great academies in schools, I'd like to see us consolidate them better so kids throughout county can access them. Have brought back regional bussing, but might lose that to school security. Preparing thosekiyds for college and career is vitally important. I've had some success at engineering companies internships, but locally they only want college interns. So I've been working on calling it be something different.... Rather than intern, call it job shadowing, or get creative so they can develop those opportunities. Get kids real life experience.
- 4) Teacher retention - very familiar with it. Retaining teachers is money.... Teacher negotiation should start with COL every year. Last year raise was 1% COL was over 2%. Other counties around us pay more. That hurts us. Should change budgeting from seeing what they have left for teachers.... And start with paying them more, and see what is left for everything else. I like the evaluation system... .it is very clear. The rubric? I like the metrics... tells what need to be doing. The subjective part on how they grade it is hard.... In HS have 5 different administrators who observe us in classroom. That subjective piece seems unwise. So within just one school, up against high schools with 5 other administrators and different opinons. I'd like to see professional development tied to bonuses. At Valencia they are encouraged, have to take them and show them used in the classrooms, and tied to bonuses.
- 5) Standardized testing - some test should be standardized across the state - algebra 1 example. Same with biology. For two years I was RTI coach - response to intervention coach - there is multitiered system of support. Small group interventions for the smaller % not at grade level. Get them up to proficiency. Still have maybe 5% still not proficient. Then do 1:1 intervention to get them up. Used to have FAIR test.... It would hone in on areas where teachers needed to work on specific skills. Last week got scores for third grade reading 63% are grade level reading.... I was shocked... repose from Blackburn was this is great news. We had been 65% before so was a 2% drop. We are still high in the state... but still criminal that 35% not proficient. Need tests to pinpoint these things. Class size amendment has been skewed... if choice district can have more. School wide average not classroom average. HS reading with 30+ kids in a class... unacceptable. Behavior issues, distract those who want to learn.
- 6) Common Core - misconceptions. I've taught it in english 4-5 years. When we transitioned from FCAT to FSA common core. I like the way it is structured as encourages more critical thinking skills. Not jut read novels... have a theme for 9 weeks, all text matched that theme, taught sighting sources and writing to explain big idea using the theme. Don't like it is tied to funding and almost blackmail process for teachers how/what to teach. I found it was flexible with how and what I used to teach as long as I met core rubrics and principles.
- 7) Innovative practices? Helping kids in their home life connecting with them - second week of school I called every parent when I was teaching middle school. Now that I run the

academy, I am very connected with their parents. I try to be there for these kids - choked up talking about going to his kids baseball games - some of these kids don't have parents there for them, so I try to be there. Longterm practices need to be addressed? Classroom size amendment. .... district can chose to address it to hire more teachers. Find the money to do it. Budget is impossible to understand... need to find more money.

- 8) New law re SROs and district plan. Prefer SRO every school. Dig into reserve money to do so. I think work over coming years to do so. I didn't want the staff members or teachers, but initial martial program where staff volunteer ok, but only problem no one talks about, logistical aspect. Those people move school to school all the time. Staff move around schools all the time. Have the Marshalls but sheriff be the boss, not the school be the boss. Don't need all the equipment sheriff wants. What they've come up with good stopgap for now. Compromise on safety not something we should be doing.
- 9) Budgeting transparency.... Fairly transparent, it is a bulky thing, but have lots of mtgs and workshops, so cant improve that much. Operations... Ive worked in business but never run one, look better at management and cut dead weight at district level. And look at overhead costs. Break it down by department. Promote from within for the most part... I don't know where we got idea teachers make great managers, but without proper professional development that isn't always the case. Can private practice help management training/ professional developemnt.
- 10) Top 3 needs: security, .... Missed the rest...
- 11) Plan to promote from within? I think Mullins good guy, great options. I don't know why they think would cost 40k to do a national search. Why can't we open it up and see who applies. Dr Mullins would surely be in top 5, my ideal candidate let this be there last job and stay 10 years, rather than a stepping stone.
- 12) I understand business community. With my broad experience, I think I can bring brevard together to improve our schools and use the bully pulpit per say to promote things that we need. And with my experience in vocational academy ... Jr achievement. I can rally community support around these things to persuade the board.
- 13) Brent ? - the jack welsh style. You mentioned doing with staff... would you do with teachers? Teachers under contract and rules with that.... I would like to see more robust system in evaluations to cull the dead weight because of the union contract negotiations. Staff and district not under that.
- 14) Would have to resign to serve... with only 2 filed, election in august. Went to my principle in winter to start planning for what if I win... asked to be transferred back to English so easier to replace if I win. Not able to do that.. so will have to work with school to try and find replacement and train if I leave.
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