



2024 Local Board of Education Candidate Questionnaire

CANDIDATE: Greg Malveaux

OFFICE SOUGHT: Carroll County Public Schools- Board of Education

CAMPAIGN ADDRESS: [REDACTED]

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I confirm that the responses provided here are my official positions in seeking local office and I understand that CCEA intends to share my responses with members and interested parties.

CANDIDATE SIGNATURE: Greg Malveaux DATE SUBMITTED: 12/8/23

Candidates: To be considered for a recommendation, you must respond to each of the questions below. Clarifications, explanations, and other information may be attached, but please be certain to clearly indicate the questions(s) to which you refer.

Please return your completed and signed questionnaire no later than Dec. 8th, 2023 to Nathan Curtis at ncurtis@mseane.org or to our office at 60 Aileron Court, Suite 6, Westminster, MD 21157.

Getting to Know You

1. Please share a brief bio for us to know you better. Be sure to include how long you've lived in Carroll County, whether you have/had kids in Carroll County Public Schools (CCPS), and other ways in which you are involved in our community.

Dr. Gregory F. Malveaux has been an educator for twenty-five years. Currently, he is an English professor and serves as the college-wide Coordinator of Study Abroad at Montgomery College in Maryland. In addition, he is Co-Chairperson of the Maryland Community College International Education Consortium (MCCIEC), and serves on the board for Protect Students Abroad, amongst other organizations. Dr. Malveaux earned his Bachelor of Arts degree at Rutgers College in New Jersey, a Master of Arts in Writing and Literature from Howard University in Washington, DC, and a Doctorate degree, with a specialty in Higher Education and Administration, at Morgan State University in Maryland. His work in education reveals a range of instructional experience, from being a public-school substitute teacher to teaching overseas in Thailand, and much more.

In addition, he is an accomplished writer and editor; his most recently produced books are *Cross Cultural Narratives* (Routledge, 2022), *International Students at US Community Colleges* (Routledge, 2021), *Study Abroad Opportunities for Community College Students and Strategies for Global Learning* (IGI-Global, 2019), and *Look Before Leaping: Risks, Liabilities and Repair of Study Abroad in Higher Education* (Rowman & Littlefield Press, 2016). He has traversed more than sixty countries and has led student, faculty and community-based study abroad programs to Africa, Asia, Central America, South America, and Europe. His passion to be a world citizen led him to pursue overseas studies in Africa; teach English for speakers of other languages (ESOL) throughout Southeast Asia; Chair the English and U.S. Business Department at Nation University in Thailand; and serve as a Global Studies specialist in American Higher Education. Dr. Malveaux continues to utilize his international experiences to serve the needs of students with very diverse backgrounds, curriculum experiences, and walks of life.

A loving father and husband, Dr. Malveaux has a son who attends middle school in the Carroll County public school system. Being the parent of a child with special needs, Dr. Malveaux is highly informed about the use of student IEPs (Individualized Educational Programs), resources for students with learning disabilities, and special education offerings. He has lived in Carroll County since 2019, and has been a resident of Maryland his entire life. Dr. Malveaux has appreciated the strength that Carroll County schools bring to not only students with special needs, but to all students.

Dr. Malveaux enjoys taking time out to do volunteer activities with community members and groups. He is an active officer in the local Boy Scouts troop, in which his son actively participates. Also, Dr. Malveaux serves on the Parent-Teacher Organization (PTO) at Shiloh Middle school. In addition, Dr. Malveaux both trains in and teaches Tai Chi martial arts.

A major proponent of Agricultural Education opportunities for Carroll County students, and someone who has closely embraced the farming community in the county, Dr. Malveaux lives

with his family on Leaping Greenly Farm in Carroll County. He and his family have used the small farm as a springboard to serve and bring community members together with camping ventures, political and fundraising events, community gatherings, and more.

Student Supports

2. How will you address increasing needs for mental health supports for students and staff?

I support Blueprint initiatives that include hiring and training staff to help support students, and to aid existing staff. I think this will result in a more safe, healthy, and supportive environment for our children.

In addition, I think we need to carefully watch for overuse of technology in classrooms. Student use of smart phones and other technology can augment curriculum and educational tasks; however, I would suggest students need more interpersonal interface to develop teamwork and collaboration skills. I have interviewed several Carroll County students, and many have noted smart phones to be the biggest source of intimidation and bullying. Some studies support that restricting use of smart phones increase academic success.

3. How will you support diversity, equity, and inclusion for ALL students throughout the county? What specific policies do you endorse, whose goals are focused on providing equitable access, opportunities, resources, and supports?

I believe that all students, no matter their gender, race, culture, orientation or economic background, should have equal access and opportunity to an education and its resources, without exception. I work within the framework of the second most diverse community college student population in the country, making up over 180 nations, with policies in place to support students. We are the community's college, and are open for the entire community. This mentality, merged with traditional values, gives me understanding for championing inclusion through achievements and equal standards for all. To gain this, I support Blueprint Pillar 2, which is designed to produce high quality and diverse teachers.

Staff Supports

4. Educators across the country have felt the pressure to help correct all of society's woes, but also run the risk of "usurping parental rights" (Examples: more elementary educators are expected to change diapers of general education students than ever before, more educators are taking physical, verbal, and emotional abuse from students on a much more regular basis, educators are increasingly afraid to speak about anything divisive for fear that they'll face discipline, etc.).

What steps (short term and long term) would you take to help support educators as their jobs become increasingly difficult to navigate?

I am a strong advocate for teacher-parent collaboration. Research shows that students excel when parents and teachers work together. I completely support policies that allow administrators and teachers to administer reasonable disciplinary measures on students that repeatedly disrupt the environment. I want to encourage transparent dialogue between parents, teachers, and students in order to address academic and social concerns. Teachers should not have to face these challenges alone. Parents can be involved. For example, in the past there were more volunteering opportunities for parents in the schools and classrooms. This aided student and teacher support, as well as give a sense of community in the schools. Last, we can continue to support our teachers by ensuring that they have manageable classroom sizes.

5. Some CCPS staff go through a tremendous amount of training to be able to appropriately address (sometimes restrain) a student who may pose a physical threat to self, peers, and/or staff. What would you do, as a Board member, to ensure the safety of staff who are placed in these dangerous situations?

I support proactive measures to prevent physical threats. I support the presence of Security Resource Officers (SROs) in each school. I also support the increased presence of behavioral health interventionists at every school. Finally, I support policies that would indemnify and protect teachers from potential legal action in situations where staff take reasonable actions to prevent injuries to themselves and students.

6. What plans do you have to address the untenable workload for staff, where expectations/responsibilities are increased but nothing is ever removed or compensated for?

I support current Board policies and actions that fairly compensate staff for their participation and support in extracurricular activities. I will ensure the Board bargains in good faith with all employer groups to ensure compensation is provided when additional expectations and responsibilities are assigned.

I support reduced classroom sizes for teachers whenever possible. As an educator, I have experienced administrators who have added a few additional students to my class, unaware of the significant increase in work responsibilities that result. Added students may come with different skill levels, and the instructor has the added burden to try to design new curriculum and lessons to meet the divergent level of student abilities. Also, the instructor must dedicate more time to grade additional assignments. I support the current Board's recent decision to dedicate over \$11M to hire 123 new instructional positions to meet these concerns.

7. Our Support Staff Professionals (CASE bargaining unit members) are underpaid and underappreciated. What would you do to ensure that our education support professionals (ESPs) receive adequate and appropriate benefits, training, safe working conditions, and a living wage?

Will you support the ESP Bill of Rights (attached)?

I fully support the general premise that our ESP partners should be fairly compensated and for their incredible efforts. I am very thankful for the Board's recent efforts to increase their compensation and look forward to bargaining in good faith to address current and future labor concerns. I am very concerned about the extensive amount of labor turnover and shortage of ESP staff members in our schools. Assuring a fair and competitive wage along with benefits will help support our schools.

The Blueprint for Maryland's Future

8. What do you see as the benefits of The Blueprint for CCPS students, employees, and the greater community?

I support a number of provisions in Maryland's Blueprint initiative for schools. I fully support increasing the minimum teacher salary to \$60k by 2026. I back initiatives that bring additional mental health professionals and support staff in schools. Also, I am a proponent of initiatives that help offer students multiple tracks in high school that lead to college, a technical trade, or immediate entry into the workforce. I support initiatives that offer pre-kindergarten services to young learners. There will be great difficulty in assuring all these initiatives are funded and I commit to working alongside state and local government leaders to find ways we can meet many, if not all, of these provisions.

9. What concerns or obstacles do you foresee with the implementation of The Blueprint for Maryland's Future in CCPS?

Blueprint's 60/40 teaching mandate presents a great concern on two fronts. First, it will be difficult for Carroll and other school districts in Maryland to find highly qualified teachers to fill the gaps created by this mandate. Second, there will be an immense cost (over \$20M annually) to hire additional staff and assure fair wages and benefits for these new employees. I am very concerned that our county has increased the number of uncertified teachers from just about 1% last year to nearly 6% in a single year. The entire state is unable to attract the number of teachers to fill every vacancy and we could see the level of uncertified teachers in our schools reach rates in excess of 20%. We must assure Carroll has fully certified teachers – they are responsible for the tremendous academic success we enjoy compared to other counties.

In addition, Carroll County residents, due to the wealth of our county, will be required to pay 60% of the Blueprint costs. I share some concerns with our Commissioners in Carroll County concerning Blueprint, and as a Board member I would work with them to find solutions that best serve the county needs; and I will ensure that we spend every taxpayer dollar wisely and effectively.

Privatization and Use of Public Monies

10. As a potential Board Member, what is your position on allocating public funding to home and privately schooled students?

I support providing homeschool parents with electronic access to curriculum, lessons, and library resources to help educate their children. I also support continuing their access to outdoor school facilities as long as it does not infringe on reserved public-school programs. Merging home school and private schools in our public schools' athletics and recreation, student clubs, and community events are positive ways to bring increased student and learning communities together.

11. As a potential Board Member, what is your position in the contracting out of services rather than have those services provided by Board of Education employees (i.e. Speech and Language Providers, custodial, cafeteria, and maintenance work, to name a few)?

I support the current relationships our county has with the five bargaining units. I look forward to working with leaders of each group to identify strategies that can attract more people to apply for open positions. We must be fiscally responsible and do our research before we contract out services.

Honesty in Education

12. CCEA supports honesty in education across all subject areas and in all areas of the CCPS approved curriculum. To encourage critical thinking, we believe educators should have professional autonomy and should be afforded the deference to teach truth in their classrooms, schools, and districts. How would you ensure honesty in education? How would you support our educators in implementing the approved county curriculum, even when it may be contentious?

For example, if a CCPS Social Studies teacher, keeping with the approved CCPS curriculum, taught the true story of Townsend Cook, who was lynched in Westminster in 1885, and as a result some parents became upset because they saw the lesson's material as divisive and controversial. How would you, as a Board of Education member, defend that teacher's rights to teach students this true story as part of the curriculum?

It is vital that we keep approved curriculum at the core in every classroom. I trust the professional integrity and experience of our teachers to ensure lessons are constructed in ways that connect with students, offers critical thinking opportunities, and encourages students to explore all sides of an issue. Everything we do must be focused on student achievement and eliminating learning gaps created by the recent pandemic. I will rely upon frank and open dialogue with our teachers, administrators, and senior staff to ensure we keep all facets of our education open, honest, and focused on preparing students for their future.

As an instructor myself, I support course material, when relevant to the class and age-appropriate, that teaches truth and critical thinking amongst students. History, both painful and positive, presented without bias, allows for students to think for themselves and come to their own conclusions, when presented through various modes of thought and understanding.

13. What is your position on books and other instructional materials (whether supplemental or as part of the approved curriculum) that tackle difficult, and often, divisive issues? Please know that CCEA does not condone materials that are sexually gratuitous in nature.

I support CCEA's stance to not condone materials that are sexually gratuitous in nature; I do not support books that are graphic in sexual images or description in school libraries. It is very important that we follow federal, state, and local laws that restrict a student's access to age-inappropriate materials. I appreciate the service and experience of educators to ensure we present students with ideal learning resources that increase rigor and challenge critical thinking.

Rebuilding Trust and Faith in Public Education

14. What is the role of the Board of Education in rebuilding the public's trust in CCPS and, more specifically, the CCPS Board of Education? What steps might you take to do this, if elected?

I support recent actions by the Board to gain the public's trust. This includes providing important parental rights and the protection of our children. I support opt-out options for curriculum that parents may deem too mature for their children, particularly with topics related to family life and sexual education. We need to honor the relationship between parent and child, and respect a parent's determination whether their child is mentally and emotionally prepared to take on these subjects. I always encourage communication between parents, staff, and students. The parent, more than anyone, should be relied upon to determine what is best for the well-being of their own child. That parent-child communication and bond should not be superseded by schools.

15. CCEA has had ongoing (and increasing) concerns about how some Board of Education members have used their official non-partisan position in ways that we consider divisive. What precautions would you take to avoid potential conflicts of interest and what assurances would you make about how you would communicate with various stakeholders?

I will always ensure our schools focus on educating students on core academic subjects. I will not allow our schools to focus on partisan issues of any kind. I am not aware of any current Board member who is causing division in our schools or using their capacity to inject political or social causes in our curriculum. I will always work to communicate with stakeholders throughout our community. I will follow established Board of Education norms.

16. What is one thing that you would like our members to know about your candidacy that wasn't addressed in a previous question and answer?

I believe we must all work together to raise academic performance. I want to ensure we retain local authority in Carroll County to ensure we best apply resources that help teachers succeed and students thrive. I believe we must exercise extreme care in how we spend every tax dollar as we move forward with Blueprint. I look forward to working with every stakeholder to prioritize our efforts and resource what we can with what we've got. I'll always advocate for our school system.

Thank you for taking the time to address the questions above.