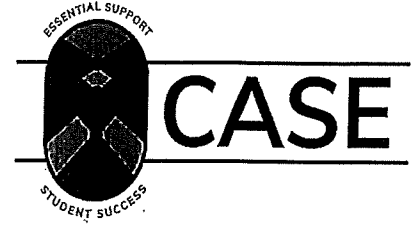


2026
Carroll County
Board of Education
Candidate Questionnaire



NAME of CANDIDATE: Lisa Maisano

OFFICE SOUGHT: Carroll County Public Schools- Board of Education

CAMPAIGN ADDRESS: PO Box 106 Sykesville, MD 21784 maisano4carroll.com

PHONE NUMBER(S): 443-300-7494

EMAIL: maisano4carroll@gmail.com

WEBSITE: PO Box 106 Sykesville, MD 21784 maisano4carroll.com

I confirm that the responses provided here are my official positions in seeking local office and I understand that CCEA and CASE intend to share my responses with members and interested parties through our public website.

CANDIDATE SIGNATURE: Lisa Maisano DATE SUBMITTED: 3/3/2026

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 clearly indicate the questions(s) to which you refer.

Please return your completed and signed questionnaire no later than February 24, 2026 to Nathan Curtis at ncurtis@mseanea.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.

I am a Maryland native, and my husband and I have called Carroll County home for the past 18 years. We are raising our three children in Sykesville, where they attend public schools. As an engineer, I bring a natural problem-solving mindset and a commitment to understanding the details to everything I do. As an active member of my community, I served as PTA President for 3 years at my children's elementary school, created a new PTA Advocacy Committee, helped to found the Carroll Education Coalition, and continue to volunteer as a Scout leader with my children's unit. Since having children, I have poured my heart, time, and energy into raising my family and being involved in my community.

Student Supports

2. What strategies would you propose to meet the growing mental health needs of students and staff?

I support making sure the school system has a sufficient number of school counselors and other mental health professionals. Duties have expanded and current staff is stretched thin. I read a book on the Collaborative and Proactive Solutions (CPS) model by Dr. Ross Greene, a widely known and well respected clinical psychologist. I believe his statement that "Kids do well if they can." I have used his evidence-based model with my own family and believe there are applications for our school system to help children be successful. I support more school engagement with parents regarding concerns about screen time, social media, and bullying. I also believe it's important that the school system offers extracurricular programs to students so they can be active and engaged, particularly in middle and high school.

3. How will you support and promote justice, equity, diversity, and inclusion for ALL students throughout the county? What specific policies or initiatives do you support that provide equitable access, opportunities, resources, and support for every student? Understand that "equity" is ensuring that every student gets what they need to be successful, such as reteaching or remediation. "Equality" would be saying to a student, "Since the rest of the class understood the lesson, we are moving on to the next lesson. You will have to figure it out."

All students deserve to feel supported, that they belong, and have a right to an equitable education. I support CCPS providing professional development in this area for staff so CCPS can maintain an inclusive school culture. CCPS, arguably one of the leanest school systems in the state, has a challenge of maintaining sufficient resources at all of our schools to provide support for our students. Sufficient resources are necessary to provide interventions and accommodations for all students who many need additional support to be successful. Staff that are stretched too thin or have a high workload understandably have less time to dedicate to each student.

Staff Supports

Educators nationwide face increasing pressure to address a wide range of societal challenges while also navigating concerns about overstepping parental rights. For example, some elementary educators are being asked to take on responsibilities like assisting with basic life skills (children not potty trained), many educators experience higher levels of physical, verbal, or emotional challenges from students (who have difficulty interacting with peers and adults, as well as self-regulation), and some educators feel constrained in addressing sensitive or controversial topics due to potential disciplinary consequences.

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

Listening to educators concerns and suggestions for improvement would be my first step. I support evidence-based programs such as the Collaborative and Proactive Solutions (CPS) model by Dr. Ross Greene as a way to help students learn to respectfully talk through challenges and identify potential solutions. I admire and respect our educators who deal with increasingly difficult challenges on a daily basis. Advocating for a budget that is sufficient to maintain appropriate staffing would directly affect workload. I also support employee compensation being a priority each year. The budget should be sufficient to cover necessary supplies so that teachers are not buying them with their own money. Additionally, I would look for ways to have the school system provide increased professional development opportunities for training and tools to address the most pressing challenges.

5. Educators have increasing concerns about safety in our public schools. As a member of the Board of Education, what suggestions or ideas would you bring to address those concerns?

Listening to educators who are in the classrooms on a daily basis would be my first step in identifying specific ideas or suggestions. Encouraging open and honest conversations among students, staff, and the community can bring concerns to the forefront and identify areas for improvement.

6. What strategies or policies do you have to address the unsustainable workload for educators where expectations/responsibilities continue to increase without additional compensation? How would you support educators and ensure workloads remain manageable?

I believe this comes down to an issue with availability of resources, as do many of the problems that CCPS faces. Larger class sizes add to workloads, as does fewer support staff at a school. Tracking various data that is required also is time consuming. For the youngest grades, I believe bringing back dedicated classroom assistants would be beneficial. We need to maintain enough

reading specialists, math specialists, interventionists, and instructional assistants at each school, and maintain class sizes so that workloads can be manageable.

7. Our Education Support 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?

I absolutely agree that education support professionals are underpaid and underappreciated. ESPs are integral parts of the education team and I will advocate for step and pay increases in line with the value of the work they perform. I believe many people do not know what the roles and responsibilities of ESPs are and I would like to see their contributions highlighted to the community. I envision "a day in the life of an ESP" video or photos/description so that those less familiar with the challenges our staff face can get a better idea of the daily workload. Additionally, I would like to see individual staff recognized for going above and beyond on a daily basis for our students. Adequate resources for staff training is one of my priorities. Investing in our staff is an investment in ourselves as school system and is necessary for student success. I pledge to be open-minded, accessible, and willing to listen to concerns of all employees.

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

Yes, ESPs are an integral part of the education team and need to be treated as such.

The Blueprint for Maryland's Future

In the spring of 2025, CCEA collaborated with CCPS, the County Commissioners, and with the Carroll County Delegation to advocate for a waiver from the Accountability and Implementation Board (AIB). This is a concrete example of bipartisan effort to focus on supporting the best interests of is best for Carroll County students and staff.

8. The Blueprint, at its heart, is about elevating the profession of educators and changing the top to bottom approach to public education in Maryland. Describe what ideas you might bring to the Board of Education about providing our educators with more autonomy and being more involved in decision making in CCPS.

The first step is listening. As a member of the BOE, I would set aside time to meet with educators, get feedback directly, and always be open and accessible. Educators should always be involved in decisions as they are the ones working directly with our students every day. If they are not already occurring, I would like to see regularly scheduled listening/feedback sessions that give educators time to speak with BOE members on a variety of topics.

9. Apart from funding, what are the biggest concerns you have regarding the implementation of The Blueprint for Maryland's Future in CCPS?

I agree that funding is the biggest challenge. Although work with the consultants improved the Blueprint implementation situation for CCPS, I have concerns over the staffing levels and

workloads, particularly for reading specialists, reading interventionists, and math specialists at some schools. When resources are stretched so thin, splitting staff between schools makes it challenging for those staff to have the necessary time to work with students in need of their services and others may have to absorb workloads.

Privatization and Use of Public Monies

10. What is your position on providing public funding for students who are homeschooled or attend private schools and why?

I believe public funding should go to public schools. People are free to choose to homeschool their children or send them to private schools, but I do not believe public funding should be diverted for that purpose. Public funding should go to investing in and maintaining the public school system for students who attend.

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

I believe services should be provided by Board of Education employees whenever possible. Contracting out services should only be done if the needs cannot be met with BOE employees or by hiring additional employees.

Honesty in Education

An example of approved Carroll County curriculum is the true story of Townsend Cook, who was lynched in Westminster in 1885. Some parents have expressed concern over the lesson, viewing the material as divisive and controversial.

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?

I stand by honest education based on facts and actual events. I believe our children should be taught the truth, particularly in history, civics, and social studies, even if it is sad or uncomfortable. Learning about past history that is unjust, unkind, or unfair does not mean that the lesson should be divisive or controversial today. Learning about the challenges others have endured teaches empathy and understanding. Carroll County curriculum topics are age-

appropriate for the different grade levels and educators should have professional autonomy in teaching those truthful lessons.

13. How would you support our educators and show you trust their professional judgement in implementing the approved county curriculum, even when it may be contentious?

I trust that our educators can stick to the facts when teaching approved county curriculum and encourage students to think critically without imposing their personal opinions.

Rebuilding Trust and Faith in Public Education

14. What is the role of the Board of Education in rebuilding the public's trust in public education and, more specifically, CCPS (there are still people in this community who believe there are litter boxes in the bathrooms at schools for those who identify as animals)? If elected, what steps would you take to address misinformation and strengthen confidence in our schools?

The Board of Education is a liaison between the community and the school system. The BOE members should listen to the concerns of both citizens and school system employees and make effort to address concerns and misconceptions. If misinformation is being spread, I would state that is is not true, as is the case with litter boxes in the bathrooms, and move on. Arguing about misinformation is not helpful in my opinion. I will strengthen confidence in our schools by listening, educating myself and others on issues that need further investigation, and making everyone feel that their opinion is heard and valued.

15. CCEA has raised concerns about how some Board of Education members have used their official position in ways perceived as divisive (example: using social media to malign those who may have a different worldview, sometimes including groups of employees). 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? Who manages your campaign social media account and who would manage your BoE social media account if elected?

As required, I would disclose any potential conflicts of interest, request an advisory opinion from the Ethics Panel, and follow the guidance in the advisory opinion. I fundamentally value collaboration and am a team player. I treat everyone with respect, regardless if I agree with their viewpoint, and expect to be treated in the same manner. If elected as a BOE member, I would conduct myself as if I am representing the entire school system and community, reflecting the values of honesty, compassion, respect, and kindness.

I manage my campaign social media account with the help of two others who can post things at my direction and monitor content to bring concerns to my attention. I would manage my own BOE social media account and am aware that my actions as a BOE member would reflect on the entire school system.

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?

Last year I stepped forward to help create the Carroll Education Coalition and advocate on behalf of CCPS getting the Blueprint waiver. I pushed myself outside my comfort zone last year, going to Annapolis to speak with legislative aids, giving public comment to the BOE and County Commissioners, and engaging the community. I am proud of our dedication and accomplishments and last year's experience has given me the confidence to run for the BOE. If there is one thing I learned from last year, it is that sometimes the impossible can be possible if someone speaks up. I am passionate about this cause and am willing to work hard on our challenges by being a positive voice for our schools.

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

