

**Napa County Latinx Democratic Club  
Candidate Questionnaire  
NVUSD & NVC Board of Trustees  
DEADLINE FOR RETURN: September 11, 2020**

**Candidates Name: Icela Martin Area/District: 4**

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**Party Affiliation: Dem.**

**Campaign ID #: pending**

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**Candidate Specific Questions**

1. What qualifications do you have for the office you're running for and why do you deserve the Napa County Latinx Democratic Club's endorsement?

I am the acting President for the Napa Valley Unified School District Board of Trustees. (now known as Area 4). With two wonderful boys that graduated from the NVUSD. Demetrio my oldest is 2 years into his career as a helicopter mechanic with the US Marine Corp in N. Carolina and JJ who graduated early this summer and has received his first promotion at FedEx. I sit on various board in and outside of Napa County to name a few: NVUSD City of American Canyon 2X2 Committee, Napa FFA President, California School Board Association, NVUSD Finance Committee, First Commission-Cohort 2, Napa County Suicide Council, Napa County Hispanic Network, California Governor's Office of Emergency Services - LISTOS Advisory Committee, KVON 1440 Radio show host La Hora with Icela and recipient of 2020 North bay Journal Latino Business of Year award.

Why Napa County Latinx Democratic club endorsement – As a trustee I have dedicated the last four years to implement system change, by starting with the hiring of the first Latinx, first generation college graduate qualified educator to be the leader of the largest institution in Napa County along with my board.

2. What are your top three priorities, and how will you ensure that you accomplish those?

I rather focus on the goals we (NVUSD Board of Trustees) established collectively. In the NVUSD Strategic Plan for 2019-2022 approved on Dec. 2018; these are the six goals I will focus on.

- Goal #1 Student Learning, Achievement and Access
  - Student Graduate college and career ready
  - Students experience responsive, engaging pedagogy
  - Students thrive socially emotionally and academically
  - Students benefit from real world experiences
- Goal #2 Effective Employee Relations and Resource Management
  - Collaborative transparent interest-based problem solving and trust with the team
  - Talent and Diverse workforce
- Goal #3 Robust Communication, Community Engagement and Advocacy
  - Cultivate and consistent image and message
  - Two way, inclusive and user-friendly stakeholder engagement
  - Taking a stand for CA Public Schools
  - Inclusive and Responsive Emergency Communication
- Goal #4 Tactical, Proactive and Efficient Asset Management
  - Educational programs benefit from predictable and stable funding
  - Alignment and allocation of resources should always mirror NVUSD priorities and goals
  - Access and develop those community partnerships that align, support and protect NVUSD educational programs and resources
  - Maximize effective and sensible facilities management based upon measurable economic realities
- Goal #5 Equity-Centered Leadership & Inclusive Organizational Culture
  - Valuing diversity, equity, and inclusion
  - Learning Culture of high professional standards
  - Collaborative relationships
- Goal #6 Strategic, Impactful Governance & Policy Implementation
  - Foster Effective Governance
  - Policy Review, development, and Implementation

## **Issues**

3. How will you tackle the next upcoming natural and public health disaster and how will this plan actively engage the Latinx Community? What is your plan to ensure that disaster planning is culturally competent and provides language access to all parents, students, community members, and employees?

NVUSD in partnerships with other government entities as it relates to public health and response to natural disaster and our students. These partnerships are not limited to the following public/government entities: Napa County, COAD and NCOE.

The language access plan began in 2018 when we selected our new Superintendent Dr. Mucetti. All of our NVUSD school board meetings, newsletters, our stakeholder meetings, resources to our families (AKA as NVUSDs Parent Liaisons) are bilingual in either English and Spanish (when there are high interest of another known language like Tagalog, these services have been provided) Community based programs have also helped with the access to our families when we feel we need additional resources.

4. What is your stance on Black Lives Matter? How do you link this movement to the needs of the Latinx community and your constituents?

We passed our Equity Resolution that came during a dire time and need. As a woman of color myself, standing behind the inequities of our fellow black brothers and sisters is an important stance to take. The movement has allowed our board to pass our first Equity Policy Implementation Plan and its next steps that align with our goals as mentioned above.

5. What is your stance on re-appropriating police funding? What does this mean to you in your role and what policies will you pursue to address this call to action? How do you implement restorative justice policies?

I appreciate and understand the sensitivity around this issue. There are circumstances that have occurred in other districts across the nation that speak to the need of clear and define roles and expectations. What do we want for our students, what is the benefit, not what is the punishment? How do we best keep our children safe? A good SRO can do what we all need to do, listen, communicate, and support.

SRO work does requires specialized training, above and beyond that which law enforcement programs provide. While that can sound like institutionalized verbiage, the importance of additional professional development with a focus on social and emotional health is one of the benefits of the training program.

6. Governor Newsome just signed ethnic studies to be part of the CSU curriculum. What would be your approach to ensure that an ethnic study is part of the core curriculum in your jurisdiction?

As presented during our NVUSD public board meeting on 9/10/2020. Establishing partnership with expert to guide the development of an equity action plan. Create diversity, equity, and inclusion metrics to track progress and engage in capacity building for NVUSD Leaders.

7. Families of all ranges, including educators, continue leaving our community because it is too expensive for them to live here. Many families are doing long

commutes to work here, therefore increasing their carbon footprint, missing on important family time, and much more. Additionally, because families are leaving our community, we continue to see a reduction in enrollment, and a couple of schools have been forced to close.

What is your commitment, plan, and role to help improve the quality of life for students, families, and educators? And will those efforts help families that live here to remain here?

Educate the community about the issue. Recently, many of our community members had to sit and hear our staff how our community was shrinking therefore making us face tough realities of school closures. I commit to peruse through the City and County of Napa to fix the issues of transportation, housing, homelessness, foster children, low income families, migrant families and those not mentioned for the success of our student academic future with NVUSD.

8. What hiring processes will you use to pursue and increase the diversity of your staff?

Within our Strategic Plan this has always been the intention. Two nights ago, there was a clear reminder during our presentation about equity plan that we would recruit and retain diverse certificated workforce. Antibias training for all employees would be provided.

Statewide and Nationally there is a teacher shortage and forefront? Our students. We need to be financially stable to provide programs that will invest into our very own kids that in return would come back to our district.

9. Although schools are closed, and students and families are doing online schooling, there is still a great and dire need for food access and wrap-around services provided by school services (like school lunch, after school, etc.), what would you do to ensure that these services are still accessible?

Breakfast and Lunch has been provided from the very beginning of this pandemic and we do not intend to stop. Other trustees and I advocated through live streams and via social media the importance of child nutrition. Other family food items were provided during covid-19.

Currently, NVUSD has a Federal grant that will allow us to continue to feed not only our NVUSD kids but all kids within our county.

10. What is at least one specific thing you can do as an elected official to address the needs of LGBTQIA+ Students, Faculty, and Families?

I was on the board and proudly represent the first In May 2019 the school district passed a resolution but worked along with other community organizations to pass a resolution that would reflect inclusion. The policy came in May 2020 that would

allow us to fly the rainbow flag through our entire school district. Our policy aligns with our music and arts, language arts, faculty and families.

11. Would you consider making the jurisdiction you are running for a Sanctuary Jurisdiction? **Yes**

Additional Comments:

12. A large percentage of our students are considered "At Promise" youth. What will you do in your administration to actively close the achievement gap among our youth?  
- At the college level, what are you doing to ensure that students apply and enroll in 4-year universities/continuation of their higher education?

Our presentation two nights ago, also mentioned that our work would be focused on academic performance of our at promise students. Curriculum audit and adoptions will be made. Ethnic study model curriculum and course development diversity in our reading material in libraries and literature. Grading practices English learner improved masters plan and EL parent leadership capacity my previous notes you can see our strategic plan. This work goes hand in hand with our LGBTQIA+ inclusion work.

All our courses are A-G courses that would prepare our students for a technical or college career.