

Eanes ISD Board Of Trustees Voter Guide



May 2023
Local Election

Eanes for Equity is proud to present our 2023 Eanes ISD Board of Trustees Candidate Voter Guide.

- In this election three seats are on the ballot: Place 1 and Place 2 candidates are both uncontested incumbents while Place 3 has 3 candidates. We thank the candidates, each of whom readily welcomed the opportunity to answer six questions from our community about diversity, equity, and inclusion within Eanes ISD.
- In the interest of full transparency and in order to help voters make the most informed decision possible, E4E is publishing each candidate's response in their exact words. We encourage our readers to do their own due diligence as candidate claims have not been independently verified. **Some responses include slurs, profanity, and vulgar language; we have opted to replace the vulgarity in brackets. Please use discretion when viewing and sharing.**

The last page of Voter Guide contains links to candidate campaign pages and voting information.



Kim McMath
Place 1
Uncontested



Laura Clark
Place 2
Uncontested



Chandler Hatchett
Place 3



Diane Hern
Place 3



Robert Morrow
Place 3

Early Voting: Monday, April 24th – Tuesday, May 2nd

Election Day: Saturday, May 6th

Eanes for Equity is a parent-led community organization (non-profit 501(c)3) committed to working in partnership with parents, students, teachers, staff, administration, and the EISD Board to create an EISD that interrupts racism and prejudice whenever encountered. We are committed to open and honest dialogue and ground our work in community conversations. Together, we can build a better, safer and more inclusive environment to support each and every Eanes ISD student as they strive for success in Eanes and beyond.

To learn more about how to get involved with E4E or for general inquiries, please see eanes4equity.org.

Q1

What steps have you taken within recent years to develop your own personal understanding of diversity, equity and inclusion (DEI) within Eanes?

Please cite any books read, podcasts listened to, training, etc. If you have taken concrete steps in your professional careers and within community organizations, please mention them here.

**Kim
McMath**
Place 1
Uncontested

As a current Board member, I have worked with the Eanes administration to assure DEI as a priority for the Eanes ISD community, attending one-on-ones with Dr. Gooden (when he was working with Eanes) as well as DEI trainings provided for the Trustees and Eanes staff and teachers. These goals are important for our staff and teachers to gain insights in belonging for all of our students. Professionally, as a corporate attorney in a very large international organization, the concept of DEI (even if not using this term) is important to appreciate and acknowledge differences and diversities. I have participated in trainings emphasizing both challenges and enrichments from diverse cultures for decades. Books are too numerous to mention as a list, but I have read books categorized as "DEI" in the last few years as they gained popularity, and have at times joined the E4E book club discussions.

Laura Clark
Place 2
Uncontested

Since being elected three years ago, I have sought to broaden my understanding of DEI in Eanes ISD. As a trustee, I have met with many community members, including multiple meetings with local faith leaders. After one of the faith leader meetings, I attended a synagogue tour where many of our Eanes families worship. The visit allowed me a firsthand look at the depth of the Jewish faith, its teachings, and the sense of community it fosters. Community members' stories emphasize the need for continued open dialogue and the value of empathetic engagement in fostering mutual respect and unity. I've just finished reading Unmasking Autism, and while it is focused on Autism, the message of seeing, accepting, and embracing individual differences applies to all.

**Chandler
Hatchett**
Place 3

On top of reading countless blog posts and online articles and hours of professional development on the topic when I was an educator, I've had countless deep conversations with people of all backgrounds and beliefs seeking to understand their lived experiences and to learn ways that I can better demonstrate the love and respect I have for them in my day to day. I think this is the best way to learn - by walking in authentic relationship with people who are different than you. These conversations have taught me to deeply value what can happen when you sit across a table from someone and really seek to understand them. I will most certainly bring this to the table in my leadership style as a board member, seeking out and listening to diverse (both in physicality and in thought) members of our community.

Diane Hern
Place 3

My understanding of diversity, equity, and inclusion is a work in progress. Not until 2020 did the phrase come onto my radar and demand that I start paying closer attention. I began to read books such as Stamped and White Fragility. This happened to coincide with my enrollment at the UT LBJ School of Public Affairs. DEI was a topic that came up frequently in many contexts. At the recommendation of friends, I have also listened to podcasts such as "Nice White Parents" and "Southlake" to learn more specifically about racism in our school systems. Most recently, I am listening to The Sum of Us by Heather McGhee. I have always subscribed to the concept that by developing ALL of our human capital we can grow the pie and that ours is not a "fixed sum" economy.

DEI is now a topic that I frequently bring up in conversations with people in our community - with alumni, students, parents, teachers, and board members. I want to do all that I can to understand the experiences of others of all skin colors, ethnicities, religions, sexual orientations, and income levels.

**Robert
Morrow**
Place 3

DIE stands for Discrimination, Inequity and Entitlement. It is complete garbage and it is short for straight white men are evil. I will take that [swear word] and burn it in an incinerator. I am for individual freedom and people striving to excellent at their passions, not discrimination against white men so some incompetent woman or incompetent minority or sexual weirdo can have a job that should go to the best qualified candidate of any race or gender.

Q2

The 2023–2024 Board priorities* were approved last month, reconfirming their support for diversity, equity, and inclusion efforts that impact students, staff and the Eanes district. **Do you support these goals, wish to modify them or wish to repeal them? Please explain why.**

**E4E provided candidates with link to approved priorities.*

**Kim
McMath**
Place 1
Uncontested

I voted for, and support the priorities. Additionally, in the 4/11 Board Special Meeting which included a discussion of the District Improvement Plan (DIP), the Board asked Administration to increase a focus on the adopted priorities in various topics. DEI is and continues to be important to the diverse Eanes culture.

Laura Clark
Place 2
Uncontested

As a sitting trustee, I voted to enact and continue board priorities supporting DEI. I will ensure these priorities are supported in the District and Campus Improvement Plans in order for all students and staff to feel welcome.

**Chandler
Hatchett**
Place 3

I support them! I think they're a holistic representation of what a strong board should strive for in a high performing school district.

Diane Hern
Place 3

Yes, I support the five strategic priorities set forth by the Board; however, I would make a few edits to the details.

For the first priority, "Focus on the Success of All Students," I would capitalize the word "all." I truly want us to be thinking of each and every student, whether they are advanced learners, learners with special needs, or are simply in the middle of the pack.

For the second priority "Foster Safe and Inclusive School Environments," I applaud the focus on mental health, DEI, and social/emotional wellbeing and how these are integrated with safety in our schools. I do think that our current climate supports the need for additional wording that directly speaks to the physical security of our campuses.

For the third priority, "Engaging Staff and Community," I would like to see specific mention of assessing the effectiveness of our communication efforts so that we can understand what is working and what is not. I want to see us focus on being an innovator in building community and awareness through technology.

**Robert
Morrow**
Place 3

I have not read them, but if it is [DEI] then it is trash. I especially think that trying to make underage children [vulgar term for a transgender person] should be a criminal offense both for doctors and the insane parents who try that. When someone turns age 18 let them make their own decisions.

Q3

How do you think the Eanes ISD School Board can create a welcoming environment for students, parents, and staff within the LGBTQIA+ community?

Kim McMath
Place 1
Uncontested

The LGBTQIA community, along with any other community historically marginalized, needs support and recognition in the form of teachers' training to acknowledge how to welcome (DEI trainings), as well as promote school cultures that encourage acceptance and belonging for all students. The Board can continue to monitor what the administration and the schools are doing to make each school a welcoming place for all of its students.

Laura Clark
Place 2
Uncontested

We know students can't reach their full potential if their brains are in "flight or fight" mode. When I first ran for the school board three years ago, my priority was for all students to feel safe, and that hasn't changed. Continued diversity and inclusion staff training, including unique challenges faced by LGBTQIA individuals, is crucial in fostering an empathetic and supportive atmosphere. All students need and deserve to see themselves represented, have access to instructional materials which reflect diverse perspectives, and have opportunities to celebrate those qualities that make them individual. As a trustee, I have supported opportunities to create a safe, inclusive environment where all students and staff feel valued and respected and I will continue to do so.

Chandler Hatchett
Place 3

Listening and valuing input from their community. Too often leaders listen without creating space to understand what they are hearing. I think it's important to listen to members of our communities to understand their stories and what matters most to them. The voices of the LGBTQIA+ community here in Eanes are equally as valuable as anyone else's.

Diane Hern
Place 3

It is imperative that the district works hard to create a welcoming environment for the LGBTQIA+ community. We want every child to meet their fullest potential as a student, and this can only happen through inclusion. Mental stress impacts learning - neuroscience has proven this. I am very concerned about restrictions that state legislation may have on our ability to fully support students. Denying the identity of students (and staff as well) will have serious long term consequences on mental health and safety. I believe that our efforts need to start with listening carefully to the voices in the LGBTQIA+ community to understand their experiences, their concerns, and where they would like for Eanes to do better. Until I learn the answers to these questions, I cannot provide specific answers. I can simply say that I will proactively seek input, that I will actively listen, and that I will do everything that I can within the law to make this community feel welcome.

Robert Morrow
Place 3

I think a lot of those people are weirdos, degenerates, groomers, [vulgar sexual insult], psychos and [vulgar insult] and it is not my place to make Eanes a welcoming place for these people. I am a libertarian and you can do what you want to do but I don't have to approve of or applaud this political agenda. Absolutely no [vulgar insult for transgender people] playing girl sports!!!! That is anti-woman and the peak of patriarchy.

Q4

The College Board and high school Advanced Placement (AP) courses have been the subject of recent national conversation. **Do you support the adoption of the African-American Studies AP course and future ethnic studies (ie: Mexican-American Studies, Asian-American Studies) at Westlake High School*?**

**E4E provided candidates with link to Westlake High School's extensive course catalog.*

**Kim
McMath**
Place 1
Uncontested

Yes. However, AP courses are provided to high school students based on whether we have teachers that have the expertise to teach and the students demand. In the past, AP course offerings have been dropped based on enrollment numbers, so all AP courses, including what any future offerings, are based on student demand.

Laura Clark
Place 2
Uncontested

Eanes ISD currently offers 37 of 38 AP classes. Each year we adjust class offerings based on student interest. In the 2021 school year, 79% of the AP tests taken by Westlake students scored well enough to earn college credit. Advanced Placement classes provide high-level instruction relevant to our students' educational paths, and I support adding them to our curriculum.

**Chandler
Hatchett**
Place 3

I think more academic options for students is best. If students are interested in pursuing studies in these meaningful ways, I'd like to see Westlake offer that option. Students who are genuinely interested in the curriculum taught in their AP classes are more likely to pass the exams and gain college credit, so the more options we provide our students, the better! I, personally, would've loved to have had access to a Mexican-American Studies course while I was at Westlake! I majored in Spanish, so an AP credit there would've been helpful and the course would've been one I was highly interested in taking.

Diane Hern
Place 3

I support the idea of adding AP African-American Studies as well as future ethnic studies classes. We need these windows to the world beyond Eanes so that our students can be prepared to leave Westlake and enter communities that will likely be much more diverse. An academic foundation in these topics will serve our students well. Colleges value students who have taken advantage of opportunities afforded to them, and I believe that this coursework will be viewed as important by higher level learning institutions. For this reason, I believe the demand for these classes should be strong and that resources should be devoted to them.

**Robert
Morrow**
Place 3

I don't know. In general I support African-American Studies if they don't say white people are evil and lets end ALL prisons. Depends how left wing crazy it is. Studies should include that Clarence Thomas has an 11 inch [genitalia] and he used to have public sex at Plato's Club in NYC. [Redacted reference to online porn].

Q5

Our Special Education students and families are an important part of what makes Eanes excellent; however in recent years many of these families have left Eanes. **Name an action that you will take as a Board Member to better understand the vast and varied needs of Special Education students with Individualized Education Plans (IEPs) or 504 Plans within Eanes.**

Kim McMath
Place 1
Uncontested

Board members can understand and support this broad community through supporting the Administrations' requests to educate and fund Special Education students' varied needs.

Laura Clark
Place 2
Uncontested

As the parent of a child with an IEP, I fully appreciate the wide range of accommodations needed for students to reach their full potential. While some supports are child specific, what is needed by some is beneficial for all. All students benefit from being in inclusive classrooms. Earlier this year, I attended an educators conference organized by one of our fantastic Special Education parents to learn more about bringing inclusive opportunities into our daily learning. Increasing opportunities for our special ed students continues to be a board priority which I fully support. At a recent board meeting, I was honored to celebrate our Best Buddies program and the fact that Eanes ISD is the only district in the country to have a Best Buddies program at every campus.

Chandler Hatchett
Place 3

I will seek out parents of and students with IEP's and 504 Plans to learn their experiences in this district in order to constantly consider them in decisions. The families that fall into this category are some of the strongest, and most impressive in our district. They demonstrate overwhelming love for their students through fierce advocating and constant support. I aim to work tirelessly to lighten their load - the fight can feel daunting, which is why it's imperative that we strive to meet their needs through innovative resources and strategic decision-making.

Diane Hern
Place 3

Eanes has long been recognized for the excellent education that it provides its SPED students, and we need to ensure this continues to be a priority. I understand the importance of integrating students with special needs into the classroom, and supporting teachers and students with adequate staff is imperative.

My understanding of the needs of Eanes students with IEPs and 504 Plans is limited given that I have not had to personally navigate this path for my own children. To evaluate policy options and act as a responsible board member, I am taking efforts to educate myself about the experiences of the various stakeholders involved in the SPED experience. This includes parents, teachers, administration, and students. I would be interested in hearing from the parents of students who have left as well. We have devoted staff who work with these children day in and day out. I know that they want to do all that they can to support all students so that they can reach their highest potential.

Robert Morrow
Place 3

I wish them well!

Q6

Teachers and staff are the heart of EISD. **How do you propose the Board can empower, support, and protect our teachers so they can meet the needs of each of their students every day?**

Kim McMath
Place 1
Uncontested

Teachers and staff need to be recognized with the support tools that allow them to teach our students, grow professionally, and to be recognized financially as professionals. Teachers have requested additional support in the form of professional development and planning time. Both are important and needed for teachers, and this remains a priority. Teachers must also be compensated as unique and admired professionals.

Laura Clark
Place 2
Uncontested

Teachers and staff are absolutely the heart of Eanes ISD! As a trustee, I have worked to build and improve support systems for our staff. I voted to include staff mental health initiatives in our board priorities. The upcoming proposed bond includes multiple necessary safety and security items which I fully support. I also strongly support Institute for Excellence, our leadership academy, which allows staff to build educational knowledge and career growth.

Chandler Hatchett
Place 3

Speaking frankly here... We must find a way to pay our teachers more. I'm gravely concerned about our ability to retain our amazing teachers and stay competitive in the hiring process. If elected, I will constantly consider ways we could potentially increase teacher pay wherever possible. Also, many EISD educators have mentioned to me that they feel frustration regarding the board meetings; that sometimes they feel like highlight reels and that the actual issues our teachers face aren't being communicated. As a board member with recent classroom experience, I want to ask the hard questions and discuss ways the community and board can rally behind our teachers to give them more support in the ways they actually need it.

Diane Hern
Place 3

I support our teachers 110%. I believe that enhancing our communication channels within Eanes would help support, empower, and protect teachers. The Board needs to prioritize helping parents understand what is going on in our classrooms and how they can effectively engage in dialog with teachers to find solutions that are in the best interest of the student. I see opportunities to invest in technology that could improve connectivity and build trust and respect between parents, teachers, and students.

Teaching is a demanding job that does not pay nearly enough. Many teachers work 60+ hours per week just to keep up with grading and lesson plans. We need to invest in better Learning Management Software (it's in the Bond!) that makes life easier for teachers, parents, and students. We need to continue to invest in curriculum that helps reduce the planning time needed. We need to make the working environment as welcoming as possible through bond efforts aimed at classroom needs - and bathroom needs!

To conclude, as with any topic, I will always return to the basic concept of actively listening to stakeholders to understand their concerns and what solutions they would like to see.

Robert Morrow
Place 3

I want to honor the many sweet Elementary School Teachers of Eanes by letting them voluntarily participate in the Miss Eanes "Hot Teacher" contest to be held every spring with me MC-ing. We get those girls in bikinis and up on high heels, and when they walk across the stage and the [vulgar term for dancing] gets just right, we can yell, shout, hold, stomp our feet and bang metal trash can lids and let those girls know how much we LOVE them!

Ballot Information

3 Eanes ISD Board seats are on the ballot
www.eanesisd.net/board/election

For your custom ballot & voter guide
vote411.org

When & Where to Vote

Early Voting: Mon, April 24th - Tues, May 2nd
Randalls West Lake Hills, 3300 Bee Caves Rd
Riverbend Centre, 4214 N Capital of Texas Hwy

Election Day: Saturday, May 6th
Visit: www.votetravis.com for a full list of Election
Day locations

Candidate Websites

Place 1
Kim McMath
kimforeanes.com

Place 2
Laura Clark
www.lauraclarkforeanes.com

Place 3
Chandler Hatchett
chandlerforeanes.com

Diane Hern:
www.diane4eanes.com

Robert Morrow
not available at time of publication

Eanes for Equity is an all-volunteer, 501(c)(3) tax-exempt organization.

Please consider donating to support our community efforts (like this voter guide), signing up for our newsletter, checking out our events, and sharing with your friends.

We appreciate your support!



www.betterunite.com/e4e2023

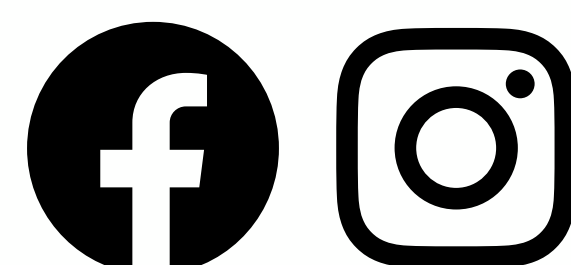


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