

#2

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 12, 2021 6:11:08 PM  
**Last Modified:** Friday, February 12, 2021 6:46:40 PM  
**Time Spent:** 00:35:31  
**IP Address:** 162.228.150.161

---

Page 1: Survey Information

**Q1**

Candidate name (please enter name as it will appear on the ballot)

Dirk O'Hara

---

**Q2**

Why are you seeking office as a member of the NPS Board of Education? What experience has best prepared you for this position? What do you see as your ROLE in this position?

Why

Public education is the future of everything and there is no more important version of volunteer service than supporting public schools. The desire to serve the community, children, teachers and create the best future for all students is why I seek to continue on the Norman Public Schools Board of Education. Every student deserves an equal opportunity to be prepared and inspired to achieve their full potential. Every student deserves an equitable method to be prepared and inspired to achieve their full potential. The foundation of my success is completely rooted in the primary, secondary and higher public education in Oklahoma. It is imperative that I support, give back, and pay it forward for all of the incredible experiences generated through previous teachers, coaches, instructors, professors, mentors, volunteers, support staff, administration and sponsors.

My wife, Stephanie, is a product of a family dedicated to public education for over 130 years. Both of my in-laws are teachers, as are five other generations of my wife's family. I understand the sacrifices of time away from family, purchasing supplies from a personal savings account, struggling to reach kids who have suffered immense trauma or speak English as a second language, teaching to overcrowded classrooms all while smiling and creating a positive learning environment every day. This makes serving on the board a personal mission. Together we can create a world class setting for our teachers and students and continue to serve their special interests in all we do.

Stephanie and I have a 7 th grade student attending Alcott Middle School and will have two kindergarten students attending Monroe Elementary in the fall.

What

I have worked in a leadership roles with large organizations from the time I was a student in public education. I enjoy and have a passion for working as a team directing nonprofits, for profits, public schools, higher education and religious groups. (Please see question #3) Through those groups I have worked to create dynamic strategic planning, meaningful core values, inspiring missions, and an engaged culture. The same is true for Norman Public Schools. I worked with Dr. Siano and district leadership to create our written strategic plan. During this process we defined our current mission (to prepare and inspire all students to achieve their full potential) and values (Inclusiveness, Integrity, Collaboration, and Optimism) that are our guiding principles today. We measure each of our strategies against benchmarks from our annually updated strategic plan.

Role

As the governing body for Norman Public Schools, the stated responsibilities or role of the school board member is to approve the budget, craft policies, and hire/supervise the Superintendent.

1). Financial oversight - approving the budget, setting bond amounts to be voted on by the public, where to increase spending when there is a surplus (this is almost always used for increases to salaries in Norman as they make up 91% of our total budget), and where to decrease the spending if there is a shortfall.

2). Approving, changing, adding, and/or deleting the policies and procedures for the district. Strategic

planning and long-term goals help determine what is happening with policies and the budget.

3). Hiring, evaluating and developing the Superintendent of schools.

Although the three functions listed are our required duties, advocating in Norman and the Legislature for public schools, its teachers, staff, students, and parents is the overriding role of a board member.

As important as "what" the role is, "how" we perform those actions carries substantial long-term impact and an equal level of importance. The first how is the filter through which we make all decisions – "what will create the best outcome for all the students we serve throughout the entire district." This is extremely important as we are elected by areas of the district but base our decisions on the entire district.

The second how is that all ideas and thoughts are welcome. Diversity in thought and constructive disagreement create the greatest opportunity for informed decisions. We encourage and welcome input from all constituents and have lively debate. Once the decision is made there is not a winner or loser attitude within the board. We are one team and ready to work together on the next task.

The third how is more important in today's world than ever before. We must be flexible, compromise, and be kind in all our actions. Different ideas are not wrong or bad, they are just different and all are valuable.

---

**Q3**

Briefly share your education, employment history, and organization/community involvement.

**Education**

Bachelor of Arts in Letters, Minor in Economics, The University of Oklahoma  
Masters in Business Administration, The University of Oklahoma  
Juris Doctor, The University of Oklahoma – Oklahoma Bar Association #16707

**Employment History**

- February 1999 – Present – Principal/Managing Partner  
Rambling Oaks Courtyard  
Assisted livings and nursing care communities.
- August 2001 – Present – Principal/Manager  
NSC Solutions LLC  
Small business solutions including payroll, A/R, A/P, risk management, human resources, insurance solutions, and legal consulting.
- August 2007 – October 2020 – Member of the Board of Directors,  
Stemedica Cell Technologies, Inc.  
International adult stem cell company.
- March 2011 – Present – Principal, Member of the Board of Directors  
Valir Health  
Post-acute healthcare company including physical rehabilitation hospital, hospice, physical therapy out-patient clinics, and supporting functions.
- June 2014 – December 2019 – Principal, Member of the Board of Directors  
Vision Health  
Post-acute recovery centers specializing in rehabilitation.
- July 2015 – Present – Principal, Manager  
Tribute Memorial Care  
Funeral home and crematorium.
- May 2020 – Present – Principal, Member of the Board of Directors  
Valir PACE  
Program for All Inclusive Care for the Elderly providing healthcare to participants that are 55 and older who qualify for Medicaid.
- Previously owned and operated businesses in hospitality, retail, manufacturing, and addiction treatment.

**Organization/Community Involvement**

- Assisted Living Federation of America (ALFA),  
Chairman's Award, Champion for Seniors in Assisted Living.
- Big Brothers Big Sisters of Oklahoma,  
Past State Board Chair, Former Local Board Chair, Merger Task Force member,

50 th Anniversary Gala Co-Chair with Stephanie, Champion of the Year Award

- Bridges of Norman Inc.

Annual fundraiser – Prom King and Queen with Stephanie

- Harold Hamm Diabetes Center Board of Advisors,  
Board of Advisors, Former Chair and current member.

- McFarlin Memorial United Methodist Church,

Member, and Administrative Council Member, served on Board of Trustees, Faith and Finance  
Committee, Community Outreach Team

- Norman Public Schools

President, Board of Education, six years of service.

- OKCBusiness,

Forty Under 40 2007.

- Oklahoma Assisted Living Association (OKALA),  
Former President, Vice-President and Legislative Chair.

- OU Medical Center Hospital Operations Council,  
Community Member.

- Valir PACE Foundation

Secretary, Board of Directors.

Our family also supports the following:

Alcott PTA

Baby Blessings Ministry

Bethesda, Inc.

Center for Children & Families, Inc.

First United Methodist Church of Tuttle

Food & Shelter, Inc.

Full Circle Adult Day Center, Inc.

Junior League of Norman

Mary Abbott Children's House, Inc.

Meals on Wheels of Norman, Inc.

Monroe PTA

Norman Arts Council

Norman Chamber of Commerce

Norman Public Schools Foundation

Norman Regional Hospital Foundation

Sooner Theatre of Norman, Inc.

The University of Tulsa, Canes Cares

The Virtue Center

Thunderbird Clubhouse

United Way of Norman

Wesley Foundation, The University of Oklahoma

Women's Resource Center, Inc

**Q4**

Why should the educational community support your candidacy?

The educational community should support my candidacy because I listen, observe, ask questions, and have the humility to know I will never know as much about education as the trained professionals. These traits allow me to understand where our constituents have concerns and may not understand the world of education while also bridging the gap between requests from parents to our schools. I understand the importance of supporting all levels of our education team by discussing education in my daily interactions. I enjoy creative problem solving and working toward the best possible win/win solutions. When teachers have contacted me with concerns, I have worked until we reached a resolution. I am extremely proud of work we do within Norman Public Schools by all involved. Our teachers are making the world a better place every day one child at a time.

---

**Q5**

In the last year, how many times have you visited a Norman Public School classroom and/or attended an NPS sponsored function or event? Please provide examples.

I enjoy attending as many NPS activities and functions as possible during the year. In deference to the pandemic and risk of the Coronavirus, I have limited in person and in school contact. I reviewed my calendar from February 1, 2020 through January 31, 2021 and there were 50 weeks with a least one scheduled NPS activity. Most included multiple events per week as there were over 90 listed (many more not listed). Typical activities plus scheduled events attended include:

Senior Celebration, Dimension Academy  
Site Selection and Planning, Dimensions Academy  
Opening Ceremony & Tour beginning the school year, Dimensions Academy  
Ribbon Cutting, Dimensions Academy  
Back to School Convocation, Norman Public Schools  
New Teacher Induction Breakfast, Norman Public Schools  
Teacher of the Year breakfast, Norman Public Schools  
Celebration of Excellence, Norman Public Schools  
5th Grade All City Vocal Performance, Norman Public Schools  
Partners in Education with the Norman Chamber, Norman Public Schools  
State of the Schools with the Norman Chamber, Norman Public Schools  
Hall of Fame Inductees lunch, Norman Public Schools Foundation  
Learning Bus, NPS and Norman Public Schools Foundation  
Strategic Planning with Norman Public Schools Foundation  
Diversity Enrichment Council monthly, Norman Public Schools  
Board member meetings with Dr. Migliorino monthly, Norman Public Schools  
Weekly and many times daily communication with Dr. Migliorino  
Meeting with various leadership positions, Norman Public Schools  
Bond update meetings, Norman Public Schools  
Strategic Planning meetings, Norman Public Schools  
Superintendent's Teacher Leadership Council, Norman Public Schools  
Superintendent's Student Leadership Council, Norman Public Schools  
Legislative Breakfast, Norman Public Schools  
Meetings with Legislators, Norman Public Schools  
Meeting with Construction Management Companies, Norman Public Schools  
Meeting with Architects, Norman Public Schools  
Parents meetings, phone calls, emails, Norman Public Schools  
Breakfast of Champions, Norman High School  
All School Pep Rally, Norman High and Norman North High Schools  
Football Games, Norman High and Norman North High Schools  
Basketball Games, Norman High and Norman North High Schools  
Oklahoma Secondary School Boards Association Conference and continuing education  
National School Board Association conference  
National School Board Association Advocacy conference, Washington DC  
Jog-a-thon, Monroe Elementary  
Good Morning Monroe, Monroe Elementary  
Family Fun Night, Monroe Elementary  
WatchDOG volunteer, Monroe Elementary  
Holiday class parties throughout the year, Monroe Elementary  
Art Auction, Monroe Elementary  
Super Kids Day, Monroe Elementary  
Meet with Principal, Counselor, and/or various teachers, Monroe Elementary  
Teacher Luncheon for Alcott Middle School  
Meetings with the Principal, Alcott Middle School  
Football games, Alcott Middle School  
Basketball games, Alcott Middle School

**Q6**

What, in your opinion, are the top unmet needs of our public school system?

- 1) Sustainable and predictable funding at adequate levels to deliver our mission.
  - 2) A defined and clear path for teachers to increase compensation in addition to education levels, years of service and step raises. Competency levels for teacher training needs to be developed into categories. For example, teachers who complete level one of professional development (by Norman Public Schools) would receive an increase in compensation. These levels would increase to a master level teacher as defined by Norman Public Schools.
  - 3) Diversity of teachers who mirror the population of students.
  - 4) A constant supply of the best and brightest teachers from the universities choosing Norman Public Schools as their career destination.
  - 5) A comprehensive system to identify, support, counsel, and effectively treat all mental health and trauma issues with professionals in conjunction with NPS.
  - 6) Lowering the class size and/or supplying additional teaching resources in the classroom.
  - 7) A complete safety and security model utilizing technology to monitor all schools and campuses across the district.
-

**Q7**

What are your top three (3) priorities for Norman Public Schools? How would you address these priorities?

The top two unmet needs above are a direct response to funding and will be answered in question 8. Beginning with the third unmet need as the first of three top priorities.

- 1) Diversity of teachers who mirror the population of students. Creating the position of Executive Director of Diversity, Equity, and Inclusion, held by Stephanie Williams, was the first step in addressing this issue. Now we must identify each position that is needed to create the balance between our student population and teaching team. All education begins with relationships. When you are taught by someone who looks like you or has a similar background as you, then relationships develop faster and deeper. The relationships create positive teaching outcomes that increase at a more rapid rate.
  - 2) Once we identify the gap and define the need within our teachers, then we address this priority along with the second priority in the same manner. Diversity of teachers and a constant supply of the best and brightest teachers choosing Norman Public Schools as their career destination will only happen with an intentional strategy of recruiting, interviewing, evaluating, hiring and training. I have and will continue working to bring best in practice models for each of these areas.
    - a. Recruiting – having a deep and diverse applicant pool is not a sign a great recruiting. We must be identifying the diverse top of class students while they are still in college with a comprehensive college recruiting program. This program begins with strong relationships with professors and department heads in the College of Education at selected universities.
    - b. Next, we must employ the best interviewing skills using behavior based models that are taught and practiced by all who are involved.
    - c. While teaching these skills, evaluating models will be implemented at the same time. These systems exist in nonprofit and for-profit organizations. We only need to translate them into education and begin.
  - 3) A comprehensive system to identify, support, counsel, and effectively treat all mental health and trauma issues with professionals in conjunction with Norman Public Schools. We need to invite the Cleveland County Health Department, Oklahoma State Department of Mental Health and Substance Abuse Services, and the Oklahoma State Department of Health to work directly with our students within our walls during school hours. By the time a student leaves class, drives to see a counselor at a private office or health department, sees the professional, and drives back to school (this assumes there is someone who is available to drive them), they have spent more time in transit than in counseling. We can create space within our buildings for already employed professionals to help our kids who are suffering. We have learned that bringing healthcare into our buildings give access to those who need it the most. It is time to do the same thing for mental healthcare.
-

**Q8**

What is your view of privatizing or outsourcing positions currently filled by NPS employees (i.e: School Custodial Services/Child Nutrition Services/Substitute/Guest Teachers).

It depends on the situation and the opportunity. If a company specializes in custodial services or child nutrition and can better serve our students, then it makes sense to use them (Sodexo currently provides these services for Norman Public Schools). The employees are needed to perform the job duties regardless of the name on their paycheck. Norman Public Schools pays for the services either internally or externally. Schools are tasked with doing so many different services all at the same time for the same students. Each of these services is changing rapidly with technology, systems, and processes. The learning curve to maintain basic knowledge is getting steeper and subject matter expertise or companies that specialize in certain services are immensely helpful. Can you imagine if NPS started its own construction company or architect firm? We do not have the expertise and do not need the expertise. There are many companies who can accomplish our design and construction with our oversight. This is occurring right now through our bond process. Large organizations, either nonprofit or for-profit are filling this gap by being the leader in providing services to public schools.

There are other options as well that I believe should be studied. We have over 500 school districts in Oklahoma. Which means we have over 500 different ways to provide custodial services, child nutrition, busing, security, building maintenance, etc. Each district gets to make the best decisions for its constituents. Imagine if all districts worked together on a busing plan that crossed district lines. A plan that allowed better negotiation for bus purchasing, driver recruitment, maintenance, parts purchasing, and safety training. Do we need over 500 different plans to accomplish the same task of safely transporting students? Not long ago best practices could be shared and replicated fairly easily between districts. Technology makes this much more difficult to achieve. Not the technology used to communicate between districts, as it is good and getting better. However, the technology used to optimize services are difficult to replicate between districts and many smaller school districts may not be able to afford the latest software needed to be efficient.

---

**Q9**

What is the role of a member of the NPS Board of Education in securing funding for our school district?

- 1) Advocating at all levels for public school funding. As the legislature turns over more often than any other time in our history, school board members must continue to educate Legislators about the importance of funding our public schools to the appropriate levels. Explaining how the costs to educate all students regardless of their circumstances requires layers of support and expertise. Whether it is special needs, gifted and talented, or all other students the investment in our public schools becomes a positive multiplier on any measurement tool.
- 2) Being creative in finding efficiencies for the funding that is available. Equitable funding across Oklahoma is a baseline standard that proclaims we care about all students in our state. Equitable funding is not enough. Equitable access to opportunity must also be required. Norman Public Schools donates over \$40 million into the formula for use by other districts across the state. It is unacceptable that there are counties (not just districts) without higher level mathematics or science teachers. It is time for the 280 school districts that are class A and smaller to work together and provide equitable opportunities for their students. This is not consolidation, losing identities and histories, but working together to give all students the same opportunities they may have at Norman, Edmond, Jenks and Union. We all get better when the most challenged school district can offer better outcomes for their students. When districts work together, we will find more and more funding efficiencies.
- 3) Protecting the funding sources from egregious waste by using taxpayers' funds to pay teachers or parents to recruit more students for certain charter schools. We must educate all constituents of the unequal playing field that has been created for bricks and mortar schools compared to online charter schools. Every dollar that goes into a certain charter school creates \$.10 to a management company that for years had no employees. The same management company is paid tens of millions of dollars to "manage" a charter school that pays more to teachers and parents to recruit additional students to the district. This is taxpayer waste at best and all taxpayers need the facts to help arrive at a solutions.
- 4) Presenting the best bond package to our local taxpayers. Besides increasing enrollment, bond packages are the best opportunity to raise funds for our schools. Before the last bond election, we survey all of our constituents to determine the best use of bond funds.

---

**Q10**

What concrete steps do you advocate to increase citizen and parental involvement/support for our school system?

During our first strategic planning process I advocated for the use of surveys for teachers, parents, and any other constituent. We began using them and need to continue to have a regular mechanism of input from our teachers, parents, and constituents. Many times you receive feedback on the really good areas or one with negative outcomes. This information is invaluable to a process and culture of getting better every day. Most large organizations incentivize or pay for customer opinions. We can continue to be consistent with our surveys and display the information gathered in the aggregate.

I have advocated for a complete volunteer system within NPS. This system would need additional team members to execute. I recommend at least one full time volunteer coordinator at each school site and a lead volunteer coordinator at the ACS. In addition to the current standards when onboarding a volunteer, they would also be required to attend formal training before volunteering. We currently limit the number of volunteers utilized due to the difficulty of managing, leading, and directing the volunteers. Site leadership may not have the time to complete their current duties much less manage different volunteers, at different times, wanting to help in different areas. Our volunteer system would define the needs within each school, create the program/curriculum to meet the need, and then recruit the volunteers that match the program. Yes, this is a lot of time, energy, and effort to create but only then can we match the untapped volunteer potential of citizen and parental involvement in Norman.

---

**Q11**

How should the effectiveness of programs and initiatives in NPS be determined?

All programs and initiatives need a clearly defined measurements before being implemented. Yes, this is easier than it sounds but a below average measurement tool is better than no measurement tool. If the program is designed for teachers, then teachers should have direct input in determining the effectiveness. The same applies for students, support staff, parents and community partners. It is imperative to step back at least annually and ask why are we using a certain program. Do we see better outcomes or would we even notice if the program was removed? At the end of the day, does the program further our mission – to prepare and inspire all students to achieve their full potential. Does it help increase our graduation rates, test scores, morale, creativeness, or school pride?

---

**Q12**

If elected, what types of relationships do you plan to maintain with the groups that represent the employees in our school district?

I want to exceed the expectations of the groups that represent the employees, the employees directly, the students, the district leaders, and any other constituents. By exceeding their expectations, we create the best possible chance for a positive relationship. The key to board member relationships is for board members to facilitate communication between people or groups who can generate solutions and/or change. Board members can do nothing directly as that is not our role. However, we can work with and for employee groups by listening, problem solving, and getting the right people in the room to make decisions. Over communicating and writing clear expectations solves most issues and is fundamental for progressive organizations. I will continue to commit to these relationships using our core values: inclusiveness, integrity, collaboration, and optimism.

---

**Q13**

Recruiting and retaining high-quality employees is critically important to our success as a school district. Please describe your plan for recruiting new instructional staff and for keeping our experienced staff within our district.

Please refer to questions 6 and 7.

---

**Q14**

If education funding was not an issue, what existing NPS district programs/initiatives would you modify in some way (either eliminate, scale back, ramp up, or add)? Why?

The first step would be increasing salaries for all team members (teachers and staff) to the equivalent regional average. Next would be developing the teaching levels for additional salary opportunities. Once our current compensation was adjusted properly, we would then recruit and hire additional teachers to reduce class size. With the reduction in class size, our school counselors will have the time to create proactive plans at each site. If necessary, we will lower the student to counselor/administration ratio. If they need additional resources, then the “funding is not an issue” will cover them. We have now created a new baseline for all our current systems. Next, we can hire the Executive Director for Volunteer Services and Volunteer Coordinators at each site. We can also partner or hire mental health professionals at each site. We will create world class security and safety measures along with best in class technology training for students, teachers, and even parents/guardians. Schools would be open at night for adult education, parenting classes, financial planning and well as senior services and activities.

---

**Q15**

How would you work to reduce class size across our district?

The ability to estimate the student population living in the area of each school site allows for the best planning to reduce class sizes. We must continue our plan to reduce and restrict student transfers from kindergarten through 8th grade. We are unable to reduce class size if we do not have an extra classroom in a growing school. Squeezing the budget and reducing the fund balance when available will also allow us to prioritize the teaching resources needed to reduce class size.

## Page 2: Issues in Education

**Q16**

As an NPS Board of Education member....

I commit to working together to develop a plan to end socioeconomic and racial segregation.

**Yes - I support the idea represented in the provided statement.**

I commit to supporting better relationships and engagement by working together with the schools in my district to ensure students and teachers have a voice in issues that matter to them.

**Yes - I support the idea represented in the provided statement.**

I commit to working with district leadership and educators to ensure teaching and student programs provide personalized support, especially to those who have special needs, and minority identities (like English-Language learners, students from diverse racial backgrounds, and LGBTQ+ students).

**Yes - I support the idea represented in the provided statement.**

I commit to working with school leadership and certified/support staff to provide creative, accessible avenues for parents and community members to support schools and children.

**Yes - I support the idea represented in the provided statement.**

I commit to working with schools to ensure both students' and employees' mental and emotional health needs are supported.

**Yes - I support the idea represented in the provided statement.**

I commit to partnering with and supporting community organizations to ensure children can access mentoring, field trips, and early childhood education.

**Yes - I support the idea represented in the provided statement.**

I commit to prioritizing funds for capital expenses to make sure all school facilities are safe and healthy learning spaces, and ensuring there is a long-term plan to keep them that way.

**Yes - I support the idea represented in the provided statement.**

I commit to ensuring current school system funds are being spent efficiently.

**Yes - I support the idea represented in the provided statement.**

I commit to advocating, alongside educators and supporters of public education, on legislative issues

**Yes - I support the idea represented in the provided statement.**

**Q17**

Please use this space to explain any of your answers to your above support/opposition.

As stated earlier, all students deserve an equal opportunity and an equitable method to achieve their full potential. I am a firm believer in mentors for students and teachers. We all can learn so much from those who have walked before us. I have seen the world change for many, many kids through the power of mentorship through Big Brothers Big Sisters.

---

**Q18**

Additional issues in education...

Additional Title I Funding	<b>Yes - I am in support of this topic in education.</b>
Additional funding for the Individuals with Disabilities Education Act (IDEA)	<b>Yes - I am in support of this topic in education.</b>
Investment in early childhood education	<b>Yes - I am in support of this topic in education.</b>
Investment in teacher mentorship programs for early career educators (those within their first 5 years of teaching)	<b>Yes - I am in support of this topic in education.</b>
Providing incentives for teacher preparation programs to emphasize recruiting and retaining candidates from under-represented groups to expand diversity	<b>Yes - I am in support of this topic in education.</b>
Investment in funding for the National Board for Professional Teaching Standards	<b>Yes - I am in support of this topic in education.</b>
Providing recruitment incentives over incremental periods for educators and education support professionals who maintain employment with the district	<b>Yes - I am in support of this topic in education.</b>
Expanding federal loan forgiveness programs for those who choose public service careers in education	<b>Yes - I am in support of this topic in education.</b>
The right for public education employees to engage in collective bargaining	<b>Yes - I am in support of this topic in education.</b>
The right of the bargaining unit to address the content and/or delivery of professional staff development during contract negotiations	<b>Yes - I am in support of this topic in education.</b>
The right of the bargaining unit to address the use of non-instructional days during contract negotiations	<b>Yes - I am in support of this topic in education.</b>
The right of the bargaining unit to address curriculum during contract negotiations	<b>Yes - I am in support of this topic in education.</b>
The right of the bargaining unit to address the school calendar during contract negotiations	<b>Yes - I am in support of this topic in education.</b>
Holding charter schools, including online charter schools and for-profit charters, to the same standards of transparency as all public schools	<b>Yes - I am in support of this topic in education.</b>
Holding charter schools, including online charter schools and for-profit charters, to the same standards of accountability as all public schools	<b>Yes - I am in support of this topic in education.</b>
Private school vouchers or tuition tax credits/education savings accounts	<b>No - I am in opposition of this topic in education.</b>
Merit pay for education support professionals, educators, and administrators	<b>Yes - I am in support of this topic in education.</b>
Use of student data (i.e. test scores) in teacher and principal evaluation	<b>No - I am in opposition of this topic in education.</b>

**Q19**

Please use this space to explain any of your answers to your above support/opposition.

Teacher mentors should be available for the first 10 years as desired by the teacher. The bargaining unit should have input in all of the areas listed during the school year in addition to the contract negotiations. It is much easier to solve these issues before formal negotiations. Fund public schools to the level needed before discussing vouchers. All data, if used appropriately, is useful in evaluations. Data points are just that – single points of data. If a test score is the main focus then it should not be used in an evaluation.

---

**Q20**

Is there anything else that you would like us to know?

I have served many organizations over my lifetime. I have never worked as hard and enjoyed the time spent as much as I have with Norman Public Schools. I have tried my best to make the greatest decisions for our teachers, students and constituents through the toughest times in recent history for public schools. All of these difficulties have increased my passion to continue to serve on the board. Frustrating an entire community with decisions that determine the future success of students and the health of our population continues to weigh heavily on me. Many people have stood at our meetings demanding leadership for their spoken cause. I have listened to each one with an open mind and the intent of being flexible, compromising and treating everyone with kindness. If elected, I may be the only board member with students attending Norman Public Schools after May 2022. We currently have over 75 years of experience, Norman Public Schools Board of Education experience, serving on the board. If elected, it is also possible that I may be the longest serving board member by the end of my next term. There is a huge responsibility to continue the incredible culture of our board. I will accept this incredible task and vow to give all I have available. It is an honor to serve our teachers, students, and community.

Please let me know if I can answer any other questions or explain anything written above. I apologize if I have missed any typographical errors.

The opportunity to answer your questions is greatly appreciated.

Thank you,

Dirk O'Hara

---