



West Contra Costa Unified School District Board of Education
Candidate Questionnaire, Leadership and Candidacy

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Voting District #2

1. Why are you running for the West Contra Costa School Board?

I'm vested in our community. I live in Richmond and will retire here. My interest in our School Board is not short term or self-serving. Our students should achieve and be successful AFTER they leave/graduate from our district.

I bring over 20 years of HR/corporate, and labor management partnership collaboration experience, a youth worker that values our students.

It is our responsibility to ensure they have the education they are entitled to. Our district has a lot of work to do and with our budget issues, this next term will be arguably the most difficult term in our history, so we need someone that is dedicated to changing our standing. We need someone who is fearless and ready to address the real issues and work collaboratively to give our students what they deserve. I know I am this person and I am ready to fight for our kids.

2. As a school board member, you will be required to manage competing interests and inputs. How do you plan to balance the needs of your individual voting district and the entire WCCUSD? How do you plan to research and gather feedback from your community when making important decisions? How would you support a healthy team culture among school board members that promotes dialog?

Our entire district is very cross pollinated, many students attend a school within the district that is not their home school, thus a "district" is a relative term. I think it's important to address the needs of both individual districts and the entire district. Every district has the right to have someone representing and fighting for their best interest. I believe this can be achieved by focusing on my district and all districts by spending time in all districts and schools, by engaging in conversations with students, teachers and administrators at all our schools.

While we do have over 50 schools, I think every Board Member should set an annual calendar that allows them to visit every school at least once per school year. I'm a big fan of including the feedback of the people you serve, and I believe you work on implementation based on the data. I would schedule time for residents within my district, as well as the entire district. I would build relationship with my district schools, students, parents, administrators by attend their events and schools. Implementing best practices of successful School Boards will change the way we run our Board to achieve success and collaboration.

3. As a board member you have one employee. How will you hold the superintendent accountable for day-to-day operations, the decisions and actions of his team, and overall student outcomes?

The day to day operations and accountability of the Superintendent is a serious pain point for WCCUSD. My background is in HR so as I have experienced, and interacted with the district and the Superintendent, I have taken note of several gaps in service delivery.

I would employ performance management for the Superintendent that includes ongoing oversight and review of his job expectations. Through: reports – to gauge effectiveness and completion of job expectations and goals, ongoing surveys from staff, administration, parents and students to gauge service delivery from the Superintendent and his staff, offer thought partner opportunities from the Board for the Superintendent. Include a survey of systems and central leadership within the expectations to gauge effectiveness. Surveys would include various methods: written survey, zoom survey/discussion, in-person (following COVID-19 protocol), focus groups etc.

The Superintendent should be held accountable for student outcomes and student success should be reviewed and monitored routinely.

I am a firm believer of taking accountability when things are not their best, being honest about it, then developing a plan to course correct. I also believe that in any organization you must look top down to ensure all members of the organization are equipped to be successful.

4. COVID-19 highlighted the inequities in our district, as we saw students receiving very different educational experiences, even between classrooms at the same school. What will you do to ensure more consistent delivery of high quality instruction and student supports throughout the COVID crisis and beyond?

The success of our students and district will be achieved through direct communication and interactions with our students, teachers and parents. They must be the group that we focus on, not administration.

I think choice will be a key factor, allowing students to use the best format that works for them, in-person, distance or combination. Regardless of academic method, we need to engage our students on a deeper level for social interaction.

It will take ongoing engagement to understand how our students and teachers are navigating and what their success level is. It is important to get our students talking to truly know what issues they face.

Our students, parents and teachers need support that includes:

- € Mental Health
- € Technology
 - o Access to tablets and Wi-Fi
 - Identify a solution ongoing that gives all our students' access
 - Solidify a partnership with a Wi-Fi provider in the areas where service/reception is poor
 - o Student support for navigating online
 - o Parent support to engage and support students
- € Tutoring support
- € Survey to identify needs ongoing and as they change
- € Continued food program that supports the daily meal needs
- € Outreach for students who are not logging on

5. The WCCUSD budget is in a clear crisis. What would your process look like to gather the key information you need to make decisions to move the district out of a position of deficit? What key actions would you take locally and at the state and federal levels to improve WCCUSD's fiscal situation?

The state budget is in a great deal of flux given the financial impact of COVID-19. The loss of tax revenue will likely have a significant impact on school funding (potentially as much as \$2,000 per student). Additionally, CA is one of the most underfunded states in the US because of Prop 13. There is a current ballot initiative that seeks to reform Prop 13 and bring additional funds to schools (Schools and Communities First). This will be on the November ballot. There is a second initiative in the works (Full and Fair Funding) that has the potential to continue to increase school funding.

Nationally there are conversations about several relief bills that will work to offset the impact of COVID-19.

There is work for the district to do to advocate for these increased funding measures at the state and national level. Additionally, the district needs to more closely monitor its spending each year. Part of our current local financial situation stems from a lack of proper oversight and overspending. I will work to hold the superintendent and CBO accountable for regular financial reporting. An effective internal auditor is one positive step in the right direction.