1. Describe work you have done with your local, council or state PTA leadership or other state/national organizations that would support the mission, values and purposes of PTA.
   1. As a leader in my county, I have tried to use training to empower our leaders to make better choices. I have helped many locals to understand that power of PTA is in the BOD not any one position. I have mended relationships with our partners and also developed new partnerships within the county. Our goal was inclusion of all schools in our county, and we achieved that by supporting those schools that did not have parent groups.
   2. On a state level, it was important to me to always be communicating a consistent message that represented what our task was from the state board. To ensure that units were provided with support no matter where they were located and make myself available for feedback. Transparent leadership is key and I try to show that in my leadership.
2. Describe how you will ensure the Free State PTA Board of Directors remain transparent and accountable to the membership.
   1. First off, I think that there needs to be a plan for rebuilding our state unit. Once we have a new board in place:
      1. An update should go out on the status of our state unit.
         1. Announcing contact information
         2. Treasurer Report
         3. Minutes from the convention
         4. Welcome letter from the new state BOD (Not just one person)
         5. Training opportunities
         6. Moving forward document that outlines how we will be supporting our units, bylaws update and more
      2. This board needs to understand that communication the first year will be critical to rebranding. Units need to see that we care about Maryland. That is going to require everyone on the new board to work as a team, collaborate, and shed any personal agendas. It also means that leadership of our state board needs to delegate responsibilities so we can be more places at once. We need to celebrate that success and be there to pick what has been left in pieces.
3. PTA has prioritized outreach to the following under-represented constituent groups: families in crisis, English language learners, families in poverty, men, Gen Z/millennial/Gen X-ers generations, immigrants, LTBTQ+, rural/urban families, working parents, and other caregivers/advocates. Have you had personal experience with one or more of these groups, and/or experience in engaging with one or more of these groups? If so, share how this has prepared you to serve these priority populations. If not, how will you prepare to serve these priority populations in the state of Maryland?
   1. This is not an easy fix because we have to understand that if we spread ourselves out too much our presence or involvement is less impactful. The board really needs to decide how they want to support these groups and develop an action plan. In my life, I am a single mom of children that are mixed race. My girls spent the days with their father’s family and by the time they started school, they had a real hard time fitting into the community in Thurmont as they were the ONLY kids of color in the school. My girls were really misunderstood in school because they were both English and Spanish speaking sometimes, they could not answer questions timely and the school thought they had learning problems.
   2. In my lifetime I have lived in rural and urban areas of the country. Growing up I was raised in Southern California in the city, my father was a single dad. We moved around quite a lot because of money issues or new jobs he had gotten. By the time I was in 5th grade I had gone to 5 different schools from Lompoc, Nuevo, Fontana, Colton, and San Bernardino. At one point in my childhood we were even taken to a foster home for a month, where I lived out of a brown paper bag, that contained all my belongings. It’s why I think I have such a passion for children.
4. What is the key to empowering future leaders and cultivating talent? Can you tell us about a time where you demonstrated this quality?
   1. One of the best things you can do to empower new leaders is have passion for what you are talking about and to show caring for what they are talking about. You see I believe you can have great tools, streamlined training, different avenues of learning but without the passion and ability to connect it is not impactful. I know this to true because of the 5 years I was President of PTA Council of Frederick County, everyone came to be on my board because they felt a need to work with me and be part of the passion. I have over the years had many people tell me that my energy is empowering and have asked me to speak at local events about PTA.
   2. Now cultivating talent is much different as you have to be able to guide people in a way that allows them to have control of their responsibilities and feel like a contributing member of the team. To cultivate leadership you need to have a relationship with that person and actually listen to your leaders. I honestly believe that if we leaders listened to understand instead of listening to respond there would be less confusion and fighting. It takes a whole team to move the state unit forward. Local units need to know their state unit is here to support them not punish them for failing.
5. What do you believe is the most critical piece for a nonprofit board in planning for organizational success? Please share an example of when you engaged in such planning.

As President of any PTA I was leading it was important to always lay out the tools we would be using to document our plan. Whether that be plan of work or a committee plan sheet. I believe there are great tools for planning but it is a living document that everyone must understand their part in achieving success. When I started as President for the county, I took a good part of the summer connecting with our partners, locals, and current board members to get their opinion on Council. Nothing was off the table for discussions and my only requirement was we had honest and respectful dialog. I found that a lot of our partners were less then thrilled with passed behavior of board and some were very frustrated that PTA was so vocal in blaming the school system for everything. Conversations were hard even the ones where people that had requests of us were not getting requests filled for weeks because of vacation schedules. All of this feedback was taken to the board and we developed a plan to rebrand PTA Council as the Heart of PTA. We did fun things with locals, we volunteered at events for locals, we walked side by side with them and to this day I still hear about our efforts. Did we do everything single thing we set out to do? NO but we made a difference, we changed how locals and partners saw us and we became a trusted piece of the puzzle. Organizational success is a team effort and everyone is needed to make a positive impact.

1. When you consider committee work that you regard as having been very successful, tell us what you did in planning and execution that made it possible to accomplish the work.
   1. Being part of a committee can be hard work. In planning the work of the committee each member must understand the task we are charged with undertaking. I like to always start with setting the meeting schedule and then go into as a group working on the plan of work. If no plan of work is needed, then we would go through the process that needs to be followed and assign out duties. I always like to have the conversation about keeping what is communicated in meetings or about our task confidential to ensure the integrity of our work. Each member would be responsible for their task and would report back to the committee. The committee chair would write up the reports going to the board and send to all parties on the committee so they are aware of what is being reported on their work. All board feedback would be given to committee members so that together plans can be changed or reworked to provide the best work of the committee.