



# SCHOOL BOARD CANDIDATE QUESTIONNAIRE

## Phoebe Elkins

*Candidate for Crowley ISD, Place 1*

**Please provide any personal background information you would like to share with the employees of CISD.**

I'm Phoebe Elkins, an active member of the Crowley community since moving here in 2016. My oldest daughter started her freshman year in CISD and graduated in 2020 from North Crowley High School. She's now a junior accounting major at Lamar University and Madam President of the Mu Epsilon Chapter of Sigma Gamma Rho Sorority, Inc. I have a vested interest in CISD for many years to come as my youngest daughter is a 2<sup>nd</sup> grade student at June W. Davis Elementary. As a product of public education, myself, I more than understand the impact it can have on life's trajectory.

**What qualifications do you have that would make you an effective trustee?**

I'm a Hospitality Management graduate from the International Aviation & Travel Academy. For the past 20 years, I've been working as a corporate business leader in the travel industry, building high performing teams with diverse cultures and backgrounds. My Leadership career in the travel industry has many similarities to today's education system. I continuously develop and implement policies to meet the ever-evolving needs of large teams in the industry. I'm constantly working creatively to support my staff to ensure they are empowered with the right tools to be successful. My creation of our "Allyship" team within the organization has truly connected our people and the needs of their communities. Leading our team member advisory board has also given me the opportunity to build trust, bridge gaps and ensure our team members feel valued.

As a business leader, a parent, and a taxpayer it is our children and their education, their betterment and ultimately their needs over mine. I understand balancing the needs of our students while leveraging insight from our teachers, parents and community will allow us to align our goals effectively.

**How have you been involved in the district in recent years? (e.g., attended district meetings, served on committees, volunteered)**

As a parent within CISD, I attend school board meetings, volunteer my time for book fairs, teacher support and attend many performances. I'm an active member of Movement City Church in Fort Worth, Texas. I'm the head coach of Crowley Youth Association girls' softball team. I'm partnered with the STS Foundation, graciously hosting a Swedish foreign exchange student this fall. I'm a proud volunteer at the North Texas Food Bank and always committed to giving back to our community.

**What three issues do you think are the most important facing CISD? Please explain.**

1. Teacher Support - Our teachers are truly the backbone of CISD, we need to continue to support them every step of the way. It's clearly important that we continue to bridge the gaps between parents and teachers. Our community members are not always trusting of our teachers to make sound decisions for their students. Undervaluing the work of teachers has caused many to leave the profession. We must retain our best teachers by ensuring they feel valued and heard. Based on our projected growth; hiring, and retaining the best teachers is necessary to our district's overall success.
2. School Safety - Unfortunately, we are at a time where school safety drills are necessary for our teachers and students, the effectiveness of these drills could be a matter of life or death. It is crucial that we continue to prioritize the safety of our students, staff, and families in the community. We must ensure our district is doing everything possible to keep guns and illegal drugs off our campuses. We should also be educating our students about the dangers of fentanyl.



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3. Parent Support - When students go home each day, the state of their home life certainly impacts their education. Many parents are out of touch with today's learning models and strategies which limits their abilities to aid with homework and other learning needs. In many families, parents are focused on trying to make ends meet which means having little to no time to support their child's education, despite their best efforts. Showing compassion and opening our hearts to help our parents is vital to the success of our community. It takes a village!

### **Do you have any specific changes you want to see in the district's curriculum?**

Our district is currently working through the standard curriculum driven by the state. This curriculum meets the needs of our students gaining the knowledge that ensures overall success. I believe our biggest opportunity in this area is to support our teachers who may need to deviate from the structure in which the curriculum is set forth. Our teachers need time to learn, adjust and deliver the curriculum without rigid conditions. Supporting every teacher through their personalized delivery of the curriculum will allow for better engagement overall. We need to trust the delivery of the curriculum and ensure our students are retaining the material through testing.

### **If you get elected as a school board member, how will you support teachers in regard to student behaviors, classroom management, and campus safety?**

This is one of the most crucial tasks as a school board member. We must get into the classrooms and observe student behaviors. Our teachers' voices are loud and clear, we need to listen and act swiftly with behavioral concerns. We must continue to support all safety measures in place at our campuses. Adding a police presence at each campus can be extremely effective in today's climate. Keeping a clear line of communication between teachers, staff, our board, and campus officers can be lifesaving. We must continue to gain feedback on the needs of our teachers in the classroom and follow through with action.

### **Please discuss any other issue you feel is relevant to your campaign for the CISD School Board.**

I'm excited to be a part of the CISD School Board. Bringing a fresh perspective, new ideas and relevant change is always good. I believe in our teachers and our community; we all want the absolute best for the children. I'm ready to get to work and help CISD achieve greatness!