



NORTHERN LEBANON

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To Prospective Board Candidates:

On behalf of the Northern Lebanon School District (“NLSD”) Board of Directors, thank you for your interest in filling the now vacant board seat. Your interest in this important position and concern for our school district and community is invaluable and very much appreciated.

The selection of the next Board Director will be made by majority vote of the Board at the next Regular Meeting on Monday, November 7, 2022 (please note the change of date of this meeting to the second Monday of November in order to accommodate the November 8 Elections). At the November 7 meeting, all prospective candidates will be given an equal opportunity to provide a verbal statement of interest and answer a few questions from the Board. The Board President will then receive nominations from sitting Board Directors. All prospective candidates receiving a “second” from another Board Director will then be named as a candidate to fill the vacant seat. The Board will then conduct a vote of all nominated candidates. Any candidate receiving a majority vote of the Board (*i.e.*, five votes) will be seated as the new Board Director, to be sworn in immediately, with all rights and responsibilities of a full Board Director, for the remainder of the Board Meeting and for a term of office expiring in December, 2023. In the event that no candidate receives a majority vote at any point in this process, the candidate receiving the fewest votes will be eliminated from the process and a vote of remaining candidates will be conducted until a majority vote of the final two candidates is reached.

Based on prior experience in filling vacant Board seats within the District, and in order to best assist both you and the Board in the process, we have prepared a list of written questions to be answered in advance of the Board’s selection. These questions are not intended to trip you up or embarrass you, but are intended to provide you with an opportunity to give meaningful feedback and to help the Board with making a final determination. Please provide your written responses to the attached questions to the NLSD Board Secretary, Pat Martin (pmartin@norleb.k12.pa.us) no later than 3:00 P.M. on Tuesday, November 1, 2022, which is the date of the Board’s next scheduled Committee Meeting. Please feel free to answer directly on this document or provide your responses on separate sheets.

**** Please note that in order to comply with the Board’s Sunshine Law requirements these questions, and each prospective candidate’s responses, will be published with the November 7, 2022, Regular Meeting Agenda.**

Again, thank you sincerely for your interest in this important position. We look forward to getting to know each of you in this process. Please do not hesitate to contact me, the Board Secretary, or any Board Director if you have questions.

Barry A. Naum, NLSD Board President

bnaum@norleb.k12.pa.us

24 October 2022



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Questions for Prospective Northern Lebanon School District Board Candidates

1. Please describe your current and past professional work experience and any experiences that have in serving on boards, whether governmental, non-profit, or for profit? If there is no relevant board experience, please describe any work you have done in a volunteer leadership capacity.

-I am currently still an active member of the PA Army National Guard holding the rank of Master Sergeant (MSG). I work full-time at the Counterdrug Joint Task Force at Fort Indiantown Gap as a Criminal Analyst and will retire with just under 24 total years of service on 30 September 2023. I am also a licensed Real Estate Agent in PA and work as a Realtor part time.

Professionally I have served on and participated in countless boards in the military, mainly promotion boards and Soldier of the year boards. I also volunteered to serve in the Honor Guard. Personally, I was previously a volunteer at the Bellegrove Fire Company and was an EMT.

2. Please describe your background and experience with public education. How will your background and experiences contribute to your service as Northern Lebanon School District Director

-My background in public education is limited to volunteer work within my children's classrooms but my experiences in the education system through the military is extensive, having acted in the roles of instructor, facilitator, and senior leader throughout my career. With over two decades in the military, I have gained the leadership, integrity, and selfless service qualities that I believe are a few of the key characteristics needed to serve in this position.

3. What personal or professional connections do you currently have, or have you had, with the Northern Lebanon School District (*e.g.*, employment, contracting, alumni, parent of students, etc.)?

-My daughter is currently an 8th grade student at Northern Lebanon Middle School, and I have been a resident of the district for 17 years.



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4. Please describe your understanding of the role and authority of the public school board.

-The public school board consists of elected officials who's role is to be a governing body over the community's public schools. The school board sets policies, the curriculum, manages the budget, personnel, facilities, sets goals for the district, and addresses public concerns.

5. What do you see as the positive aspects of the Northern Lebanon School District?

-My favorite thing about NLSLSD is the size. I graduated in a class of almost 400 students. I think students in schools of that caliber tend to get 'lost' or underrepresented. I appreciate a smaller class size where more attention can be placed on each individual student. I love the feeling of closeness and safety in our little community in Northern Lebanon which is I have kept my family in the area for so long.

6. What would you describe as your primary issues of focus or concern with the Northern Lebanon School District? What priorities do you think the district should focus on in the coming years?

-Most recently, I think the budget and tax dollars spent are a primary issue for many residents in the community. The main priority I believe the district needs to focus on in the coming years is our student's education. Our students are absolutely the ones that suffered the most from the pandemic and state test scores confirm that fact.

7. What are your personal goals for serving on the Northern Lebanon School District Board?

-I would like to see public schools getting back to the basics. We need to stick to the core subjects and important life skills that the students need to be thriving adults in society. We need to be setting them up for success regardless of the path they choose after graduation.

8. The Pennsylvania School Board Association lists the following as Principles for Governance and Leadership: Advocate Earnestly; Lead Responsibly; Govern Effectively; Plan Thoughtfully; Evaluate Continuously; Communicate Clearly; and Act Ethically (descriptions available at <https://www.psba.org/about/governance/principles/>). Which of these principles would you



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say are particular strengths of yours? Which may be particular weaknesses? Which principles would you say are particular strengths and weaknesses of the Northern Lebanon School Board? Please provide examples.

-I would say I have strengths in all of these Principles as they very strongly align with the values that I live for in the military, but my strongest would have to be Lead Responsibly and Act Ethically. I have been in a leadership role for 20 years in the military and I take that position very seriously. I have a passion for serving and helping people. I respect my role and the roles of others above me in leadership positions. As a Master Fitness Trainer, I have mentored countless peers over the years, military and civilian, specifically in their physical fitness and health journeys.

My only weakness with any of these I believe might be my transition into the civilian workforce/life after so many years as a Soldier, but my knowledge and skills gained from such a career will only help with my abilities as a community leader.

I strongly believe the Northern Lebanon School Board has the ability to follow all of these principles and have done so previously. However, the past couple years have proven to show a lack of communication, advocating and acting ethically specifically during the pandemic when they changed their masking rules that were illegally mandated by the local government.

9. What significant challenges do you envision on the horizon for public education in general, and for the Northern Lebanon School District specifically?

-If I'm being completely up front and honest, the controversy with gender right now is what seems to be filling the news in public education; boys in girls athletics, bathrooms and locker rooms. Specifically for the Northern Lebanon School District, boys using the girls bathrooms needs to be addressed. It was brought up multiple times by concerned parents and the last I heard there is still no resolution or definitive answer as to whether it was authorized. If it was authorized, parents have a right to be notified and the district has failed to do so.

10. What do you believe are the absolute essentials of a high-quality education?

-First and foremost, I believe in order to receive a high-quality education we need high-quality instructors with knowledge in what they're teaching. A quality curriculum, standards, student



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engagement, and holding students and teachers accountable for their work and contributions are equally important.

11. Please state your belief of the value of the following in public education:

-All the categories below have value to someone and are essential in keeping our communities thriving.

Athletics and extracurricular activities

-Both are important for remaining active and engaged in the school and community. These types of activities also help gain important social skills. A bonus is the potential for scholarships.

Fine and performing arts

-Important for the entertainment industry and helps to prepare students for possible careers in music, dance, etc.

Applied and technical arts

-Also important skills for the entertainment industry and helps prepare students for possible careers in visual arts, design, or technical development.

Taxing and capital investment

-One of the most important things we could teach our children and I think it needs to be a priority in the curriculum.

Cyber/Charter Schools

-Cyber/Charter/Homeschooling should always be an option as public education is not always beneficial or the best option to some and these students should still be allowed to participate in school events/extracurricular activities within their district.



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School choice

-I am not opposed to school choice, I think this goes along with the homeschooling option. The focus should always be on what is the best option for the student learner.