MEMBER FName	MEMBER LName	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	HOMEOWNER	RACE	SEX	AREA	OCCUPATION
Joyce	**Brown**	joyce@equinoxenvironmental.com	04-01-21	02-28-17	1	City	H	W	F	West	Operations Manager Equinox
Patricia	**Griffin**	pptg4@msn.com	04-01-21	02-28-17	1	City		AA	F	South	
Shaunda	**Sandford (Chair)**	ssandford@fpscorp.com shaunda.sandford@acsgmail.net	04-01-23	03-24-15	2	City		AA	F	Central	Qualified Mental Health Professional
Martha L.	**Geitner**	marthageitner@gmail.com	04-01-23	03-24-15	2	City	H	W	F	North	Retired
James	**Carter**	james.calvin.carter@gmail.com	04-01-21	03-26-19	Unexp.	City	H	AA	M	Central	Community Outreach Represenative UnitedHealthCare

Council Liaison: Gwen Wisler
Admin liaison: Kimberly Jones <kimberly.jones@acsgmail.net>

SCHOOL BOARD

Name	Male	Female	Black	White	Other	North	East	South	West	Central	City	County	Homeowner
Brown		X		X					X		X		H
Griffin		X	X								X		
Sandford		X	X							X	X		
Geitner		X		X		X					X		H
Carter	X		X			Central					X		H

Asheville City Board of Education - Resource List

APPLICANT FName	APPLICANT LName	Email	SUBMITTED APPLICATION	AVL SCHOOL DISTRICT	HOMEOWNER	RACE	SEX	AREA	OCCUPATION
Abby	**Crahan**	crahanam@gmail.com	07-10-20	Y	R	W	F	Central	Teacher Evergreen Community Charter School
Jennifer	**Farmer**	jennifer@jenniferfarmer.net	01-15-21	Y	H	W	F	North	Psychiatrist, Section Chief VA Medical Center
Jacquelyn	**Carr McHargue**	jmchargu@unca.edu	01-15-21	?	R	W	F	North	Dean of Students UNC-Asheville
CJ	**Breland**	cjbreland@gmail.com	01-15-21	Y	H	W	F	West	Retired
Patricia	**Griffin**	pptg4@msn.com	01-19-21	Y	H	AA	F	North	Retired
James C.	**Carter**	james.calvin.carter@gmail.com	01-20-21	Y	H	B	M	Central	DSNP Community Outreach United Healthcare
Libby	**Kyles**	libkyles@gmail.cp,	01-21-21	Y	R	B	F	Central	Principal Consultant Changing LENS Consulting
Joyce	**Brown**	joyce.brown@acsgmail.net	01-23-21	Y	H	W	F	West	Operations Manager Equinox Environmental Consultation & Design

Asheville City Board of Education - Resource List

APPLICANT FName	APPLICANT LName	Email	SUBMITTED APPLICATION	AVL SCHOOL DISTRICT	HOMEOWNER/ RENTER	RACE	SEX	AREA	OCCUPATION
Pepi	**Acebo**	unitblocks@gmail.com	01-27-21	Y	R	H	M	West	Owner Carolina Pratt Unit Blocks
Katherine	**Hyde Hensley**	katherine@katherinehydehensley.com	01-31-21	Y	H	W	F	West	School Based Therapist MAHEC Psychiatry and Mental Wellness
Michele	**Delange**	mdelange@uncc.edu	01-31-21	Y	H	W	F	North	Grad Student - Urban Education
Peyton	**O'Conner**	peyton.z.oconner@gmail.com	02-01-21	Y	H	W	NB	Central	Director Buncombe County Recreation Services
Stephen J.	**Blount**	blount.stephen@gmail.com	02-01-21	Y	R	B	M	Central	Juvenile Court Counselor NCDPS - Div. of Juvenile Justice
Tiffany	**Flunory-DeBellott**	tiffanydebellott@gmail.com	02-01-21	?	R	B	F	Central	Program Director Asheville City Schools Foundation
Kate	**Fisher**	4brewfish@gmail.com	02-01-21	Y	H	W	F	Central	NR
George	**Sieburg**	georgesieburg@gmail.com	02-01-21	Y	H	W	M	North	Dir. of Finance, Operations & HR Homeward Bound

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board of Education

Your name: Pepi Acebo Home Phone #: 828-450-0185

Street address: 119 Richmond Ave City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Carolina Pratt Unit Blocks

Your position: Owner Office Phone #: 828-419-0850

Resident of City Asheville County Buncombe Race Hispanic * Gender Identity: (non-trans) man *

Are you a Homeowner or a Renter? * Renter Age: 50

Residence location (check one): Central _____ North _____ South _____ East _____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: I manufacture OEM preschool equipment. I serve president of a PTO which I would resign. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am applying to serve on the Asheville City Schools Board of Education because of my commitment to improve opportunity and outcomes for all students, and my first hand view of the deepening crisis of governance, finance, and transparency in Asheville City Schools.

Since 2014, I have attended nearly every Board of Education meeting, including Regular Meetings, Work Sessions, Special Sessions, and Board Retreats. This experience allows me to recognize inconsistencies and issues in governance and transparency, and avoid potential unintended consequences of proposed program and policy changes.

Please see my attached cover letter, work and educational experience, and listing of relevant public service.

Thank you for your consideration of my application to serve on the Asheville City Schools Board of Education.

eSigned via SeamlessDocs.com
Pepi Acebo
Key: df7f8721a9fe98f4d2aa1f402f0fcb67f8

Signature: _____

Date: 1/26/2021

E-Mail: unitblocks@gmail.com

Fax #: _____

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Greetings, Mayor Esther Manheimer, Vice Mayor Sheneika Smith, and Council Members Gwen Wisler, Antanette Mosley, Sandra Kilgore, Sage Turner, and Kim Roney –

I am the proud father of a 7th grader at Montford North Star Academy, which is located on the William Randolph campus and is an Asheville City Schools public middle school focused on interdisciplinary, vocation-facing, project-based learning. My daughter also attended Isaac Dickson Elementary and Hall Fletcher Elementary. Her older sister attended Isaac Dickson Elementary, Asheville Middle School, and Asheville High School. I live within the Asheville City Schools district and have spent more than thirty years volunteering and growing relationships in Asheville and Buncombe County. I care deeply about our schools and our community.

I am applying to serve on the Asheville City Schools Board of Education because of my commitment to improve opportunity and outcomes for all students, and my first hand view of the deepening crisis of governance, finance, and transparency in Asheville City Schools.

At the moment, the Asheville City Schools district is facing challenges on multiple fronts. Beyond Covid-19, we face a preexisting condition of discouraging out-of-district enrollment (dropping from 4700 to 4100 students in the past four years under current Board leadership), chronic staff turnover at many of our schools and central office, and a potentially terminal imbalance between income and expenses. Looking into the future, we face a scarcity of land for new school construction within the district, a shortage of quality preschool programs to support early literacy success, and a lack of affordable housing for ACS staff and families.

Since 2014, I have attended nearly every Board of Education meeting, including Regular Meetings, Work Sessions, Special Sessions, and Board Retreats. I am deeply familiar with the needs of the Board, including the limits and benefits of Policy Governance, Robert's Rules of Order, and North Carolina's Open Meeting requirements. This experience allows me to recognize inconsistencies and issues in governance and transparency, and avoid potential unintended consequences of proposed program and policy changes.

I will continue to advocate for quality public education to meet the needs of all students in every community in Asheville. Thank you for your consideration of my application to serve on the Asheville City Schools Board of Education. Enclosed is a personal narrative of my experience and a resume of related public service.

I look forward to answering any questions you might have and hearing your concerns and insights.

Yours in service,

Pepi Acebo

119 Richmond Ave
Asheville, NC 28806

Pepi Acebo, 119 Richmond Ave, Asheville, NC 28006 1/26/2021

Work History and Educational Perspective

My educational and work background is diverse. As a student at Warren Wilson College, a work-service-learning college in Buncombe County, I studied peace studies, environmental studies, accounting, horticulture, economics, international trade, and communication design. I served as a human shield with Witness for Peace in Guatemala and travelled to New York to meet with the Permanent Representative of Palestine to the U.N. I started a student-run cafe that is still operating and separately rose to the position of student supervisor of the Plumbing Crew. I worked as a large scale vegetarian and general food service cook at several colleges and educational institutions. I left Warren Wilson to work as a graphic designer and multimedia hired gun for several advertising agencies. I then founded and operated an advertising and graphic design firm for outdoor industry manufacturers, businesses, and educational organizations.

Coming out of the last economic downturn in 2010, I started my own small manufacturing business making the world's highest quality standard unit blocks and OEM wooden preschool items for one of our nation's largest preschool supply companies. My products are in Head Start programs, public and private childcare centers, military bases, and even the U.S. Capitol Visitors Center. It is a business I started with $1600 saved while on unemployment insurance.

My interest in education, particularly early literacy and early childhood education, is decades long and ongoing. After training with an international leader in early childhood education and approaches to discipline, I served as a camp and retreat director for several non-profits in the U.S. and Canada. I earned a North Carolina Early Childhood Credential to be a lead preschool teacher when my daughter was a toddler. I also taught my daughter to read prior to kindergarten and volunteered for several years as a Reading Tutor with a local early literacy non-profit serving Asheville. Like many students of my era, I personally struggled to learn to read using organic Whole Language approaches until my parents added tutoring in Phonics. When I undertook teaching my own child to read, I researched proven methods and best practices in early literacy instruction, personally making data-driven decisions for my child and using positive, measured approaches to discipline.

As a middle and high school student, I benefited from a Montessori foundation. I regularly tested in the top percentile, won the first MathCounts competition in my state (with three teammates), and participated in TIP summer programs at Duke University. I also struggled with a disruptive homelife, a traumatized immigrant parent, and homeless due to foreclosure at age 17.

As an Asheville City Schools parent, I have been active in advocating for all students, teachers, and families, working with community members and community leaders on many projects, with four years of service as vice-president of the Isaac Dickson Elementary PTO and two years of service as president of the Montford North Star Academy PTO.

My background and experience gives me a diversity of insight into specific and systemic barriers to success for students and staff in Asheville City Schools. The most important lesson that I've

learned is that the smartest person in the room is not as smart as everyone in the room working together and that the minority viewpoint almost always has a wisdom that the majority is missing.

My interest in the Asheville City Schools Board of Education started my daughter's kindergarten year, in 2013-2014, after I witnessed non-productive approaches to discipline counter to my training, including more than one developmentally delayed kindergartener being dragged down a school hallway by more than one staff member, which indicated a systemic failure. I spoke with principals, central office administrators, and eventually assistant superintendents and superintendents to advocate for policy changes to support annual teacher-driven training for all staff to create school-wide cultures with constructive approaches to discipline.

My experience has been that our most vulnerable students and our students of color suffer most when discipline is inappropriate, ineffective, or excessive. Providing more teacher-selected verbal and conceptual tools for staff to address behavior and emotional issues does more to provide a successful learning environment that eddicts to reduce office referrals, shaming teachers who achieve more than a year's growth for students not meeting benchmarks, or attempts to shuffle the enrollment and staffing deck chairs to make demographic numbers look better.

My hope is that the Board will focus more on securing the support that students, families, staff, and programs need to close testing, achievement, and opportunities gaps – and less on the latest disruptive fad or reorganization. For many years, Asheville City Schools district has jumped from initiative to initiative without allowing programs to be successful. In a chaotic environment, stability can be a disruptive technology and an agent of change.

While there are budgetary challenges for Asheville City Schools, I do not believe education is a zero-sum game, requiring winners and losers. I don't settle for an attitude of scarcity. I look for partners and solutions because the pie is as big as we, together, can dream it.

Public Service and Related Experience

- Attended almost every Asheville City Schools Board of Education meeting since August of 2014, including Regular Meetings, Work Sessions, Special Sessions, and Board Retreats; also served on various ad hoc committees and on the ACS calendar committee for six years
- Served four years as vice-president of the Isaac Dickson Elementary Parent-Teacher Organization (PTO)
- Served two years as president of the Montford North Star Academy Parent-Teacher Organization (PTO)
- Supervised volunteers and contractors to install three grant-funded shade structures and twenty large ADA-compliant picnic tables at Isaac Dickson Elementary and Montford North Star Academy
- Earned the North Carolina Early Childhood credential
- Volunteered twice weekly with Read2Succeed Asheville/Buncombe for three years
- Manufactured OEM preschool equipment as a business owner for the past ten years
- Served four years as the first secretary of the board of the Unitarian Universalist Congregation of the Swannanoa Valley, including the fundraising campaign and purchase of property at 500 Montreat Rd and the hiring of the first two ministers and first two religious education coordinators
- Served as director and president of the board of the Southeast Unitarian Universalist Winter Institute, Inc., in Miami (now Mid-Florida)
- Served as director of Unicamp of Ontario
- Served as assistant director of Unirondack
- Served as first-timer's camp director (a program for the youngest children) at the Mountain Retreat & Learning Centers
- Served as vice-president of the Council of Unitarian Universalist Camps and Conferences (United States and Canada)
- Earned Wilderness First Responder and Waterfront Lifeguard certifications (expired)
- Owned and operated an advertising agency and graphic design firm serving outdoor gear manufacturers, businesses, and educational programs
- Volunteered as a human shield with Witness for Peace in Guatemala
- Rose to student crew supervisor, Plumbing Crew, Warren Wilson College
- Founded Sage Café, Warren Wilson College
- Served as vegetarian/vegan food service cook at several educational institutions and retreats including Warren Wilson College, Reed College, and North Carolina Outward Bound School

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City School Board

Your name: Katherine Hyde Hensley Home Phone #: 828-333-2042

Street address: 45 Lucerne Ave City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: MAHEC Psychiatry and Mental Wellness

Your position: School Based Therapist Office Phone #: 828-767-5522

Resident of City yes County Buncombe Race white * Gender Identity: (non-trans) woman *

Are you a Homeowner or a Renter? * Homeowner Age: 47

Residence location (check one): Central _____ North _____ South _____ East _____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am passionate about our future. My goals include strengthening families, healing our differences, and inspiring our children to grow and contribute to our unique community. I am of and from our community and a member of the Asheville High graduating class of 1990. Since my childhood, I have lived in north, west, and in central Asheville. My three children have attended Asheville City Schools their entire lives. My eldest graduated from SILSA last year and is perusing a technical certificate at Nashville Deisel College. We also have an AHS junior and a rising SILSA freshman seeking an education with ACS. Currently, we live in a mixed-income neighborhood in 28806.

I feel that I am a strong candidate for the ACS schoolboard based on my 25 years of commitment to Buncombe County evidenced by my advocacy for increased access, equity, and empowerment including inclusion for all people across our city. My expertise ranges from Director of New Choices at the YWCA, advocacy and education in the Emergency Department, and most recently as a Mental Health provider to adolescents and families at North Buncombe High School. I have a strong background in child development, family systems, and positive parenting prevention. My experience on the Women's Service line at Mission Health offered me negotiation skills in health advocacy and risk reduction. Working in the community I am keenly aware of the social and economic challenges our families are

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Katherine Hyde Hensley (Signed via SeamlessDoc.com, Key: d776721a9fe08f4d2aa1f4027d6c5d78)

Date: 1/31/2021

E-Mail: katherine@katherinehydehensle

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

KATHERINE HYDE HENSLEY

Licensed Clinical Mental Health Counselor #A15473
828-333-2042 katherine@katherinehydehensley.com

1/31/2021

Dear City Council,

I am passionate about our future. My goals include strengthening families, healing our differences, and inspiring our children to grow and contribute to our unique community. I am of and from our community and a member of the Asheville High graduating class of 1990. Since my childhood, I have lived in north, west, and central Asheville. My three children have attended Asheville City Schools their entire lives. My eldest graduated from SILSA last year and is perusing a technical certificate at Nashville Deisel College. We also have an AHS junior and a rising SILSA freshman seeking an education with ACS. Currently, we live in a mixed-income neighborhood in 28806.

I feel that I am a strong candidate for the ACS schoolboard based on my 25 years of commitment to Buncombe County evidenced by my advocacy for increased access, equity, and empowerment including inclusion for all people across our city. My expertise ranges from Director of New Choices at the YWCA, advocacy and education in the Emergency Department, and most recently as a Mental Health provider to adolescents and families at North Buncombe High School. I have a strong background in child development, family systems, and positive parenting prevention. My experience on the Women's Service line at Mission Health offered me negotiation skills in health advocacy and risk reduction. Working in the community I am keenly aware of the social and economic challenges our families are facing. As a mental health clinician, I am skilled in compassionate and honest language in hopes of addressing the achievement gaps we are facing.

I have a BS in Public Health and Child Development as well as an MS in Clinical Mental Health. My role as a therapist has allowed me to interface with multiple mental health agencies, the Dept of Juvenile Justice, the Dept of Hand H Services, and all MAHEC services lines. As a Licensed therapist and clinical addiction specialist, I have an enhanced view of the social, economic, and systemic barriers our city residents face in their life. If appointed to the ACS school board I will make a long-term commitment to equality, education, and balance for the future cougars in Asheville.

Sincerely,

Katherine Hyde Hensley MS. LCMHC A

Katherine Hyde Hensley

KATHERINE HYDE HENSLEY

Licensed Clinical Mental Health Counselor #A15473
828-333-2042 katherine@katherinehydehensley.com

PROFESSIONAL SUMMARY

Mental Health Clinician committed to increasing the client's independence, personal growth for a broad spectrum of clients with disabilities, and social challenges. Passionate about serving diverse, vulnerable individuals, with person-centered care plans, evidence-based interventions, and reducing barriers within the community.

EDUCATION

WALDEN UNIVERSITY
Master of Science:
Clinical Mental Health Counseling

WALDEN UNIVERSITY
Bachelor of Science:
Public Health
Child Development

MAHEC Division of Psychiatry - LCMHC-A, LCAS-A
08/2020- current
- Provide School-Based Psychotherapy
- Facilitate Admission Assessments, Treatment Plans, and Integrated Care
- Facilitate sessions using CBT, DBT, and growth-promoting interventions
- Led clients to use anger management techniques, relaxation skills, impulse control, social skills, emotional coping skills, and functional living skills

CHILDRENS HOPE ALLIANCE, LCMHC-A, LCAS-A
12/2019- 08/20202
- Provide Comprehensive Evaluation of Sexualized Behaviors and treatment plan
- Facilitate Patient-Centered Treatment Plan, Individual and Family therapy
- Provide clinical expertise and serve as the clinical lead on Multi-disciplinary teams

COMPREHENSIVE TREATMENT CENTER, LCMHC-A, LCAS-R
07/2019 – 12/20/19
- Provide Substance Abuse Counseling with Medication-Assisted Treatment for adults diagnosed with Opioid Use Disorder
- Facilitate Admission Assessments, Treatment Plans, and Integrated Care
- Manage a caseload of 60 clients facing addiction and dual diagnosis
- Provide counseling for relapse prevention, social issues, and mental health

BURRELL CHILD CRISIS CENTER, Mental Health Clinical Intern
11/2018 - 09/2019
- Completed CCA and coordinated treatment plans with a multi-disciplinary team
- Developed clinical best practices and delivered group counseling techniques
- Taught clients anger management techniques, relaxation skills, impulse control, social skills, emotional coping skills, and functional living skills
- Facilitated sessions using CBT, DBT, and growth-promoting interventions
- Lead patient-centered team meetings coordinating discharge plan

RHA HEALTH SERVICES - Behavioral Health Qualified Professional
03/2017 - 04/2019
- Provide Resource-Intensive Comprehensive Case Management (RICCM) to reduce recidivism in Mission Hospital Emergency Department
- Interviewed clients to gather data on social and psychiatric relevance
- Created client treatment plans based on assessments and goals
- Delivered seamless care, minimizing misuse and diversion across Behavioral Health Units and Emergency Department

MISSION HEALTH PARTNERS - Behavioral Health Coordinator
08/2017 - 02/2018
- Provided wellness and disease management information to a specific population
- Interacted with community members to provide advocacy services
- Referred clients to community agencies to enhance treatment processes
- Assisted clients with identifying feelings and behaviors using MI
- Provided psychotropic medication support by monitoring treatment adherence

KATHERINE HYDE HENSLEY

Licensed Clinical Mental Health Counselor #A15473
828-333-2042 katherine@katherinehydehensley.com

CERTIFICATIONS

- Licensed Clinical Addiction Specialist, LCAS
- Perinatal Mental Health Certified, PMH-C
- Palliative Care
- Resolve through Sharing
- Trauma Resiliency Model
- Doulas of North America

COMMUNITY EDUCATION and ADVOCACY

Star Legacy Foundation Carolina Chapter Leadership 2010-current

Star Legacy Foundation Group Facilitator, 2020-current

Perinatal Emotional Health Education Lead 2019-2020

Perinatal Emotional Health Network, Task Force Leader 2020-2021

COMMUNITY CARE OF WNC- Care Manager

10/2015 - 04/2017

- Served Medicaid population with person-centered care coordination, medication monitoring, and evaluating the effectiveness of care plans
- Provided psychotropic medication support by monitoring treatment adherence, recording side effects, and determining the effectiveness of treatment
- Increased care coordination for High-risk infants, foster care families, children, and families with intellectual, physical, and developmental disabilities, including behavioral health needs
- Collaborated with an interdisciplinary team of professionals, including patients and families, to determine appropriate treatment options
- Handled complex cases and participate in intradepartmental projects and team initiatives to determine the best treatment options for patients

MAHEC FAMILY HEALTH CENTER - Care Manager

08/2014 - 10/2015

- Directed a team-based care coordination within the residency program, following Patient-Centered Medical Home (PCMH) standards/systems
- Worked with a high-risk, diverse population including postpartum, chronically ill adults, and impoverished/indigent elderly
- Collaborated with an interdisciplinary team of professionals, as well as patients and families, to determine appropriate treatment options
- Coordinate counseling efforts with mental health professionals, doctors, nurses, and social workers

WESTERN CAROLINA MEDICAL SOCIETY - ACA Navigator

08/2014 - 10/2015

- Rolled-out ACA throughout organization dedicated to collaborating in attaining uniformity in medical practices and education.
- Navigated website including special enrollments to aid and train society members and patients.
- Shifted 130+ individuals out of charity care into affordable insurance plans and monthly premiums.
- Attained coverage for individuals under the federal poverty level, yet not eligible for insurance subsidies, by working with the Federal Qualified Health Center (FQHC).
- Educated minorities and the underinsured by conducting educational ACA outreach events.

YWCA - Director of New Choices and Drop-in Child Care

06/2011- 08/2014

- **Program Director, New Choices** (Serve women by helping them rebuild their financial security)
- The revitalized program, delivered client case management services, and aligned agencies. Collected data to analyze program effectiveness. Led volunteer program and increased prospective talent pool.
- Championed and developed a 14-week Mother2Mother (M2M) empowerment series offering group support, education, and economic security skills.
- Expanded free Drop-in Childcare Center removing a critical barrier for qualified parents enabling them to seek work, attend school, and improve employability skills.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board of Education

Your name: Michele Delange Home Phone #: 828-380-9084

Street address: 73 Cumberland Circle City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Full-time graduate student (online program through UNCC)

Your position: Grad student- M.Ed in Urban Education Office Phone #: 828-380-9084

Resident of City Asheville County Buncombe Race white * Gender Identity: (non-trans) woman *

Are you a Homeowner or a Renter? * Homeowner Age: 52

Residence location (check one): Central _____ North ✔ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: no conflicts of interest

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

Michele Delange
73 Cumberland Circle
Asheville, NC 28801

anuary 31, 2021

o the Asheville City Council:

'm writing to you to express my interest in serving on the Asheville City Schools Board of Education. I'm an educator and a graduate student. In May 2021, I will complete a graduate certificate for Anti-Racism in Urban Education (ARUE). In December 2021, I will complete a M.Ed in Urban Education.

entered the UNCC Urban Education program last year to focus on ways to address complex ssues impacting our schools. For two decades, I've had the honor of teaching students of diverse socioeconomic backgrounds in North Carolina, Alaska, and France (as a recipient of a ulbright Teacher Scholarship.) Most recently, I taught in Buncombe County Schools. (2007-020.)

eSigned via SeamlessDocs.com
Michele Delange
Key: df7d721a8fe98ff4d2aa1f4027f0b8678

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 1/31/21

E-Mail: mdelange@uncc.edu

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Michele Delange

73 Cumberland Circle

Asheville, NC 28801

(828) 380-9084

mdelange@uncc.edu

Experience

January 2007 - August 2020

Buncombe County Schools, Owen High - *Teacher*

- Designed, instructed, managed, and evaluated three classes in five subject areas. Wrote and conducted lessons in English III, French I, French II, French III, French IV.
- Organized and led student travel groups to France during spring and summer breaks.
- Coached XC running./Sponsored student government

January 2003- August 2006

Madison County Schools, Madison High - *Teacher*

- Designed, instructed, managed, and evaluated three classes in four subject areas. Wrote and conducted lessons in English I, English II, English III and Drama.
- Directed and produced a full-length play.

August 2000- August 2002

Anchorage School District, West High - *Teacher*

- Designed, instructed, managed, and evaluated five classes in three subject areas. Wrote and conducted lessons in English I, English II, and Poetry..
- Coached XC skiing./Sponsored student government.

Fulbright Teacher Scholarship, Lycee Thiers - *Teacher*

- Designed, instructed, managed, and evaluated five classes. Wrote and conducted lessons in ESL and American Literature.

Education

August 2020 -(program to be completed December 2021)

University of North Carolina, Charlotte - *M.Ed in Urban Education / Graduate Certificate for Anti-Racism in Urban Education (ARUE)*

August 1989 -May 1993

University of Alaska, Anchorage - *B.Ed French/English*

Awards

Recognition of Excellence for French & English Lang/ Lit Praxis

Recipient of a Fulbright Scholarship, 2000-2001. (Completed in Marseille, France.)

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville Board of Education

Your name: Peyton O'Conner Home Phone #: 8287132083

Street address: 71 West Street City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Buncombe County Recreation Services

Your position: Director Office Phone #: 8282506703

Resident of City Asheville County Buncombe Race W * Gender Identity: non-binary *

Are you a Homeowner or a Renter? * Homeowner Age: 38

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: None to my knowledge

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

am well-versed in the facets of nonprofit and local government operations and governance. I have a long background of public service and service to a variety of boards and commissions n Asheville and Buncombe County.

This particular board is of interest to me as a parent of children about to enter Asheville's education system and as a long-term resident of Asheville. I am excited to be able to offer my skills in service to the community and am very interested in contributing to efforts that advance education.

As I have begun to work to integrate diversity and equity into my professional efforts, I would like to contribute to advancements in that arena throughout our community, particularly as it pertains to providing children access and success in setting the educational foundation that will mpact the rest of their life.

feel like my experience as a parent and my own unique path to obtaining an education in this area will provide helpful insight to the board.

eSigned via SeamlessDocs.com

Key: df76721a9fe98f4d2aa1f402f0fcb678

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 1-Feb-2021

E-Mail: peyton.z.oconner@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Peyton O'Conner

they/them/Mx.
peyton.z.oconner@gmail.com
71 West St. Asheville, NC
828-713-2083

The City of Asheville
70 Court Plaza
P.O. Box 7148
Asheville, NC 28802

Dear Mayor and Members of City Council,

Thank you for the opportunity to apply for a position on the Asheville City School Board. As a parent to five children (two of who are school age, the other two will be entering an Asheville City School in the fall), primary education is something that holds particular value in our household.

As someone who has been able to leverage the educational offerings within the Asheville area to create a better life for myself and my family, I am a firm believer in the power of education and an advocate for removing barriers that prevent access to high-quality educational offerings. I also understand the need for academic systems that are robust and that offer a variety of opportunities for student success. I entered our local community college system as a GED recipient and have come to understand the value of education systems that work to advance students regardless how they enter the system.

Throughout my academic career, I have maintained focus on education, community engagement, conflict resolution, and governance. I am excited about the unique challenges that a position on the school board could offer and I am excited about being able to apply myself to an area of our City's governing structure in which the future of my children is so invested. I am also interested in contributing to efforts to reduce systematic inequalities across our educational system

In addition to my academic background, I believe my work in the field of recreation has highlighted some complementary areas relative to education and one of the major initiatives we have engaged as a department is how to advance the work of recreation to elevate our facilities to become educational facilities as well as an prominent example as diversity and inclusion.

Thank you for the work that you do and thank you for consideration of my application.

Peyton O'Conner, AICP, CPRE, CNP

Peyton O'Conner

they/them/Mx.
peyton.z.oconner@gmail.com
71 West St. Asheville, NC
828-713-2083

Experience

Director — Aug 2007 to Feb 2015
Buncombe County Recreation Services — Asheville, NC

- Provide managerial oversight related to parks facilities, departmental budget, daily operations, and personnel issues.
- Coordinate long-term planning and financial analysis for implementation of parks and greenways masterplans.
- Oversee communications and marketing strategies including public input and involvement.
- Integrate recreation into other County strategic objectives including transportation initiatives and public health programs.

Zoning Administrator/Planner III — Aug 2007 to Feb 2015
Buncombe County Planning — Asheville, NC

- Oversaw zoning enforcement and land use policy development.
- Worked with citizens and elected officials to understand opportunities to improve development.
- Conducted board meetings and ensures that administrative process meet all state requirements.
- Provided research and direction for long-range planning efforts including the Buncombe County Sustainability Plan and Comprehensive Land Use Plan Update.

Freelance Consultation and Writing — Oct 2009 to Present
LocalPlan — Asheville, NC

- Provide critiques for pre-press manuscripts and articles.
- Draft press releases and other time sensitive articles for release.
- Provided editorial oversight of built environment related articles for international audience.
- Coordinated social media outreach and international dialogues using virtual platforms.
- Recruited and trained new authors in web publishing and virtual social engagement.

Operations NCO/Platoon Sergeant — Feb 2003 to Feb 2012
United States Army — Multiple Locations

Combat Engineer/Construction Engineer Supervisor

- Oversaw combat operations of a forward-deployed horizontal construction element in southern Iraq.
- Served as Environmental Compliance Officer, Information Assurance Officer, Safety Officer, and Linguist Manager.
- Managed daily operations of a headquarters platoon which included operations, communications, intelligence, logistics, and medical personnel as well as civilian linguist and contractors.
- Supervised company training and recertification programs through all phases of deployment.

1.
2.

Peyton O'Conner

they/them/Mx.
peyton.z.oconner@gmail.com
71 West St. Asheville, NC
828-713-2083

3. Current Projects and Endeavors

4.

- 2020 – NC Recreation and Parks Association Diversity, Equity, and Inclusion Cohort
- 2020 – Buncombe County Ambulance Driver Training
- Pending (February 2021) – NC School of Government, Leading for Results
- Pending (February 2021) – Certificate in Effective Change Management, Western Carolina University
- Pending (March 2021) – Certificate in Diversity and Inclusion, Cornell University

5. Skills

6.

- Training and education content development
- Training and education management
- Managerial oversight and personnel administration
- Project management, evaluation, prioritization, and selection
- Land use management and long-term planning
- Spatial modeling and GIS
- Board management and group decision-making
- Stakeholder mapping and analysis
- Urban agriculture analysis and marketing

7.

- Sustainability planning
- Transportation planning
- Meeting facilitation and conflict resolution
- Editorial oversight and content publishing
- Social media marketing and use of virtual engagement platforms
- Regulatory compliance
- Communications and public relations
- Operations and logistics management
- Community organizing and grassroots campaigns

8. Education

- 2015 – MA, Conflict and Peace Studies, University of North Carolina at Greensboro
- 2013 - Masters of Project Management, Western Carolina University
- 2009 – MA, Geography, Appalachian State University
- 2012 – BA, Sociology (Summa Cum Laude), American Military University
- 2007 – BS, Environmental Studies, University of North Carolina at Asheville
- 2012 – AAS, Geospatial Technology (with Honors), Haywood Community College
- 2010 – AA, Communication (with Honors) , American Military University
- 2001 – AAS, Information Systems (with Honors) , Asheville-Buncombe Technical Community College
- 2018 – High Impact Leadership Certificate, Western Carolina University
- 2016 – Event Planning Certificate, Western Carolina University
- 2014 - Certificate in Agriculture Business Management, North Carolina State University
- 2012 – Project Management Certificate, Western Carolina University
- 2012 – Certificate, Global Positioning Systems Specialist, Haywood Community College
- 2012 – Certificate, Property Mapping Specialist, Haywood Community College
- 2009 – Certificate in Advanced Geospatial Technology, Haywood Community College
- 2009 – Certificate in Geospatial Technology, Haywood Community College
- 2008 - Certificate in GIS, Asheville-Buncombe Technical Community College
- Pending – Masters of Sustainable Food Systems, Green Mountain College

9. Certifications

Peyton O'Conner

they/them/Mx.
peyton.z.oconner@gmail.com
71 West St. Asheville, NC
828-713-2083

- American Institute of Certified Planners
- Certified Zoning Official
- Low Impact Development Certified
- Congress for New Urbanism – Accredited
- Certified Floodplain Manager
- Certified Youth Sports Administrator
- Certified Nonprofit Professional
- Certified Parks and Recreation Executive
- NCI Charrette System Certificate Holder and ToP Facilitation Methods Certificate Holder
- NC Certified Bee Keeper
- Better Process Control School Acidified Food Certified
- Advanced Certified Coach – Special Olympics NC

10. Awards and Recognition

- Combat Action Badge
- Army Commendation Medal
- Army Good Conduct Medal
- Military Outstanding Volunteer Service Medal
- Boy Scouts of America Eagle Scout Award
- Academic Honors: Order of Omega, Golden Key, Pi Gamma Mu, Phi Beta Kappa, Phi Theta Kappa, Beta Gamma Sigma

12. Organizations and Civic Participation

13.

- French Broad Food Co-Op Board of Directors (2016 – Present)
- Stonewall Sports Asheville Board of Directors (2019 - Present)
- Buncombe County Local Co-Coordinator, Special Olympics North Carolina (2015-Present)
- French Broad River Metropolitan Planning Organization Technical Coordinating Committee, Chair (2015-2020)
- French Broad River Metropolitan Planning Organization Technical Coordinating Committee, Vice Chair (2011-2015)
- Asheville Parks and Greenways Foundation, Vice President (2013-2015)
- Sustainability Advisory Council for Energy and Environment (2013-2019)
- Oakley Farmers Market, Board of Directors Member (2012-2018)
- Parks and Recreation Advisory Board, Vice Chair (2011-2015)
- Asheville Design Center, Volunteer (2009-10, 2011-2013)
- ToxicFree NC, Volunteer (2013 – 2014)
- Mayor's Committee for Veterans Affairs, Chair (2009-10, 2011-2012), Vice Chair (2007-2009)
- Transit Commission Member (2008-2010)
- Transit Commission Master Plan Steering Committee Member (2007)
- Watershed Policy Committee Member (2007-2009)
- Oakley Community Association President (2009-2014)
- Coalition of Asheville Neighborhoods Representative (2009-2014)
- University of North Carolina at Asheville, Student Government, Vice President (2002-2005)
- Sigma Nu Fraternity Mu Eta Chapter, Vice President (2003-2005)

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board

Your name: Stephen J. Blount Home Phone #: 828-774-3329

Street address: 156 Blanton Street City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: NCDPS - Div. of Juvenile Justice

Your position: Juvenile Court Counselor Office Phone #: 828-225-7330

Resident of City Asheville County Buncombe Race Black * Gender Identity: (non-trans) man *

Are you a Homeowner or a Renter? * Renter Age: 26

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: N/A

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have experience working with many of the youth who are students in the Asheville City Schools District and in my position through the Division of Juvenile Justice, I work extensively with ACS youth and Buncombe Co. School youth. I am a product of Asheville City Schools - a 2012 graduate of Asheville High School. 2017 Graduate of Mars Hill University (B.S. in Criminal Justice). I will recieve my Master of Arts in Criminal Justice from Mars Hill University in May of 2021. Past experience includes working at YTL - G.R.A.C.E. for Teens Summer camp, where I worked with underprivileged youth. In 2018 I worked for the Asheville Housing Authority where I had extensive contact with school-aged youth that resided within the city limits of Asheville. I was an Instructional Assistant at Vance Elementary school in 2019 until stepping into my current position for NC Dept. of Public Safety- Div. of Juvenile Justice. I am interested in being on this board and helping to bring a different perspective that cares about the diverse population of youth that attend all of the Asheville City Schools. There is a need for equity and a curriculum that will benefit all students and help to reduce the achievement gap, which has widened during the pandemic. Students are suffering and need members on the board who are dedicated to making sure that they succeed and are prepared for the world ahead of them. I have been a resident of this community for over 20 years and know many of the challenges in which our students face. I also know that it is the responsibility of the board to make sure those needs and their voices are heard and if within reason, those needs are

Signature: Stephen J. Blount

Key: df76721a9fe08f4d12aa1f402f0fc5678

Date: 2/1/2021

E-Mail: blount.stephen@gmail.com

Fax #: _____

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Stephen J. Blount

I have experience working with many of the youth who are students in the Asheville City Schools District and in my position through the Division of Juvenile Justice, I work extensively with ACS youth and Buncombe Co. School youth. I am a product of Asheville City Schools - a 2012 graduate of Asheville High School. 2017 Graduate of Mars Hill University (B.S. in Criminal Justice). I will recieve my Master of Arts in Criminal Justice from Mars Hill University in May of 2021. Past experience includes working at YTL - G.R.A.C.E. for Teens Summer camp, where I worked with underprivileged youth. In 2018 I worked for the Asheville Housing Authority where I had extensive contact with school-aged youth that resided within the city limits of Asheville. I was an Instructional Assistant at Vance Elementary school in 2019 until stepping into my current position for NC Dept. of Public Safety- Div. of Juvenile Justice. I am interested in being on this board and helping to bring a different perspective that cares about the diverse population of youth that attend all of the Asheville City Schools. There is a need for equity and a curriculum that will benefit all students and help to reduce the achievement gap, which has widened during the pandemic. Students are suffering and need members on the board who are dedicated to making sure that they succeed and are prepared for the world ahead of them. I have been a resident of this community for over 20 years and know many of the challenges in which our students face. I also know that it is the responsibility of the board to make sure those needs and their voices are heard and if within reason, those needs are met.

STEPHEN J BLOUNT

blount.stephen@gmail.com | 828-774-3329 | Asheville, NC 28801

Summary

Exceptional leader talented at devising a plan, communicating the plan and executing the plan. Technically-savvy with outstanding relationship building, training and presentation skills. I am committed to making sure the job is done right and everyone is accounted for. Advocating for those who don't have voice. Whatever person it is that I come in contact with who has a problem - I leave my situation and help them.

Skills

- Advocate for the voiceless
- Advocate for following the rules
- Proficient in typing (fast)
- Technologically advanced.
- Organized and proficient in notetaking
- Adapts to change quickly
- Ethical
- Regular volunteer for Manna Food Bank and Western Carolina Rescue Mission.
- Communication

Experience

Juvenile Court Counselor | North Carolina Department of Public Safety - Asheville, NC | 02/2020 - Current

- Evaluate and process complaints/allegations of delinquent and undisciplined behavior and help determine appropriate courses of action.
- Assess the risks and needs of the juvenile in order to provide for the security and safety of the community and the juvenile's well-being
- Develop diversion plans for those youth whose risk levels and needs can be met through alternative measures without formal court intervention
- Make recommendations to court based on assessments, which can include secure detention, if warranted
- Provide case management as part of supervision for youths on probation to assure the delivery of appropriate services while assuring compliance with court orders
- Provide aftercare, case management and post-release supervision to juveniles returning to the community following a commitment to a youth development center

Assistant to Church Administrator | Tried Stone Missionary Baptist Church - Asheville, North Carolina | 04/2009 - Current

- Responsible for ordering and distribution of office supplies.
- Answering and managing incoming and outgoing calls.
- Coordinated travel schedule for administration and guests.
- Liaison for Youth Instructors.

Intake Specialist | Housing Authority of the City of Asheville - Asheville, NC | 04/2018 - 08/2020

- Accepts and reviews applications for programs of Asheville Housing Authority.
- Enters new applications to the computerized waiting list.
- Conducts initial screening of applicants for housing.
- Verifies applicant preferences.
- Performs initial verifications to determine initial eligibility of applicants for selection or rejection.
- Processes eligibility/ineligibility letters.
- Processes letters to applicants to update/purge the waiting list.
- Answer incoming telephone inquiries, provide information about HACA programs or refer callers to proper officials.

- Generates periodic reports upon request from the Resident Selection Coordinator.
- Adheres to policies and regulations set by US Department of Housing and Urban Development (HUD).

Instructional Assistant | Asheville City Schools - Asheville, NC | 08/2019 - 02/2020

- Collaborated with teacher to devise and implement developmentally appropriate lessons aligning with school's philosophy and mission.
- Provided classroom support throughout planned instruction and individual lessons.
- Promoted student learning by providing individualized and small group support to reinforce classroom topics.
- Prepared bulletin boards, classroom materials and individual student portfolios to support teacher plans.
- Cleaned and organized classrooms, materials and supplies to support maximum efficiency.
- Delivered instruction individually or in small groups with support from instructor.

Camp Counselor | G.R.A.C.E. for Teens - Asheville, NC | 06/2016 - 07/2018

- Working with disadvantaged teenagers who come from low-income families and backgrounds.
- Created learning pathways for children with behavioral issues. Coordinated with local business for trips to expand student's horizons.
- Helped student accept responsibility for actions while learning to maneuver through challenges.
- Assisted children in coming up with alternatives to delinquent behavior.
- Helped nurture relationships between children, their parents and the community.

Resident Assistant | Mars Hill University - Mars Hill, NC | 08/2014 - 12/2017

- Helped provide a safe environment in the residence halls.
- Planned and led activities to develop students' physical, emotional and social growth.
- Served as positive role model for diverse group of individuals.
- Devised various programs for residents, including social, educational and recreational programs.
- Maintained student safety by verifying all campus rules are followed.

Customer Service Representative | Arvato Digital Services LLC - Weaverville, NC | 01/2013 - 08/2013

- Addressed and resolved customer product complaints empathetically and professionally with their personal and small business accounts.
- Managed customer calls effectively and efficiently in a complex, fast-paced and challenging call center environment.
- Met or exceeded service and quality standards every review period.
- Documented conversations with customers to track requests, problems and solutions.
- Evaluated customer account information to assess current issues and determine potential solutions.

Education and Training

Asheville High School | Asheville, NC | 06/2012

High School Diploma

Mars Hill University | Mars Hill, NC | 12/2017

Bachelor of Science: Criminal Justice

- Member of Strategic Planning Committee of Mars Hill University (2016-2017)
- Student Body President (2016- 2017)
- Member of Presidential Search Committee (2017-2018)

Mars Hill University | Mars Hill, NC | Expected in 05/2021

Master of Arts: Criminal Justice

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board of Education

Your name: Tiffany Flunory-DeBellott Home Phone #: 828-545-6281

Street address: P.O. Box 2414 City: Asheville Zip Code: 28802

Mailing address (if different): _____

Employer: Asheville City Schools Foundation

Your position: Program Director Office Phone #: 828-747-2247

Resident of City Asheville County Buncombe Race B * Gender Identity: (non-trans) woman *

Are you a Homeowner or a Renter? * Renter Age: 42

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I believe myself to be a dynamic and highly qualified Community After-School Program Director with extensive knowledge and experience in youth development, family/school/community engagement, and diversity/equity/inclusion implementation. Key strengths in executive leadership, recruitment, problem solving, and authentic relationship building. Familiar with centering voices, restorative practices, and nonprofit processes. Eager to challenge systems of oppression while helping to leverage resources that best increase economic growth and development with our Black and Brown Communities. Although I am currently going on 10 years with Asheville City Schools Foundation, I am not a City Schools employee. Although, I have a busy schedule, I am great at prioritizing and time management. My goal is to support youth development while holding accountable systems of oppression to ensure equity across all sectors of education. Policy change is a big vision I have and I am confident that my position on ACS Board of Education will be an asset to all ACS families and staff. I have over 25 years of experience in education and I myself am a lifelong learner, therefore, I am not here to show off my expertise but rather, to yield impactful results while centering the voices of marginalized families and students.

eSigned via SeamlessDocs.com

Tiffany Flunory-DeBellott

Key: df7f721a...

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 2/1/2021

E-Mail: tiffanydebellott@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

TIFFANY FLUNORY-DE'BELLOTT

P.O. BOX 2414 ◆ ASHEVILLE, NC 28802 ◆ (828) 545 - 6281 ◆ TIFFANYDEBELLOTT@GMAIL.COM

PROFILE

I am a very enthusiastic and pleasant professional with a successful 15-year trail of dynamic leadership, community service, organization, and customer service skills. I am able to maintain a sense of humor under pressure; I prosper in fast-paced environments while radiating excellent team-building and problem solving skills.

EMPLOYMENT HISTORY

PROGRAM DIRECTOR – IN REAL LIFE COMMUNITY AFTER-SCHOOL NETWORK

7/2018 – Present: Asheville City Schools Foundation. Asheville, NC

- Created and maintained systems to implement the four major functions (transportation, evaluation, program coordination, and marketing) of IRL as a "coordinating entity" offering a variety of after-school programs.
- Supervised IRL Staff (Program Manager, AmeriCorps member, and Program Associate) toward meeting professional goals and delivering on the tasks listed in each job description; develop and nurture a workplace culture of professionalism, dedication, equity, and efficacy which is mission-focused.
- Successfully Identified, lead, and implemented workshops and trainings where needed across our community related to meeting the goals for IRL services and youth outcomes.
- Oversee the creation and management of the IRL budget and provide oversight of grant funds.
- Assist with the provision of program design, monitoring, and evaluation description for applicable new or renewal grant reports and applications.
- Manage, monitor, and maintain ongoing check requests, receipts, and invoices.
- Manage and oversee the coordination, operations, logistics and administration of the In Real Life network of after-school programs.
- Directly manage high level relationships, community partnerships and contracts.
- Hold ultimate oversight and responsibility for the creation and management of a system of risk management for IRL programs.
- Expand opportunities for youth by increasing the equity, quality and quantity of service providers in the IRL Network, establishing a diverse and engaging set of opportunities for youth

AVL PARENT LEADER SITE DIRECTOR – ASHEVILLE PARENT LEADERSHIP PROGRAM @ AMS

9/2017 – Present Asheville City Schools Foundation & United Way of Avl Buncombe County. Asheville, NC

- Design and implement parent engagement opportunities while delegating tasks to coordinator.
- Recruit and retain parents of color to work in the classroom while reporting to weekly leadership training.
- Recruit teachers and community experts to assist AMS parent's leadership growth and development while challenging district policies to remove barriers.
- Host parent centered events in collaboration with other Community stakeholders.
- Manage Parent Leader Coordinator time, professional development opportunities, and payments.

PROGRAM CO-DIRECTOR– IN REAL LIFE COMMUNITY AFTER-SCHOOL NETWORK

8/2016 – 7/2018: Asheville City Schools Foundation. Asheville, NC

- Increased equity providers through the management and recruitment of Community members of color to develop and design IRL programs for middle school youth.

TIFFANY FLUNORY-DE'BELLOTT

46 HIDDEN ACRES DRIVE # 5 ◆ ASHEVILLE, NC 28806 ◆ (828) 545 - 6281 ◆ TIFFANYDEBELLOTT@GMAIL.COM

- Designed a community engagement plan within the IRL network to build trusting relationships in neighborhoods of students, families, and stakeholders negatively impacted by institutional racism and poverty.
- Effectively recruited families and stakeholders for multiple events highlighting student voice, work, and achievements throughout the year.
- Mended relationships within the city of Asheville tarnished by broken promises and lack of trust through reframing the narrative of IRL and ACSF in communities of color.

HILLCREST RESOURCE CENTER CASE MANAGER – HILLCREST APTS RESOURCE CENTER

9/2014 –7/2016: Women's Wellbeing and Development Foundation. Asheville, NC

- Neighborhood outreach and recruitment of providers to offer classes relevant to resident's needs. In order to bring physical presence into neighborhood. (Healthy eating, parenting with resilience skills, homeownership, financial literacy, etc...)
- Managed computer lab, database systems, client intake and monitoring.
- Support with individual goal setting and setting up accountability partners.
- Acquiring/Maintaining Logistical Support-from community partners (Discount Bus Passes, attempting to partner with AB Tech, ESC, goodwill... to acquire staff person to work in LAB)
- Update Computer Lab Schedule with any new needs (projects -long or short) for Lab Volunteers.

CASE-MANAGER/PROGRAM MANAGER – IN REAL LIFE COMMUNITY AFTER-SCHOOL NETWORK

1/2011 – 7/2014: Asheville City Schools Foundation. Asheville, NC

- Manage and oversee the coordination, operations, logistics and administration of the In Real Life network of after-school programs.
- Manage and oversee all aspects of IRL program administration & implementation including: Day to day operations, student recruitment, student behavior management, and coordinating logistics to ensure IRL transportation system works safely and efficiently.
- Work closely with community leaders to receive support in building capacity within the program.
- Increased equity in IRL participants and providers.
- Monitor and manage case management and risk management issues within IRL and work with all stakeholders to develop a "culture of safety" within the IRL network of programs.

TEACHER ASSISTANT – HILLCREST HEAD START CENTER

9/2010 – 1/2011 Community Action Opportunity. ASHEVILLE, NC

- Communicate with parents on a daily basis, in English and some Spanish.
- Assist with Brigance assessments.
- Keep daily anecdotal notes.

PARAPROFESSIONAL - PUBLIC SCHOOL 77 EXCEPTIONAL CHILD UNIT

3/2005 – 6/2010 NYC Department of education. Brooklyn, NY

- Worked in conjunction with teachers to implement age appropriate activities for middle and high school age children living with autism. Worked with communication devices.
- Sat on the NYC Dept. of Education School Leadership Team as a parent and staff representation.

EDUCATION - COLLEGE OF NEW ROCHEL: BROOKLYN, NY

- **2005 – 2009 - BACHELORS OF ARTS IN PSYCHOLOG2005**

Social Justice Training

Racial Equity Institute Asheville, NC
Building Bridges of Asheville, NC
Restorative Practices Asheville, NC
GARE Partner Raleigh/Asheville, NC

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board of Education

Your name: Kate Fisher Home Phone #: 828-582-2592

Street address: 15 Madison Avenue City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: _____

Your position: _____ Office Phone #: _____

Resident of City Asheville County Buncombe Race White * Gender Identity: (non-trans) woman *

Are you a Homeowner or a Renter? * Homeowner Age: 56

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

My name is Kate Fisher, and I have been an active member of the Asheville City Schools family for the last 16 years. My membership started in 2005 when Mac started kindergarten at Isaac Dickson. I was a dutiful volunteer that first year, meaning my 2 year old has been 15 year participant in ACS.....he is currently a senior. After Mac's kindergarten year, my volunteer activities extended beyond the classroom and to the greater school community. I was a member of the PTO, the Media and Technology Committee, Volunteer Coordinator, yearly Water Czar for the Hot Chocolate 10 K, perennial test proctor, but most importantly, Garden Kate. I helped to rehabilitate the IDES garden, and subsequently taught k-5 lessons in the garden including science, math, literacy, and the actual practical and fun things like cooking and growing food, chasing chickens, and building fairy houses. My next adventure was at the middle school, where I continued to proctor, an added coaching cross country and track. When Mac moved to the high school, I too joined the debate team (because it simply doesn't work without parent judges), and helped put on the Cougar Classic Debate Tournament for 4 years, and was President of the Debate Booster Club. I then became President of the Athletic Booster club, and moved into the concession stand for several years. All of this is to say that I have been an active and involved parent throughout my kids' journeys through Asheville City Schools, but my work has extended beyond my children's activities. I have witnessed both greatness and real lacks in ACS, and have always tried to be part of addressing our problems

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Katherine Brewer Fisher (eSigned via SeamlessDocs.com)

Date: 1 February 2021

E-Mail: 4brewfish@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Kate Fisher

My name is Kate Fisher, and I have been an active member of the Asheville City Schools family for the last 16 years. My membership started in 2005 when Mac started kindergarten at Isaac Dickson. I was a dutiful volunteer that first year, meaning my 2 year old has been 15 year participant in ACS.....he is currently a senior. After Mac's kindergarten year, my volunteer activities extended beyond the classroom and to the greater school community. I was a member of the PTO, the Media and Technology Committee, Volunteer Coordinator, yearly Water Czar for the Hot Chocolate 10 K, perennial test proctor, but most importantly, Garden Kate. I helped to rehabilitate the IDES garden, and subsequently taught k-5 lessons in the garden including science, math, literacy, and the actual practical and fun things like cooking and growing food, chasing chickens, and building fairy houses. My next adventure was at the middle school, where I continued to proctor, an added coaching cross country and track. When Mac moved to the high school, I too joined the debate team (because it simply doesn't work without parent judges), and helped put on the Cougar Classic Debate Tournament for 4 years, and was President of the Debate Booster Club. I then became President of the Athletic Booster club, and moved into the concession stand for several years. All of this is to say that I have been an active and involved parent throughout my kids' journeys through Asheville City Schools, but my work has extended beyond my children's activities. I have witnessed both greatness and real lacks in ACS, and have always tried to be part of addressing our problems, and trying to fix them, rather than hide from them. I have been a longtime educator over my life, so also bring that experience to the table. I have worked with children as young as 6 weeks old (at the parent cooperative day care I started in Virginia), through preschool (at Carolina Day School as an assistant in the Reggio Emilia program there and as Director of the Afterschool program for pre-K- 8), through elementary school (teaching literacy and writing to children all over WNC as a teacher in the Literacy through Art program, and at Dickson where I developed a garden curriculum that I tied to NC's Standard Course of Study), as a coach for 6 years with middle school kids, to living with (at the NC School for the performing Arts), and teaching (civics and politics through the Close Up Foundation in Washington DC) to high school students. I have 16 years of relationships across the district with children, teachers, staff, and administrators. I bring a long time and deep knowledge and understanding of the history of the last nearly 2 decades in our district. What I don't know, I am willing to ask to find out. We are a small and very well funded district. We should be the pride of Asheville, and an example to the rest of the state. But instead we have squandered the opportunity to be nimble and creative and brave. We have lost excellent teachers, staff, families and children to a bloated bureaucracy and ever expanding Central Office. We need to demand accountability from the Board and the Superintendent they hired. It is long past time for our children. A generation of children we have failed to prioritize. I look forward to speaking with you more about this, and I would love to be a member of a team of new faces joining the ACS Board of Educaton.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board

Your name: George Sieburg Home Phone #: 8282797649

Street address: 42 Alclare Ct City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Homeward Bound of WNC

Your position: Director of Finance, Operations & HR Office Phone #: 8287859910

Resident of City yes County _____ Race White * Gender Identity: (non-trans) man *

Are you a Homeowner or a Renter? * Homeowner Age: 46

Residence location (check one): Central _____ North ✔ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: no _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am a former middle school teacher, and I spent four years serving with the Asheville City Schools Foundation Board as their board treasurer and board chair. I also served as interim Executive Director of the agency in 2019. My two children are lifelong ACS students (currently they are a sophomore at AHS and a seventh grader at AMS), and we as a family are committed to public education. I have been involved with numerous conversations around equity within the district and was a part of three of the community conversations around the latest superintendent search. I am committed to the advancement of equity and justice for our city and for our city's children and their families, and I feel strongly that the moment is now to transform how we work within our local communities to better serve all students especially those who have been pushed to the margins by unjust practices. As a member of the school board, I would continue to center the voices of those who have not historically been listened to. I am excited for the opportunity to do so.

eSigned via SeamlessDocs.com

Richard George Sieburg

Key: d176721a9fe98f4d2aa1f402f0fc5678

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 02/01/2021

E-Mail: georgesieburg@gmal.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

GEORGE SIEBURG

42 Alclare Ct • Asheville, NC 28804

(828) 279-7649 **georgesieburg@gmail.com**

February 1, 2021

To Whom it May Concern:

It is with great enthusiasm that I am applying to for position on the Asheville City Schools Board. As a former educator and lifelong advocate for educational justice, I bring a wealth of experience, passion and commitment to the position.

My work over the past four years with the Asheville City Schools Foundation has coincided with a strong community push toward equity and justice within Asheville. As ACSF board chair and interim Executive Director, I was front and center in conversations around how our community must create educational equity and justice for those students who for too long have been pushed to the margins, creating gaps in achievement and opportunity that are broader than they have even been. I listened a lot in those conversations and learned the importance of centering the voices of those most impacted by decisions being made in halls of power. As a member of the school board, I would continue to uplift the voices of our community and live into the district's mission of educational excellence with equity.

As our community moves into a post-pandemic world, the opportunity for educational transformation in Asheville is prime; after all, it is out of crisis that revolutions in how we practice best take hold. As a member of the Asheville City Schools Board, I would welcome to opportunity to work with Dr Gene Freeman, central office staff, educators and school staff, parents and students, as community stakeholders, to transform Asheville City Schools into a leader in educational equity and justice.

Yours in community,

George Sieburg

GEORGE SIEBURG

42 Alclare Court • Asheville NC 28804

(828) 279-7649 **georgesieburg@gmail.com**

PROFESSIONAL PROFILE

Engaged executive experienced in developing and strengthening organizations through expertise in **financial management, operations,** and **supervision.** Skilled at setting and meeting **financial benchmarks, managing teams, building relationships** with organizations and among communities. Extensive background as manager, bookkeeper, and administrator; particularly experienced in **analyzing financial data, creating budgets,** and **overseeing accounts.** Recognized as an **effective leader,** a **diligent financial steward,** and a **competent multitasker,** who is thoughtful, collaborative, and who drives progress through a lens of equity.

.

EXECUTIVE EXPERIENCE

HOMEWARD BOUND of WNC – Asheville, NC **July 2020 - present**

Director of Finance, Operations & HR

- Compile and Implement annual operating budget
- Administer federal, state, and municipal grants
- Oversee HR functions and facilitation of strategic planning of HR initiatives
- Oversee Diversity, Equity and Inclusion initiatives
- Partner across departments to promote clear communication, teamwork, and collective work
- Oversee operational contracts
- Supervise operational support staff
- Facilitate committee meetings and interdepartmental meetings

FUSION SITE SERVICES – Nashville, TN & Asheville, NC

Transition Consultant **January 2020 – May 2020**

- Prepare sales figure reports for CFO
- Manage collections through A/R aging reports
- Oversee transition cost allocation, including sales tax, A/R and A/P
- Administer benefits program for transition employees
- Supervise social media marketing intern

ASHEVILLE CITY SCHOOLS FOUNDATION – Asheville, NC

Interim Executive Director **April 2019 – July 2019**

- Managed transition between outgoing long-term Executive Director and incoming ED
- Approved all financial expenditures
- Created annual budget
- Strengthened relationships with school partners and community stakeholders
- Managed staff of 9 employees
- Negotiated salaries and job responsibilities
- Planned and led staff meetings and supervisors meetings
- Engaged in state-wide conferences and cohort meetings to further organizational knowledge
- Trained in Equity Literacy Institute

ABLE RENT-A-JON & WASTE SERVICES - Asheville, NC

President/General Manager **June 2005 to January 2020**

- Maintained balance sheets & monthly/quarterly/annual P&L
- Prepared financial reports for company officers and partners
- Worked with company owner to implement streamlined operations
- Created annual budgets
- Set financial benchmarks for debt reduction
- Collaborated with area non-profit directors on event coordination

GEORGE SIEBURG

42 Alclare Court • Asheville NC 28804

(828) 279-7649 **georgesieburg@gmail.com**

- Maintained rented property, including scheduling maintenance
- Managed daily operations, including invoicing, scheduling, accounts payable, strategic planning and marketing
- Designed and implemented five-year growth plan
- Spearheaded employee hiring, including interviewing and employee evaluation
- Processed weekly employee payroll

ADDITIONAL EXPERIENCE

CAROLINA DAY SCHOOL - Asheville, NC
7th-grade Language Arts/Social Studies Teacher **2003 to 2005**

- Compiled multi-disciplinary and grade-level curriculum for five-year accreditation application
- Built curriculum to accommodate differentiated reading levels, single-gender classrooms, and cultural literacy
- Submitted monthly grade reports and benchmarking
- Collaborated with high school teachers on curriculum continuity

CENTRO DE EDUCACIÓN CREATIVA - Monteverde, Costa Rica
Assistant Director / 7th-grade Teacher **2000 to 2002**

- Designed and implemented middle school educational benchmarks with horizontal and linear outcomes
- Administered bilingual literacy exam, and assessed database of comparisons and baselines for school improvement
- Provided curricular, material and evaluative support for multi-national staff
- Served on school hiring committee
- Led monthly staff meetings
- Co-facilitated meetings with director and presentations to school board

TEACH FOR AMERICA
WEST BALTIMORE MIDDLE SCHOOL - Baltimore, MD
7th-grade Language Arts/Reading Teacher **1997 to 2000**

- Designed and administered cross-disciplinary end-of-grade assessment to comply with statewide assessment program
- Led Team G, including convening monthly meetings and liaising between team and school administration
- Served as acting English Department head, leading departmental meetings and connecting at district meetings
- Mentored first- and second-year teachers, including classroom observation and assistance in securing resources

EDUCATION

MS – Curriculum & Instruction (1999): MCDANIEL COLLEGE - Westminster, MD
BA – English in Creative Writing (1997): NORTHWESTERN UNIVERSITY - Evanston, IL

COMMUNITY INVOLVEMENT/AFFILIATIONS

Board Member: Asheville City Schools Foundation (Aug. 2016 – June 2020) (Board President 2018-19) (Treasurer 2017-18)
Lead Facilitator: "Seeing White" Lenten Equity Series, All Souls Cathedral (spring 2019)
Co-designer and Co-facilitator: Asheville City Schools Foundation's Equity Conversations (Spring 2018)
Community Cohort Member: Institute for Emerging Issues (November 2018 – present)
Member: Asheville Home Builders Association (2005 – 2020)
Member: Asheville Downtown Association (2017 – 2019)
Volunteer DJ: WNCW-FM (88.7), Spindale, NC (December 2014 – December 2018)
Board Member: Cathedral of All Soul's Kay Falk Literary Project (May 2009 – April 2013)
Contributing blogger: ashevillegrit.com (June 2016 – June 2018)
Founder & Facilitator: Evening with an Album (2013 – 2015)
Teacher of the Year finalist: West Baltimore Middle School (1998-2000)

GEORGE SIEBURG

42 Alclare Court • Asheville NC 28804

(828) 279-7649 **georgesieburg@gmail.com**

ADDITIONAL SKILLS

Intermediate Spanish, Fluency in Microsoft Office Suite, Fluency in QuickBooks Accounting Software, Proofreading

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Board of Education

Your name: Abby Crahan Home Phone #: 5135321915

Street address: 8 Hunt Hill Place City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Evergreen Community Charter School

Your position: Exceptional Children's Teacher Office Phone #: _____

Resident of City Asheville County Buncombe Race White * Sex M ___ F ✔ * Age 31 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have been involved in mental health services and education since I graduated with my undergraduate in 2010 from Appalachian State University. I decided to go back for my Master's degree from Western Carolina in Special Education in order to become fully licensed as a teacher and create change within classrooms. I have taught at Evergreen Community Charter School, Buncombe County Schools (Cane Creek Middle), and a therapeutic boarding school called Asheville Academy for Girls. I believe I will bring my classroom experience, mental health experience, and diverse background to the Board of Education.

To Whom It May Concern:

My name is Abby Crahan and I am interested in applying for a position on the Asheville City Board of Education. I have the experience, knowledge, and skills necessary to be a contributing member. Throughout my career, I have worked in various positions with children with disabilities. I graduated from Appalachian State University with a degree in psychology and started work at a boarding school for students on the Autism spectrum. It was at Talisman Academy that I discovered a passion for working with students with Autism and their families. As I worked at the boarding school, I realized I needed more experience with families, so I went to work in mental health settings. I ran a day treatment classroom for students with

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signed via SeamlessDocs.com
Abby Marie Crahan
Key: df76721a9fe98f4d2ea1f402f0fc5678

Signature: _____

Date: July 10, 2020

E-Mail: crahanam@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I have been involved in mental health services and education since I graduated with my undergraduate in 2010 from Appalachian State University. I decided to go back for my Master's degree from Western Carolina in Special Education in order to become fully licensed as a teacher and create change within classrooms. I have taught at Evergreen Community Charter School, Buncombe County Schools (Cane Creek Middle), and a therapeutic boarding school called Asheville Academy for Girls. I believe I will bring my classroom experience, mental health experience, and diverse background to the Board of Education. To Whom It May Concern: My name is Abby Crahan and I am interested in applying for a position on the Asheville City Board of Education. I have the experience, knowledge, and skills necessary to be a contributing member. Throughout my career, I have worked in various positions with children with disabilities. I graduated from Appalachian State University with a degree in psychology and started work at a boarding school for students on the Autism spectrum. It was at Talisman Academy that I discovered a passion for working with students with Autism and their families. As I worked at the boarding school, I realized I needed more experience with families, so I went to work in mental health settings. I ran a day treatment classroom for students with severe behavioral disabilities at Haywood County Psychological Services. We worked on self-advocacy, coping skills, and de-escalation techniques with our students. This classroom gave me the confidence and experience to recognize different effects of interventions with different students. However, I realized I was curious about my student's education and classrooms that were including these interventions for students with disabilities. As I left mental health and entered the public school system at Evergreen Community Charter School, I felt connected with students and their families in a different aspect. I was able to build rapport with students and families, while supporting their needs at school. I worked full time at Evergreen and was a full time student at Western Carolina to gain my teaching certificate. As my interim position at Evergreen ended, I transitioned to Buncombe County Schools as an EC teacher at Cane Creek Middle School. worked with middle school students with disabilities in both resource and inclusion settings. I built my skills as an educator and confidence as an IEP team member. I saw the effects of building executive functioning skills with my students and improved their self-advocacy skills. This knowledge base eventually led me to my most recent position at Asheville Academy for Girls as a Learning Support Specialist. AAG is a therapeutic boarding school for girls who may be struggling with a variety of mental health diagnoses that affect their education. I provided individualized instruction to all of our school and ensured that we are following special education guidelines. I worked to build a thriving, functional learning support program at our school. I recently made the move back to Evergreen Community Charter School as I wanted to rejoin my local Asheville community. I am passionate about collaborating with my teaching team to build curriculum that is inclusive and differentiated to meet student needs As a member of the board of education, I would contribute a unique set of experiences that include mental health, special education, and collaboration skills that are needed in order to make positive change for our school system. I believe all students can be successful in a public school setting and want to make sure I am supporting the path to allow that to be possible.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Board of Education

Your name: Jennifer Farmer Home Phone #: 919-943-9647

Street address: 191 Cumberland Ave City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: VA Medical Center

Your position: Psychiatrist, Section Chief Office Phone #: 828-298-7911

Resident of City Asheville County Buncombe Race W * Sex M ___ F ✔ * Age 43 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ___ North ✔ South ___ East ___ West ___

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have years of personal experience as a medical educator. I also have extensive knowledge of the school system because my children have been Asheville City School students since 2012. I hope to partner with other board members to continue to strengthen ACS. Please let me know if more information is needed as I would not like to miss out on an opportunity to participate. Thank you for your consideration.

**I am emailing my CV and cover letter separately because of difficulties with the uploading function.

eSigned via SeamlessDocs.com
Jennifer Burke Farmer
Key: df78721a9fb68f4d2aa1f402f0fcb678

Signature: _____

Date: 1/15/2021

E-Mail: jennifer@jenniferfarmer.net

Fax #: _____

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

January 15, 2020

Dear Hiring Committee:

Let me first say thank you for your time and consideration in reviewing my application. I submit these materials to you in hopes of obtaining the position on the Board of Education for Asheville City Schools.

My children have been in the Asheville City School system since the eldest started kindergarten in 2012. I believe in a strong public education system because it benefits the entire community.

I am a strong candidate for this position because:

- I have 2 children in the Asheville City School system and am invested in their success with a public education.

- Over the years, I have partnered with teachers and volunteered time to participate in our city schools.

- I serve on numerous boards within the Charles George VA and continue to educate residents.

Again, thank you so very much for your consideration. I hope that I am a worthy candidate for this position, and I hope my application materials and this letter outline my candidacy well. Please let me know if I can provide any further information.

Thank you very much!

Jen Farmer

JENNIFER FARMER, MD

191 Cumberland Ave
Asheville, NC 28801
(919) 943-9647
Jennifer@jenniferfarmer.net
jennifer.farmer@va.gov

EDUCATION

Duke University Medical Center, *Durham, NC*
Adult Psychiatry Residency, June 2010.
ECT and suboxone certified, May 2010.
Board Certified 2012

Duke University Medical Center, *Durham, NC*
Child and Adolescent Psychiatry Fellowship, June 2009.
Chief Resident July 2008-2009

Brody School of Medicine at East Carolina University, Greenville, NC
Doctor of Medicine, May 2005

Georgetown University, *Washington, DC*
Bachelor of Arts, Psychology, Theology minor and Pre-Med, graduated May 1999

WORK EXPERIENCE

Section Chief of Inpatient and Consultation Psychiatry July 2017-present, 40hours/week
Medical Director of Inpatient Psychiatry July 2010-present, 40hours/week
Supervisor of MHICCM, PRRC and Clozaril clinic July 2013-August 2014, 40hours/week
Charles George VA Asheville, NC
Currently working as inpatient psychiatrist and supervisor of inpatient and consultation teams. Areas of coverage include inpatient unit, medical unit, ER, CLC and occasionally substance abuse treatment program. Initiated and implemented multiple changes on the unit; most recently I created a SUD/Inpatient team to strengthen the communication between the two teams. Supervision includes various team members including 3 NPs, 2 MDs, 2 psychologists. Act as "bed controller" for inpatient psychiatry. Acted as educator for the residents and medical students on their psychiatric. Have supervised a growing service which continues to add employees and identify new areas of care. I continue to define areas for improvement and work with various team members to implement them.

Annually, I pick a project and implement with success. 2020 involved the creation of a new IVC MCP and medical hold policy. 2019 was a consult improvement project. This project resulted in decreased response times to consults. Various methods were employed including education of team and medical staff and improved consultation template. 2018 was a project to improve and increase the volume of groups on the unit. This project involved collaboration with VA and non-VA staff and was successful with a 20% increased volume of groups.

In 2016, I have implemented various strategies for the HBIPS and exceeding the Joint Commission standards/measures on a monthly basis (always above the 85% and mostly meeting 100% of the time) for that year. Some of the strategies were across service lines and required working with staff from different departments to make this a success.

In July 2013 also selected for new position as MHICM, PRRC and Clozaril Clinic Medical Director. Program included supervision of 2 NP, 1 Psychologist and clinically 4 LCSWs. Was able to help implement an environment of recovery which aided in turnover in current MHICM patients-allowing for a rolling admissions and ability to increase census. Assisted in the implementation of the PRRC which was new to the CGVAMC. Once the PRRC was finalized, this position was no longer necessary.

Committees: Lead member of Ethics Consultation Committee. Currently I am the medical staff representative for the Professional Standards Board. Disruptive Behavior Committee. In the past, completed a full term on the medical staff representative for the Executive Council. Patient Flow Committee

Special Projects: Created smoke free environment and educational programming for the unit (2010) and currently in process of creating an ECT program. ECT machine is currently on loan to another VA and program creation and implementation is on hold. Also created the policy for non-emergent forced medications on the inpatient psychiatric unit. Participated in work groups for the hospital include improving hospital policy on effective management and triage of alcohol dependent patients and geropsychiatric patients. Continue to refine treatment on the inpatient unit to include group therapies; introducing pet therapy and yoga to the unit. I created the Voluntary Admission policy for the inpatient unit and worked on creating the CIWA protocol and order set for hospital-wide use. I have participated in research at the VA. 2020 special project is improving the IVC process for the facility and creation of the medical hold policy.

Trainings: The Recovery Model in Inpatient Care and MHICM Range training

Special Skill Sets: ECT, suboxone prescribing, clozaril prescribing, and geropsychiatry, substance use disorders

Albert Schweitzer Scholar, August 2002-May 2003
Designed service project aiding access to public health insurance for impoverished children in a rural community and educated the community on preventative health initiatives.

RESEARCH EXPIERENCE

Co-Investigator 2015-2016
Charles George VA Med Center
Pariticipated in the Auspex pharmaceutical medication trial of deutetrabenazine for use for tardive dyskinesia. It was a multi-site study.

Primary Investigator Spring-Summer 2008
Duke University Medical Center
Analyzed data for combining parent education with medication management for ADHD as part of the larger Lilly funded Strattera study. Research resulted in poster for AACAP and NCPA conference in Fall 2008. Poster received First Place for the NCPA conference.

Co-Primary Investigator Fall 2007– 2009
John March, MD Duke University Medical Center
Clinical provider for the ASK and PARCA studies, aimed at evaluating the safety of SSRI antidepressants in children and adolescents.

POTS Open label therapist, provider for Lilly Strattera trial Spring 2008

Co-Investigator Spring 2006
M. Thakur, M.D. Duke University Medical Center
Participated in a NIH funded literature review of the variations of P450 metabolism of antidepressant therapy. Results published in Genetics of Medicine

Research Assistant Sept 2004-Jan 2005
Henry Friedman, MD and J Quinn, MD Brain Tumor Center at Duke
Participated in ongoing research, grant writing, and abstract submission. Presented a poster at the Society for Neuro-Oncology's international meeting in Toronto on *Trial of Temodar, O6B-G, and CPT-11 in Recurrent/Progressive Cerebral Anaplastic Gliomas.*

Research Assistant Fall 1997-Spring 1998
D. Crystal, PhD Georgetown University
Assisted D. Crystal, PhD on research regarding the etiology of eating disorders. Activities also included collecting, organizing and entering data, and aiding in statistical analysis.

PUBLICATIONS

Farmer, J. *Advocacy Update.* NCPA and NCCCAP newsletters, Spring 2009.

Farmer, J, et al. *An Innovative Service Delivery Model for ADHD: Combining Parent Education with Medication Management.* AACAP Conference, Chicago, Oct 2008 and NCPA Conference, Asheville, Sept 2008.

Farmer, J. *Advocating for Our Patients.* North Carolina Council for Child and Adolescent Psychiatry Newsletter, Summer 2008.

Thakur, M MD, et al. *Review of evidence for genetic testing for CYP450 polymorphisms in management of patients with non-psychotic depression with selective serotonin reuptake inhibitors.* Genetics in Medicine. 2007 Dec; 9(12):826-35

Farmer, J, et al. *Trial of Temodar, O6B-G, and CPT-11 in Recurrent/Progressive Cerebral Anaplastic Gliomas.* International Society for Neuro-Oncology Meeting, Toronto, Nov 2004.

TEACHING EXPERIENCE and PRESENTATIONS

Advocating for Our Patients May 2009
Department of Child and Adolescent Psychiatry Durham, NC
Presented 1.5 hour seminar instructing fellow residents and attendings on various ways to become involved in Advocacy activities in the local, state and national arenas.

Duke University Medical Center June 2007-July 2009
Department of Child and Adolescent Psychiatry Durham, NC
Provided various didactic lectures on Child Psychiatry to Duke Medical Students, Duke Psychology Interns, and Teachers in the Durham Public Schools.

Duke University Medical Center, July 2005-Present
Department of Psychiatry Durham, NC
Presented Critically Appraised Topics in Chairman's Rounds and Evidence Based Medicine Seminars.

Georgetown University, 1997-Spring 1998

Department of Psychology — Washington, DC
Teacher's Assistant to K. Weinfurt, PhD in *Research Methods and Statistics.* Responsibilities included writing tests, grading exams and other assignments for approximately 40 students, and tutored students when necessary.

VOLUNTEER ACTIVITIES

Schweitzer Ambassador Program — May 2009-2010
Duke University Medical Center — Durham, NC
Mentored Schweitzer Fellows with their various projects. Received monthly reports from the Fellows and conducted site visits to observe the Fellows at work.

Advocacy Internship — June 2008-2010
Durham, NC
Volunteered weekly through the NCPA. Activities included attending various legislative meetings, speaking with legislators and blogging on the issues. Please see ncpaproject.wordpress.com. Assisted with the planning and attended "White Coat Wednesday" with the Raleigh Legislature. Attended National Mental Health Awareness Day in Washington, DC with AACAP, met with the staff of Senator Burr, Hagan and Representative Price and spoke on a variety of patient issues in Congress.

Red Cross — Jan 2007-2010
Durham, NC
Participated in Disaster Relief training for Mental Health Professionals.

Junior League — August 2004-2010
Raleigh, NC
Participated as a volunteer in international association of women who focus on projects and programs that promote education, health, and women/children services. The ongoing mission is to promote volunteerism, develop the potential of women and improve the community through the effective action and leadership of trained volunteers.

Psychiatric Interest Group — Spring 2004-2010
ECU School of Medicine — Greenville, NC
Presided over meetings, reinvigorated the group, and arranged group activities and luncheons for medical students.

Fountain Clinic/Greenville Shelter Clinic — Fall 2001-Spring 2003
Greenville, NC
Participated in the medical student-run, free medical clinics in the Greenville community, volunteering my medical knowledge and honing my patient presenting skills with the attending physicians.

PHED-UP — Spring 2002-2003
Pitt County Memorial Hospital — Greenville, NC
Presided over the organization; duties entailed revitalizing the program and motivating other students to join in the preventative health movement. Trained PA students, undergraduates, and other medical students how to interact and educate patients on preventative health initiatives in the Emergency Department.

Orange EMS — Spring 2000-Fall 2001
Chapel Hill, NC
Volunteered over 72 hours a month as an EMT-I and acted as a Lieutenant.

Alpha Phi Omega Service Fraternity — 1996-1999

Georgetown University Washington, DC
Vice President, Fall 1998, facilitated service projects, meetings and events and attended monthly service projects such as tutoring, helping physically disabled children learn to swim, rebuilding houses and feeding the homeless. Other positions held include 1998-Chair for Power Grant, 1997-Rush Chair, 1996-Administrative Officer.

ARTS & INTERESTS

Appalachian Trail, completed July 19, 2002. Backpacked 2165 miles from Georgia to Maine.

Charlotte Marathon for Peace 2003, *Charlotte, NC*, January 2003. Placed in the top 20 female finishers, 8th for my age group.

Penland School of Crafts, *Penland, NC*, Summer 2003. Learned to how to construct chairs from raw materials and other general woodworking procedures.

Ceramics, *Greenville, NC*, 2002-2003. Became proficient with the pottery wheel, learning various throwing, firing and various staining techniques.

Instruments: Piano and hand-bells.

HONORS and AWARDS

First Place for New Research, *NCPA Annual Meeting,* September 2008
Chief Resident for Child and Adolescent Psychiatry Fellowship, *Duke University Medical Center,* July 2008-June 2009
Albert Schweitzer Fellowship, *Brody School of Medicine*, Spring 2002-Spring 2003
"Most Athletic," *Brody School of Medicine*, Spring 2005
Psi Chi, *National Psychology Honor Society*, *Georgetown University*, Spring 1999
Dean's List, *Georgetown University*, Fall 1996-Spring 1998
Second Honor's, *Georgetown University*, Spring 1997

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Board of Education

Your name: Jacquelyn Carr McHargue Home Phone #: 828-450-2703

Street address: 25 Hyannis Drive City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: University of North Carolina - Asheville

Your position: Dean of Students Office Phone #: 828-251-6667

Resident of City yes County yes Race White * Sex M ___ F ✔ * Age 50 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ___ North ✔ South ___ East ___ West ___

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

As a parent of a current sophomore at Asheville High, I have been able to experience first hand Asheville City Schools since her first days at Claxton as a kindergartner. She's benefitted from partnerships with the YMCA, local/school sports, and other afterschool activities. During the time we have lived here, I have seen the challenges that ACS has faced with teacher loss, administrative transfers, superintendent transitions, achievement/opportunity gaps, testing changes, and other challenges such as responding to COVID-19 - and my child has experienced each firsthand (while I walk the journey beside her). I have also worked to be involved with her schools, teachers, and have built relationships with her teachers and other parents. I believe all these experiences and connections have placed me in a position to hear a wide array of experiences, successes, and concerns of parents, teachers, students, and the community. In addition, in my role in higher education, I am able to understand the long term impact of community trauma, adverse childhood experiences (ACEs), gaps in learning/access/opportunity, testing bias, and the power of strong teachers in (and on) the lives of young adults moving into the collegiate experience. In my role as Dean of Students, I oversee our behavioral intervention, threat assessment, case management, and student conduct processes. In addition, I work with students in recovery as they work to complete their education (both high school and college) while maintaining both their sobriety and mental health. I believe the combination of these experiences make me uniquely qualified to serve on

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Jacquelyn Carr McHargue
Key: d7767214e9e881f4d2aa1f4022f0fc5d78

Date: 1/15/2021

E-Mail: jmchargu@unca.edu

Fax #: 828-251-5051

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Jacquelyn Carr McHargue

25 Hyannis Drive
Asheville, NC 28804
(828) 450-2703
jmchargue@gmail.com

Highlights of Qualifications:

- ❖ Extensive experience in Crisis Management, Behavioral Intervention, Threat Assessment, Student Conduct, Title IX, Housing and Residence Life and Student Affairs.
- ❖ Substantial training, consulting, programming and presentation experience on numerous topics, including but not limited to student rights and responsibilities, behavioral intervention/threat assessment, Free Speech/First Amendment, FERPA, academic integrity, mediation, leadership, first year student issues and issues surrounding fraternity and sorority risk management and liability.
- ❖ Assessment and data driven leadership with proven fiscal responsibility for over $8 million in departmental budgets.
- ❖ Extensive institutional committee and task force experiences fostering collaborative relationships

Education:

CLEMSON UNIVERSITY — Clemson, SC
Master of Education (M.Ed.), Post-Secondary Guidance and Counseling/Student Affairs

FLORIDA STATE UNIVERSITY — Tallahassee, FL
Bachelor of Science (B.S.), Social Work

WESTERN CAROLINA UNIVERSITY — Cullowhee, NC
28 hours completed in the Higher Education/Community College Administration Ed.D. Program

Experience:

DEAN OF STUDENTS — August 2006 to Present
The University of North Carolina Asheville — Asheville, NC

- ❖ Responsible for building and sustaining a campus environment conducive to student satisfaction, retention and matriculation, leadership development and academic achievement, which compliments the institution's unique liberal arts mission.
- ❖ Develop and implement a paradigm that holds responsible citizenship at the core value and basis for all Standards of community, conduct and accountability for students.
- ❖ Directly supervise and provide leadership for the offices of Residential Education, Citizenship Education, Housing Operations (2006-2014), Dining Services (2006-2013) and Transition Programs (New Student Orientation), Parent Programs, and Veterans Programs (2014 to present).
- ❖ Oversee full budgetary responsibility for over eight-million dollars of operating, personnel and reserve accounts
- ❖ Respond to and manage student related crises and collaborate with campus resources as needed
- ❖ Serve as a resource and ombudsperson responding to student needs as related to their personal, social and academic concerns as members of the UNC Asheville community
- ❖ Oversee the Behavioral Intervention and Threat Assessment Team and related case management
- ❖ Serve as part of the four person leadership team which oversees the Division of Student Affairs
- ❖ Oversee the management of the Division of Student Affairs in the absence of the Vice Chancellor.

MANAGING PARTNER — November 2020 to present
Southeast Therapeutic Consultants

- ❖ Specialized work in adult mental health and substance use disorder (SUD) treatment consulting, placement, and case management.
- ❖ Provide student focused career, life, learning and emotional assessments.
- ❖ Assist high school and college aged young adults in recovery in finding their collegiate best fit, advise through application and selection process, coordinate continuity of care and campus resource connection, mentor and support through collegiate transition and maintain ongoing scaffolding as need through and post-graduation.

CONSULTANT — June 2005 to current

- ❖ Provided consultation and programmatic outreach to colleges and organizations on topics surrounding collegiate recovery programs, student judicial affairs, behavioral intervention, threat assessment, emotional intelligence,

fraternity and sorority issues, Clery Act/ FERPA, leadership, staff development, student mental health issues in higher education and other topics as requested.

DIRECTOR OF STUDENT JUDICIAL AFFAIRS — June 2000 – June 2005
Western Carolina University — Cullowhee, NC

- ❖ Responsible for management of student conduct process as well as student organization and fraternity/sorority conduct including investigations, case management, formal hearings and mutual agreements.

AREA COORDINATOR — Fall 1997 – May 2000
Appalachian State University — Boone, NC

- ❖ Responsible for the operation and administration of a community of five residence halls housing 1227 students.
- ❖ Trained and supervised a staff of five Graduate Resident Directors and thirty-four Resident Assistants.
- ❖ Responsible for on-call crisis management for a campus residential community of over four thousand students.

RESIDENT DIRECTOR — June 1994 to June 1997
Ohio University — Athens, OH

Other Experience:

FUNDRAISING COORIDNATOR — December 2020 to present
AIST US U16 Girls Lacrosse Team
Assist the AIST's U16 girls lacrosse team in fundraising efforts to support their travel to Italy where the team will officially representing the United States in the Inaugural Italy Cup in July 2021.

CO-HOST — November 2020 to current
In One Ear Podcast/Radio Show

- ❖ Co-host a weekly podcast and radio show (Asheville 103.3 FM) called 'In One Ear' that discusses living and learning in an age of dissonance.

STUDENT SUCCESS COACH — August 2018 to present
The University of North Carolina Asheville

- ❖ Provide goal directed, action based coaching to assist students in their efforts to make their college experience successful.

ADVISOR, CHEER AND DANCE TEAM — April 2011 to present
The University of North Carolina Asheville

BIG SOUTH CONFERENCE CHEER AND DANCE/BAND HOST SITE COORDINATOR
Big South Conference Men's Basketball Championship Tournament (2012, 2018)
Big South Conference Women's Basketball Championship Tournament (2016, 2018)
The University of North Carolina Asheville

MARKETING AND OUTREACH, THE FAST BREAK CLUB — September 2011 to 2014
The University of North Carolina Asheville

CO-ADVISOR, THE ORDER OF BOS CANIS (UNCA) — April 2007 to 2013

MENTOR, MVP PROGRAM
The University of North Carolina Asheville — September 2006 to Present

- ❖ Serve as a mentor, advisor and resource for the Women's Basketball team.

ADVISORY BOARD, CAMPUS CREST PROPERTIES
Charlotte, NC — September 2010 to May 2014

MENTOR, FIRST YEAR MENTORING PROGRAM — July 2004 to May 2005
Western Carolina University

FACULTY ADVISOR, SIGMA ALPHA EPSILON FRATERNITY — October 2003 to January 2005
North Carolina Omega Chapter, Western Carolina University

ADVISOR, ALPHA GAMMA DELTA FRATERNITY (Social Sorority) — May 2002 to February 2005
Theta Omicron Chapter, Western Carolina University

TRANSITION TEAM, DEPARTMENT OF UNIVERSITY HOUSING — April 2002 to September 2002
Western Carolina University

MENTOR (Balanced Man Program), SIGMA PHI EPSILON FRATERNITY — October 2001 to May 2002
North Carolina Pi Chapter, Western Carolina University

Teaching Experience:

University of North Carolina at Asheville

CHEM178	The Science of Learning	(4 credit hours)
LA178/ LSIC 179	First Year Colloquia	(3 credit hours)
LA173/178	Reasonably Dramatic: Emotional Intelligence in TV and Film	(3 credit hours)

Western Carolina University

USI 130	University Experience	(1 credit hour)
COUN 141	Counseling 141 (Leadership Class) – *Guest Instructor*	(1 credit hour)
COUN 141	Counseling 141 (Resident Assistant Class) – *Guest Instructor*	(1 credit hour)

Appalachian State University

HPC 3400	Resident Assistant Leadership Development	(3 Credit Hours)

Ohio University

EDCP 400	Paraprofessional Training and Development Spring 1995, Spring 1996, Spring 1997	(1-4 Credit Hours)
UC 115	University Experience Fall 1995, Fall 1996	(2 Credit Hours)

Committee Experience (not inclusive):

The University of North Carolina at Asheville

New Student Orientation Committee	2020 to Present
Commencement Planning Committee	2019 to Present
Council for the Advancement of Professional Staff	2019 to Present
Emergency Operations Committee	2016 to Present
Student Success Steering Committee	2015 to Present
First Year Experience Advisory Committee (Co-Chair)	2014 to Present
Fan Engagement Committee	2013 to Present
Bias Incident Response Team	2012 to Present
Alcohol, Drug and Other Substances Committee	2012 to Present
Policy Review Committee	2011 to Present
Academic Calendar Committee	2009 to Present
New Residence Hall Construction Committee	2009 to Present
Academic Calendar Committee	2009 to Present
Dining Services Student Advisory Committee (Chair)	2009 to 2013
Student Affairs Faculty Advisory Committee	2008 to Present
Enrollment Planning Committee	2008 to Present

MapWorks/Skyfactor Steering Committee (Chair)	2008 to 2017
Enrollment Services Committee	2008 to Present
Sexual Harassment Committee	2007 to 2014
Care and Crisis Team (Chair)	2006 to Present
Campus Safety Committee	2006 to Present
Academic Appeals Committee	2006 to Present
Opening of Semester Committee	2006 to Present
Academic Exceptions Committee	2006 to Present
Admissions Review Committee (Chair)	2006 to Present
Export Control Committee	2006 to Present
Workplace Violence Committee	2006 to Present
Emergency Procedures Task Force	2006
Citizenship Education Task Group (Chair)	2006

The University of North Carolina General Administration

Dean of Students Working Group	2018 to Present
Student Mental Health Working Group	2017 to Present
Threat Assessment Working Group	2016 to Present
Early College Admissions Policy Committee	2016 to Present
Student Conduct Working Group	2012-2014
Staff Development Committee	2000 to 2002

Presentations:

Extensive experience in training, consulting, and program presentation on the local, state, regional and national level. Topics include: Federal Legislation, Student Rights and Responsibilities, Distressed and Distressing Students, Behavioral Intervention, Threat Assessment, Mental Health Issues, Title IX, Free Speech, Classroom Management, Fraternity and Sorority Issues, Risk Management, Organizational Liability, Organizational Discipline, Mediation, Restorative/Social Justice, Leadership, Academic Integrity, Suicide, Diversity, Civility, First Year Student Experience, Motivation, Teambuilding, Supervision, Conflict Management, and Values/Ethics. *See attached presenter's vita.*

Certifications:

Master Life Coach

Contact Tracer for SARS-Cov-2 Virus (Covid-19) – Johns Hopkins University

WAVR-21 (Workplace Assessment of Violence Risk)

Federal Emergency Management Association (FEMA) Certificate of Completion:

IS-100HE	Introduction to the Incident Command System, ICS-100, for Higher Education
IS-200.a/b	ICS for Single Resources and Initial Action Incidents
IS-300	Intermediate ICS for Expanding Incidents
IS-400	Advanced ICS Command and General Staff-Complex Incidents

Campus Security: Threat and Vulnerability Assessments (North Carolina Crime Control and Public Safety, Governor's Crime Commission)

Association of Title IX Administrators (ATIXA)
Certified Title IX Investigator

National Federation of State High School Associations (NFHS) Coaches Education Program/American Association of Cheerleading Coaches and Administrators (AACCA)
Certificate of Completion: Fundamentals of Coaching
Certificate of Completion: AACCA Spirit Team Safety
AACCA Certified Spirit Team (Cheer/Dance) Coach

Professional Affiliations

National Association of Therapeutic Schools and Programs (NATSAP)
Member 2021 to Present

Association of Recovery in Higher Education (AHRE)
Member 2020 to Present

Higher Education Case Manager Association (HECMA)
Member 2018 to Present

Association of Threat Assessment Professionals (ATAP)
Member 2014 to Present

American Association of Cheerleading Coaches and Administrators
Member 2014 to Present

Association of Student Conduct Administrators - ASCA (formerly ASJA)
Member 1993 to Present
Legislative Issues Committee, 2004 to Present
Membership Advisory Committee (Chair), 2006 to 2008
Board of Directors
Secretary, 2003 to 2005
Conference Chair for the 2003 International Conference
Donald D. Gehring Judicial Training Institute
Advanced Judicial Affairs Track, 2004
Lab Instructor, 2002 and 2003
Logistics Coordinator, 2000-2001
Basic Judicial Affairs Track, 2000
International Conference Committee
Conference Committee, 2007 Conference
Co-Chair, Newcomers Committee for the 2005 Conference
Conference Chair for 2003 Conference
Assistant Conference Chair for 2002 Conference, 2001-2002
Conference Registration Chair, 1998 to 2000
Case Study Competition Coordinator, 1997 to 2000
Volunteer, 1993 to 1997
Circuit IV State Representative, 1998 to 2001

College Student Educators International (ACPA)
Member 1993 to Present
Placement and Career Services Committee
Co-Chair, Employer and Candidate Services/Scheduling, 1999 to 2004, 2007
Co-Chair, Message Center, 1998
Placement Support Team, 1997
Conference Placement Volunteer, 1993 to 1996
Commission XV: Campus Judicial Affairs and Legal Issues, 1993 to Present

Southern Association of College Student Affairs (SACSA)
Member 1993, 1997-1998, 2000 to 2005, 2006 to Present
Conference Volunteer 1993, 2001

National Association of Student Personnel Administrators (NASPA)
Member, 1995 to 1997, 2006 to Present

Association of Fraternity Advisors (AFA)
Member 2000 to 2003

North Carolina Housing Officers (NCHO)
Member 1997 to 2002
Conference Program Committee 1998, 1999

Training for Intervention Procedures (TIPS)
Trainer Award 2002
Certified Trainer 2000 to 2005

The Mediation Project (Illinois State University / ASJA)
Trained Mediator

Honors and Other Affiliations:

Camp Watia (YMCA of WNC) Advisory Board
UNC Asheville Student Government Association's "Campus Mama" Award
UNC Asheville Distinguished Team Award Nominee (2x)
WCU Division of Student Affairs Advising Award
Sigma Alpha Epsilon Fraternity Province Omicron Chapter Advisor Award
WCU Division of Student Affairs Administrator Award
ACPA Commission XV: Campus Judicial Affairs and Legal Issues New Professional of the Year
WCU Division of Student Affairs New Employee Award
WCU Ambassador Award
National Association of College and University Residence Halls (NACURH) Four Years of Service Award
Central Atlantic Affiliate of College and University Residence Halls (CAACURH) Three Years of Service Award
CAACURH Commitment to Excellence Award
South Atlantic Affiliate of College and University Residence Halls (SAACURH) Four-Year Service Award
National Residence Hall Honorary Outstanding Leadership Service Award
Chi Sigma Iota (Counseling Honorary)
Chi Alpha (Social Work Honorary)
Seminole Torchbearer (Leadership Honorary)
Outstanding College Students of America
Order of Omega (Greek Honorary)
National Residence Hall Honorary
Who's Who in the World (Southeast, Midwest, American College Students)
Clemson University Ask-a-Tiger Network Volunteer
Sigma Sigma Sigma Sorority

References available upon request

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Schools Board of Education

Your name: CJ Breland Home Phone #: 828-779-2909

Street address: 5 Wilburn Rd City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: retired

Your position: _____ Office Phone #: _____

Resident of City Asheville County Buncombe Race W * Sex M ___ F ✔ * Age 66 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ___ North ___ South ___ East ___ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: none

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I hold a M.A. in Theatre from Ohio University, and a B.A. degree in English and Education from Belmont College (now University) in Nashville.

I retired from teaching in 2019 after 35 years in public high schools, the last 19 at Asheville High School. I was the Theatre Arts teacher at AHS, running a very active program and managing the finances of that program.

From 2006 through 2015, I served as the director of the North Carolina Educational Theatre Association, the sponsoring organization for Thespian activities statewide. There was no BOD when I became director, and I am happy to say that many of the people I invited to become board members are still active with the organization. I remained a board member myself until last year.

I am currently on the board of directors of Different Strokes! Performing Arts Collective, a local theatre with a social justice mission. We began DSPAC with the goal of providing more racial diversity on the local theatre scene, and we have produced plays over the past ten years that engaged the community in discussions about race, inequity, and other societal problems. Our Thespian troupe at AHS partnered with DSPAC to bring three different shows

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: CJ Breland

Date: 1/15/2021

E-Mail: cjbreland@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

CJ Breland

I hold a M.A. in Theatre from Ohio University, and a B.A. degree in English and Education from Belmont College (now University) in Nashville. I retired from teaching in 2019 after 35 years in public high schools, the last 19 at Asheville High School. I was the Theatre Arts teacher at AHS, running a very active program and managing the finances of that program. From 2006 through 2015, I served as the director of the North Carolina Educational Theatre Association, the sponsoring organization for Thespian activities statewide. There was no BOD when I became director, and I am happy to say that many of the people I invited to become board members are still active with the organization. I remained a board member myself until last year. I am currently on the board of directors of Different Strokes! Performing Arts Collective, a local theatre with a social justice mission. We began DSPAC with the goal of providing more racial diversity on the local theatre scene, and we have produced plays over the past ten years that engaged the community in discussions about race, inequity, and other societal problems. Our Thespian troupe at AHS partnered with DSPAC to bring three different shows to Asheville High School over the years, allowing students to see Black actors in serious dramas at no cost. I am interested in becoming an Asheville City Schools BOE member because I want to continue to support the educational needs of our diverse community. I believe that my time working for Asheville City Schools has given me institutional and historical knowledge to serve well in this capacity.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City School Board

Your name: Patricia Griffin Home Phone #: 8287124164

Street address: 7 Williams St City: Asheville Zip Code: 28803

Mailing address (if different): _____

Employer: Retired

Your position: _____ Office Phone #: _____

Resident of City Asheville County Buncombe Race Af-Am * Sex M____F ✔ * Age _____*

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central _____ North ✔ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I have been a board member in good standing for four years. I worked in the Asheville City School system from 1971-2003, starting as a teacher assistant and retiring as a principal. I feel that having served as administrative coach for new administrators and filling in as interim principal at most of the schools provides me with the level of expertise to serve on the board. Please see the cover letter below and the attached resume.

Patricia Griffin Cover letter

I want to continue as a member of the Asheville City School Board, working to make our board an effective school board by continuing to adopt policies that give direction and provide strategies to achieve our goals and keep our nine schools on track. As a present board member, my interest and primary focus is to see that the vision and goals of the district are realized. I have always believed that each student can learn, will learn, and shall learn if provided equitable educational opportunities.

Having served at every level in the school system and working with students, parents, teachers, administrators, and community, I have witnessed discriminatory practices, prejudices, and beliefs. The dream and promise of public education is for every child to succeed in school and in life. To realize this dream, the board must see that every child is given resources, supports, and interventions based on their needs.

eSigned via SeamlessDocs.com

Patricia Griffin

Key: d76721a9fe0814d2aa1f402f0fc3d78

Signature: _____

Date: 1/19/21

E-Mail: pptg4@msn.com

Fax #: 8287124164

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Patricia Griffin_Cover letter

I want to continue as a member of the Asheville City School Board, working to make our board an effective school board by continuing to adopt policies that give direction and provide strategies to achieve our goals and keep our nine schools on track. As a present board member, my interest and primary focus is to see that the vision and goals of the district are realized. I have always believed that each student can learn, will learn, and shall learn if provided equitable educational opportunities.

Having served at every level in the school system and working with students, parents, teachers, administrators, and community, I have witnessed discriminatory practices, prejudices, and beliefs. The dream and promise of public education is for every child to succeed in school and in life. To realize this dream, the board must see that every child is given resources, supports, and interventions based on their needs.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City Board of Education

Your name: James C. Carter Home Phone #: 828-301-2894

Street address: 112 Courtland Ave. City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: United Healthcare

Your position: DSNP Community Outreach Office Phone #: 828-301-2894

Resident of City Asheville County Buncombe Race Black * Sex M ✔ F ___ * Age 47 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

As a current member of the Asheville City School Board, I have utilized my skills in several areas such as board governance, management, and community engagement. I have made myself available to speak with students, families, teachers, and staff about their needs, especially during the current COVID-19 pandemic. I continue to ask difficult questions, to hold the superintendent accountable, and to make sure that transparency is maintained.

I am an alumnus of the Asheville City School system. My daughter was a student in the system from K-12, graduating from SILSA in 2012. I went on the graduate with a BA in History from UNC Asheville. I have served on, and chaired, numerous boards in Asheville. These boards include: The Literacy Council of Buncombe County, UNC Asheville National Alumni Council Board, Children First / CIS, and OnTrack Financial Education & Counseling. I continue to find ways for ACS to collaborate with community organizations.

It is my fervent desire to make sure that our students, especially those students of color, have everything to be successful, and to make sure that any barriers to that success are removed. I hope to continue serving on the board, so that I can continue to work with our superintendent and staff to work through the issues in our district.

eSigned via SeamlessDocs.com

James Calvin Carter

Key: d7f5721ab4e08f4d2aa1f402f0fc5678

Signature: _____

Date: 1/20/21

E-Mail: james.calvin.carter@gmail.com

Fax #: _____

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Asheville City School Board

Your name: Libby Kyles Home Phone #: 8285827094

Street address: 32 Melbourne Place City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Changing LENS Consulting

Your position: Principal Consultant Office Phone #: 828-338-9992

Resident of City Asheville County Buncombe Race Black * Sex M____ F ✔ * Age 49 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ✔ North _____ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: [illegible] _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

currently serve as the chair of The Asheville-Buncombe Community Land Trust, Vice Chair of Asheville PEAK Academy and have recently been appointed to the Board of Trustees for Asheville-Buncombe Technical Community College. I have a great understanding of board operations and the fiduciary and governance responsibilities that boards hold. I am a former classroom teacher in Asheville City Schools and in my last two years of teaching earned bonuses for my students performance in both reading and math. I am a board certified teacher and hold a masters degree in Educational Leadership.

I am interested in serving for several reasons. First, as a native of Asheville and a product of the Asheville City School System, I am saddened by the level of decline the quality of our system. I believe this decline is due in part to the lack of transparency, the inability to hold leaders responsible for their actions and the ACS staffs lack of trust in the board or central office. I am also concerned that our current board has lost site of it's governance and fiduciary responsibilities and that some are using the achievement or "opportunity" gap as a reason to overstep their bounds and while the intent may be good, the impact is the continual harm to black and brown students. I want to be a part of getting the school board back to serving the larger purposes of representing the needs of the communities in our schools. I think that it is important that board members respect the boundaries of governance and stop the blame

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Libby M Kyles

Date: 1/21/2021

E-Mail: libkyles@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

LIBBY KYLEs

I currently serve as the chair of The Asheville-Buncombe Community Land Trust, Vice Chair of Asheville PEAK Academy and have recently been appointed to the Board of Trustees for Asheville-Buncombe Technical Community College. I have a great understanding of board operations and the fiduciary and governance responsibilities that boards hold. I am a former classroom teacher in Asheville City Schools and in my last two years of teaching earned bonuses for my students performance in both reading and math. I am a board certified teacher and hold a masters degree in Educational Leadership. I am interested in serving for several reasons. First, as a native of Asheville and a product of the Asheville City School System, I am saddened by the level of decline the quality of our system. I believe this decline is due in part to the lack of transparency, the inability to hold leaders responsible for their actions and the ACS staffs lack of trust in the board or central office. I am also concerned that our current board has lost site of it's governance and fiduciary responsibilities and that some are using the achievement or "opportunity" gap as a reason to overstep their bounds and while the intent may be good, the impact is the continual harm to black and brown students. I want to be a part of getting the school board back to serving the larger purposes of representing the needs of the communities in our schools. I think that it is important that board members respect the boundaries of governance and stop the blame game that has been playing out in our system for the past six or more years. The school board should be working as a unifying force, ensuring that our schools are the best that they can be. In addition, this board seems to have lost sight of it's fiduciary responsibility and has not worked with the city and county to ensure that ACS is financially stable. In addition, it has pained me to see the lack of stewardship over school property. What I have witnessed is a board of divisiveness that continues to make poor decisions concerning leadership and a board with members who often speak negatively toward teachers and other ACS staff.

Libby Kyles

libkyles@gmail.com (828) 582-7094 32 Melbourne Place, Asheville NC 28801

January 22, 2021

Dear City Council Members,

I am excited to apply for a seat on The Asheville City School Board. As a native of Asheville, I am a product of Asheville City Schools. I graduated from Asheville High in 1989. In addition to being a product of this system, I also taught in the Asheville City School System for 16 years. I spent two years as a teachers assistant at Isaac Dickson Elementary School. I was inspired to go back to school and in 2000 I graduated from Western Carolina University with a Bachelor's Degree in Elementary Education. I taught middle school for four years, obtaining my 6-9 literacy certification and taught elementary school, 3rd and 5th grades, for 14 years at Isaac Dickson Elementary School.

I have always been proud to say that I grew up in this system and I took great pride in being an Asheville City Schools teacher. I look forward to the opportunity to steer our district on a course where we are advocating for an equitable education for all of our students. A time when we are earnestly working to understand and correct the systemically racist system that has created an enormous achievement gap between white and black students.

My dedication and commitment to the community is evident in my past and current community work. My experiences with building relationships in community, assessing, evaluating and redesigning with an equity lens, and my knowledge gained from being the founding member of three grassroots organizations in Asheville would be valuable assets to our school board. I believe that I am the right person to occupy a seat on the Asheville City School Board.

Thank you for your time and consideration.

Best,

Libby Kyles M.Ed, She/Her

Libby Ryles
32 Melbourne Place, Asheville NC 28801
(828) 582-7094

SUMMARY of QUALIFICATION

I am an outspoken and self-motivated, dynamic leader with strong organizing and program implementation skills, dedicated to improving conditions in my community. I am seeking to lead an organization which purposes to create equity, dismantle racism and racist practices, and provide opportunities for women, with a strong emphasis on Black and Brown women, and youth to be active in claiming their power. I am an accomplished educator/facilitator who has demonstrated the ability to teach, motivate, connect with and direct students while maintaining high expectations, interest and achievement. I am an effective communicator able to purposefully engage and interact with diverse populations.

SPECIAL ACHIEVEMENTS

- Named Teacher of the Year for Isaac Dickson Elementary School - 2005/2006
- Completed training in Reader's Workshop at Columbia University - 2008
- Facilitated four professional developments related to Reader's Workshop - 2008-2009
- Facilitated sessions at Closing the Gap Conference – Eliminating Bias in the Classroom as an individual presenter and Courageous Conversations as one of a group - 2010
- National Board Certification - 2011
- Asheville City Schools Foundation grant for a Writing to Change the World Project - 2011-2012
- Attended Professional Learning Communities Conference facilitated by the DuFour's - 2012
- Founded the nonprofit YTL Training Programs - Youth Transformed for Life - 2014
- Received CoThinkk Leadership Award - 2017
- Coach Diversity InstituteTraining -2020

EXPERIENCE

CEO of the YWCA of Asheville (June 2019 - September-2020)

- Managed Administrative Team of 4 and a staff of 100
- Implemented organization wide staff meetings with organization wide training
- Led the development of an Employee Advisory Council
- Led the development of a Community Advisory Council (process halted during COVID)
- Developed Mission Workshops to deal with internal cultural issues
    - Addressing issues of white supremacy in the structure and communication of the organization
    - Addressed "upstairs" downstairs dynamics that exists in the organization
    - Encourage and offered opportunities for frontline employees to lead initiatives
- Implemented Evaluation process throughout the organization
- Brought all employees up to a living wage
- Managed the closing fitness, aquatics programming in response to COVID 19 Pandemic and managed the reopening for both programs
- Reopened for Emergency Childcare for Essential and Critical Workers
- Made critical decisions that qualified the organization to receive state and federal funding to sustain through the pandemic.
- Worked collaboratively with Buncombe County, Manna Food Bank and other community organizations to support our community during the COVID-19 Pandemic
- Transitioned Women's Empowerment and Diabetes Wellness Program to Online
- Inherited a $454,000 deficit and closed the fiscal year with no deficit and $150,000 gain

Libby Ryles
32 Melbourne Place, Asheville NC 28801
(828) 582-7094

- Raised $120,000 in four months while leading the organization through COVID-19

YOUTH TRANSFORMED FOR LIFE (YTL) TRAINING PROGRAMS - ASHEVILLE, NC Executive Director (2014-June 2019)

- Collaboratively developed a vision and mission statement
- Created an organizational structure for daily operations
- Applied for and received 501c3 status (August 2015)
- Created intake process/developed YTL forms
- Established community partnerships in service for youth
- Responsible for grant writing and fundraising
- Supervise girls' group facilitators at Vance Elementary School and in the IRL Program at Asheville Middle School
- Supervised student advocates
- Developed and managed GRACE for Teens and ROSES summer programs
- Created GRACE for Teens After School and ROSES After School programs

ISAAC DICKSON ELEMENTARY SCHOOL - ASHEVILLE, NC 5TH Grade Teacher (2008-June 2019) 3rd Grade Teacher (2004-2008)

- Taught Common Core Course of Study for 5th grade with high expectations
- Facilitated the building of a classroom community of responsible students
- Collaborated With professional writers to mold students to Write to Change the World
- Facilitator of a school wide charge to close the achievement gap through Courageous Conversations, which seeks to eliminate teacher bias

LINCOLN MIDDLE SCHOOL - LINCOLNTON, NC 7th Grade Teacher (2000-2004)

- Taught the North Carolina Standard Course of Study for Language Arts
- Created an after school drama club

EDUCATION

Master's of Education (Educational Leadership) – 2013 East Tennessee State University, Johnson City, TN

Bachelor of Elementary Education, Minor in Psychology - 2000 Western Carolina University, Cullowhee, NC

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Board of Education

Your name: Joyce Brown Home Phone #: 828-337-1876

Street address: 65 Ridgelawn Rd City: Asheville Zip Code: ~~28806~~ 28806

Mailing address (if different): _____

Employer: Equinox Environmental Consultation & Design, Inc.

Your position: Operations Manager Office Phone #: 8282536856

Resident of City Asheville County Buncombe Race W * Sex M____F ✔ * Age 57 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central _____ North _____ South _____ East _____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

am an experienced member of this board. I understand the depth of the needs of the school system and the procedures that must be followed to achieve results. I have experience in eadership on numerous boards. I have expertise/experience in human resources management, fiscal oversight, racial equity, and strategic planning. I have a Master of Science n Human Resources Management and a Bachelor of Science in Psychology. I have worked for 20 years as the Operations Manager for Equinox, a local firm in Asheville.

believe in Asheville City Schools. I know it to be an excellent school district. I also know that here is significant work to be done. I feel that my role is not yet complete. I have much love for this community, our district schools, and especially our students and teachers. I think that consistent leadership is important and something that we have not had for a while in Asheville City Schools. My dedication to reducing the opportunity gap for our most vulnerable students has not yet been realized, and I would like to see this through.

eSigned via SeamlessDocs.com

Sarah Joyce Koonhiny Brown

Key: df7d721a9fe98ff4d12aa1f4029f0b5d78

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 1/23/21

E-Mail: joyce.brown@acsgmail.net

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Joyce Brown
65 Ridgelawn Road
Asheville, NC 28806
828-337-1876
joyce.brown@acsgmail.net

Dear Esteemed Members of Asheville City Council:

I am humbled by the opportunity to seek reappointment to serve on the Board of Education for the Asheville City Schools. I believe in Asheville City Schools. I know it to be an excellent school district. I also know that there is significant work to be done. I feel that my role is not yet complete. I have much love for this community, our district schools, and especially our students and teachers. I think that consistent leadership is important and something that we have not had for a while in Asheville City Schools. My dedication to reducing the opportunity gap for our most vulnerable students has not yet been realized, and I would like to see this through.

As a board member, I strive to be slow to judgment and listen carefully to all pertinent views regarding the circumstance at hand. The needs of the Asheville City Schools district are numerous and complicated. Serving on a board of education is vastly different than serving on any other board. Over the last four years, I have gained a great deal of knowledge about our district and its needs; knowledge that an inexperienced board member cannot have.

I want to support Asheville City Schools in its endeavor to provide an excellent education to **all** the children of Asheville. I am willing to continue the hard tasks of serving on this board. I am prepared to serve as a representative, a leader, and an advocate for the children and staff of ACS. In addition to experience on this Board of Education, below I highlight some of my past experience that supports my skills and abilities.

Board Experience

I served as president of the board of a non-profit childcare center during an important time of transition, helping to transform the struggling Child Care Center of First Presbyterian Church into the 5-star organization that it is today. As president of the Hall Fletcher Elementary PTO, I gained valuable insight about the struggles faced by a school that primarily serves students of color and those with economic disadvantage. In my tenure on the board of the Asheville City Schools Foundation (ACSF), I served both as treasurer and president. While there, I learned a great deal about the challenges and opportunities faced by the Asheville City Schools and by schools and educators across the country. I also served on the Session (governing body) of First Presbyterian Church concurrently as chair of its property committee, and on its personnel committee for many years.

Human Resource Management

I received my Master of Science in Human Resources from Western Carolina University in 2010. I pursued this degree because I saw a real need for greater understanding of human resource management on the boards that I served. I have been fortunate to have the opportunity to use my master level education in human resources to strategically partner with the management at Equinox, the company for whom I have worked for the last 20 years. In this position, I am responsible for all

aspects of development and implementation of our human resource initiatives. I have come to realize through my education, and this experience, the value of strategic human resources, the importance of aligning human resource functions with an organization's culture, goals, and practices, as well as the critical role an organization's human capital plays in its success.

Fiscal Oversight

Having served as treasurer for the ACSF, I understand and take most seriously the responsibility of fiscal oversight by any board of directors, even more so for the Board of Education. While financial assets are not the only assets requiring board oversight, board members have a responsibility to understand an organization's finances. Accounting management is part of my responsibility at Equinox. I am comfortable with and know my way around various financial statements.

Racial Equity

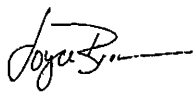
A unique experience provided to me by the ACSF was the work that the board did on Racial Equity. We began by learning about structural racism and identifying that we, as a board, could approach all that we did through a racial equity lens. This translated into the racial equity grant opportunities that we created for the Asheville City Schools. I was proud of the racial equity work that we did as a board at the ACS Foundation. I have had the opportunity to participate in the Racial Equity Institute's Two-day Phase 1 training while on the ACS BOE. This excellent training has been attended by most of ACS's leadership and many of its staff. I am gratified by the gains we in Asheville have made in racial equity in our schools and in our community, and we still have a lot of work to do.

Strategic Planning

In my role at Equinox, and as the president/chairperson of two non-profit organizations in Asheville, I have significant experience developing and implementing strategic plans for organizations. It will be necessary for the Asheville City Schools to develop a strategic plan in the months ahead, I will encourage our district leaders to include voices of students, teachers, school staff, parents, and community members in this process.

I look forward to the opportunity for continued dialogue about my unique perspective.

Sincerely,



Joyce Brown

65 Ridgelawn Road
Asheville, NC 28806
828-337-1876
joycekeathleybrown@gmail.com

JOYCE BROWN

An organization is only as good as its people. Engaged and happy employees are productive employees. People should enjoy their job and be passionate about their work. My passion is creating systems and processes that support and engage employees and are the foundation of business. How can I be of service to you?

*Well Organized * Critical Thinker * Dedicated to Hospitality & Customer Service*
*Detail Oriented * Problem Solver * Adaptable * Team Oriented * Great Sense of Humor*
Able to See the Big Picture & the Details Needed to Get There

---

SKILLS

Staff Recruitment, Onboarding, Training & Development
Employee Relations & Engagement
Policy & Legal Compliance
Job Analysis and Competency Modeling
Leadership Development & Succession
Risk Management
Organizational Systems Development & Management
Information Technology & Software Management
Bookkeeping & Accounting
Invoicing & Expense Management
Benefits Management and Administration
Marketing & Public Relations
Customer Service
Word, Excel, Outlook, PowerPoint; QuickBooks; BillQuick

WORK HISTORY

OPERATIONS MANAGER, EQUINOX ENVIRONMENTAL, ASHEVILLE, NC

September 2000 – Present

Responsibilities: Development, execution and management of policy, systems, and processes to facilitate smooth operations of various business components including strategic human resources, benefits management, risk management, purchasing, invoicing, accounting, facilities, computer and information technology, marketing and public relations

HUMAN RESOURCES INTERN, BILTMORE COMPANY, ASHEVILLE, NC Fall 2009

CHILD SUPPORT ENFORCEMENT AGENT, BUNCOMBE COUNTY DHS, ASHEVILLE, NC

February 1998 – August 2000

CHILD SUPPORT ENFORCEMENT AGENT, WILSON COUNTY DSS, ASHEVILLE, NC

January 1995 – January 1998

EDUCATION	**MASTER OF SCIENCE; HUMAN RESOURCES; 2010**
	Western Carolina University; Cullowhee, NC
	BACHELOR OF SCIENCE; PSYCHOLOGY; 1987
	Concentration – Experimental Psychology
	Minor – Biology, Chemistry; Honors: Chapter President Psi Chi National Honor Society
COMMUNITY INVOLVEMENT	**BOARD OF EDUCATION – ASHEVILLE CITY SCHOOLS**
	Board Member – 2017-Present
	ASHEVILLE CITY SCHOOLS FOUNDATION
	Board President – 2014-2015
	Treasurer – 2012-2014
	Board Development Committee – 2011-2012
	CHILD CARE CENTER OF FIRST PRESBYTERIAN CHURCH
	Board Chair
	FIRST PRESBYTERIAN CHURCH, ASHEVILLE
	Elder, Personnel Committee,
	Property Committee Chair
PASSION	**ORGANIZATIONAL SUCCESS**
	CUSTOMER SERVICE & HOSPITALITY
	SUSTAINABILITY
REFERENCES	**AVAILABLE UPON REQUEST**