

CANDIDATE QUESTIONNAIRE

(Applies to candidates running for IEA President, Vice President, NEA Director, IEA Representative on the NEA Resolutions Committee, At Large Member(s) on the IEA Board of Directors – this questionnaire is to appear on the reverse of the “Nomination Form for IEA Office” provided to potential candidates.)

1. Provide a brief overview of your experience in education

I have been teaching for 28 years but have been a member of the Idaho Education Association for 30 years having joined when I was the President of SNEA at Idaho State University. I grew up in Pocatello and was exposed to education and the association my entire life. Both my mother, Sharon Fleischmann and my father, Dick Fleischmann were teachers and members of the Idaho Education Association. I remember when “the strike” occurred in Pocatello. My Mother walked the picket line as an association member and my father was inside the building as an administrator, I learned much at a young age about the power of the association. Becoming a member as I began my career was never a question for me.

I taught 3 years in middle school and the past 25 years in high school. I have spent the majority of my time teaching various levels of US government, from basic government for high school students who had a reading level of 4th grade or below, general government and currently advanced placement government and dual enrollment government for Idaho State University.

2. What positions of leadership have you held (elected, appointed or voluntary) at the local, region, state or national level?

Local

- ~ Building Representative – multiple times
- ~ PEA Membership Committee – 6 years
- ~ PEA Membership Chair – 4 years
- ~ Crisis Team Member – Multiple years
- ~ Negotiations Team – 6 years
- ~ Targeted local team member – 5 years
- ~ PEA Executive Board Member – 6 years

Region

- ~ Region Vice-President – 2 years
- ~ Membership Committee – 3 years
- ~ Resolutions Region 5 Representative – 2 years

State

- ~ IEA Resolutions Chair – 3 years
- ~ IEA Board of Directors – 3 years
- ~ Resolutions Committee – 2 years
- ~ State Membership Committee – 6 years
- ~ DA Delegate – 21 years

National

~ NEA Resolutions Committee – 3 years

~ RA Delegate – 5 years

~ NEA Leadership Conference Attendee

3. What do you believe are the three primary responsibilities of this office?

First - The resolutions chair must possess a strong understanding and passion for crafting philosophical statements that are inclusive of all Idaho Educational employees and students. This requires the chair to be willing to have tough conversations about beliefs, be willing to listen to all perspectives and to guide the committee in crafting state language that is effective, broad and visionary.

Second - The resolutions chair must be committed to consistently educating members about NEA and IEA resolutions how they are the foundation of our association and how we use them to support and improve public education. I believe the chair must also ensure that the IEA Board of Directors actions are aligned with all current IEA and NEA resolutions.

Third - The resolutions chair must be a skilled communicator and facilitator. It is the chair's job to participate in all national resolution committee meetings and to ensure that Idaho's resolutions are in alignment with the NEA resolutions.

4. What do you see as the greatest challenge IEA members will face in the next five years? What ideas do you have to address that challenge?

First - The seemingly lack of respect for public education from some Idaho Legislator. How do we as an association continue to battle a negative public perception of education in our state and the nation? We must be leaders in changing the narrative The IEA Board of Directors will be unrolling a 5-year plan that effectively addresses this issue. We also need to encourage people to make PACE donations if they have the means to do so – I do not believe we should make members feel shamed if they are not currently financially able to donate at this time.

Second - The teacher shortage our school districts are facing. As an association we have to be leaders in insuring that qualified, passionate educators are in all classrooms.

Third – I still believe Betsy Devos and the push to privatization public (government) schools is a problem. It is imperative to have strong leaders within the state and across the nation who are able to speak on behalf of public education.

5. What is your plan for increasing membership and member engagement?

Member engagement is critical for the survival of our association. I will continue to advocate for membership recruitment statewide. I believe grassroots movements are most effective and therefore I support having every member pledge to discuss with 3 peers joining. I also support each local having a year round active membership committee that visits with non-members several times throughout the year. I will continue mentoring our new younger teachers and show them the many opportunities for professional and personal development the IEA provides for educators. Membership does not cost it provides.

6. How do you intend to communicate with members in order to keep them informed and to find out their concerns?

I would love to do a monthly “Did you know?” in the IEA reporter. This segment would highlight both IEA and NEA resolutions for all members. Resolutions should be something all members are knowledgeable about and engaged with year round, not just when attending DA.

7. Provide other information you would like members to know:

I am a Constitutional junkie and I believe my love of the resolutions committee comes from my love of the Constitution that works to ensure rights and dignity for ALL people. The NEA and IEA Resolutions are our organizations guiding philosophy. We as an association cannot take action on any issue without first having a resolution statement addressing the issue. These statements MUST be broadly written so as to protect all members regardless of their individual philosophies. I believe my background as an AP government teacher, as one of my schools Human Rights club advisors, as a REACH (Respecting Ethnic and Cultural Heritage) trainer, and my 5 years of experience on resolutions makes me perfectly suited for this position. Please feel free to contact me with any questions at teachgov@msn.com

I would love the opportunity to continue serving as your IEA resolutions chair. Please vote Pamela Fleischmann for Resolutions chair.