

**D5 Vacancy Questions**  
**Answers by Julie Bañuelos**

**1) Once you are in this seat, you are required to represent all of your constituents, not just those that agree with you. Share a couple of sentences on how you'll manage being open minded to hear opinions different from yours and representing those from your Board seat to ensure our students' needs are met.**

Unquestionably there will be constituents who will fervently disagree or assiduously agree with how students' needs are met. Arriving at a win-win scenario can and will be challenging, nonetheless, listening to constituents and doing the best to empathize with all opinions will set the tone in gathering data, anecdotes and outcomes up to the point of taking a position. My voting approach on policy will weave not just the gathered data but also what is best for the community most impacted by policy decisions. What makes the difference is communication and transparency, as I've experienced in several dichotomous scenarios throughout my life growing up Catholic then converting to Mormonism to then completely becoming nondenominational; growing up in poverty and attending public schools but going to college with peers with high means while going to a private liberal arts college. Navigating between diverse groups has contributed to my values of empathizing, listening, being transparent, and communicating.

**2) Serving also requires a large time commitment. Please share how you expect to juggle the demands of meetings, readings, and preparing.**

Juggling multiple responsibilities with varying demands is what I deal with daily between my job, my volunteer work and building my own capacity either through professional development and/or online certification. I find organization, collaboration and delegation of duties, tasks and projects are key to seeing that everything gets done. Working in the onion and chile fields in New Mexico from the time I was 11-13 years old was something that my father intentionally required so that the ethics of hard work were inculcated during these impressionable years. As a person of color that is bicultural and bilingual, working twice or thrice is hard and has been part of my lived experience in this socio-economic paradigm. The balance is taking care of my heart and soul through activities that help me thrive given daily demands and duties.

**3) I have attached the Board DiSC plot from December 2021 so you can see where the current Board lands. As you can see, we have 4 Ds, 2 Is, and Dr. Olson is the lone S. Share your thoughts on how your profile will compliment the current board to enhance our work together for the students, families, and staff of DPS.**

Based on the heavy load of Ds and a few Is and a single S, this conveys to me that there is an imbalance on the board that could benefit from seeing all points of view and/or approaches as categorized by the DiSC when decision making is one of the biggest roles of board members. I am labeled as a C. Given my line of work, accounting - since I left teaching and direct service work, being a C is elemental when it comes to detail and caution in processing, understanding and reconciling

financial transactions. Constituents can benefit from a holistic approach when it comes to synthesizing and arriving at policy decisions, if there is a board member that offers the C characteristics of this assessment, like myself. Furthermore, given that Director Olson is the lone S, she can find an ally that can work well with her lens, as C & S have congruent approaches.

**4) I acknowledge the strengths each of you would bring to the role of the Board and I know how important it is to consider the areas that might be challenging in this role. Please read the portion of your DiSC report from page 6, "What is stressful for you?" Instead of asking each of you individual questions, share some ways you'll work to overcome some of the areas that might become more pronounced by serving on the Board. For example, my DiSC report states that I have a hard time arguing for my point of view. To that end, I have been working on raising my thoughts and point of view even though it is uncomfortable for me by getting coaching, writing things out ahead of time, and talking through my thoughts with trusted friends. I also value building relationships with my board colleagues where we can build trust and will look forward to doing the same with whomever is appointed.**

In reading the stressful aspects of Cs, I agree that some of those characteristics may create varying levels of discomfort. However, one thing that I learned is to be comfortable in the discomfort. The discomfort is a sign that something needs to be addressed with personal strategies that I've developed, like learning how to pivot and being flexible. As a teacher for almost two decades, these same characteristics outlined as stressors were present in the classrooms and just like with the students, these "stressors" contributed to my continued resiliency. Asking for help is a lifeline that Cs will benefit from, as I've learned.

**5) What role do you think DCTA, DAEOP, FMA, and ABGW should have within DPS?**

These employee associations are important organizations that work as a collective and are tasked with providing a voice and asserting from the district due process for their members. The memberships are composed of essential personnel that conduct the daily operations of district buildings, school office duties, maintaining all aspects of the facilities where our students, educators and families are able to feel safe and know that the environment is prepared for learning. While there are several other employee associations that function within DPS, one that goes unacknowledged is that of DFPNSE which accounts for our paraprofessional and nutrition services. The members of DFPNSE have a very close connection to students and often are the ones who make a difference in the classroom and lunchroom because the employees most likely look like the students they serve. Lastly, these organizations are integral because they have a role in establishing standards for teaching, skill levels, wages, working conditions, and worker quality of life.

**6) Do you believe that DPS should be transparent with public taxpayer dollars? How can DPS be transparent and accountable to the public on how taxpayer AND private grant funding are spent?**

I continue to stand firm on my position that DPS must be transparent with public taxpayer dollars and the board of education must ensure that they uphold their fiduciary responsibilities as elected officials. Public tax dollars are approved and collected with the belief that DPS will provide a

comprehensive education to all students in an equitable and purposeful manner. While I work for a private manufacturer and served as treasurer for a non-profit, income statements, balance sheets and cash flow statements provide insight into the health or deleterious indicators of an organization. Although DPS is a public entity and financial reports provided to the public appear to be synthesized and presented in narrative form, it behooves the district to earn the public's trust by producing/publishing budget and expenditures for the whole district which would include all governance models. Private funding is also important as it reveals who DPS is receiving money from and what is expected from these dollars going into schools.