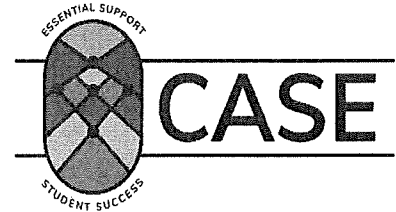


2026
Carroll County
Board of Education
Candidate Questionnaire



NAME of CANDIDATE: Marsha B Herbert

OFFICE SOUGHT: Carroll County Public Schools- Board of Education

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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: _____MBH_____ 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@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.

Life long citizen of Carroll County.

Educator for over 40 years in Carroll County

Two terms Carroll County Bd of Education. 3 years President, 2 year Vice President

Member of the Carroll County Chamber of Commerce

Owner of Country Hill Farm where we provide lessons, leases, and horse shows Member of St John's Leister Lutheran Church

Member of the Baltimore County Horse Show Association, Maryland Horse Show Assoc

Student Supports

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

Continue to hire more Behavioral Specialists and School Psychologists Work collaboratively with student, parents, staff, and outside services if necessary Develop new classroom strategies

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."

Carroll County has many school and community partnerships that are helpful Dr Moore, Equity and Inclusion Officer, continues to provide guidance to students and staff where she provides access, opportunities, and resources to support the students of Carroll County CCPS needs to take care of all students

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?

Continue to implement the Career Ladder for all

More professional days in specific areas

More training

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?

Continue with the SRO Program and work to have an officer in every school

Contact the Sheriff's immediately if and when ICE shows up at a particular school

Do not allow ICE in the building

Training of all employees would be an excellent way to keep all employees informed

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?

Too much testing

Too much data collection

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?

Thank you Blueprint Just kidding

They were not included in the Blue Print

Continue to give them raises just like all other staff

More professional work days for safe working conditions

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

It is not attached to my email

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.

Professional development

Flexibility in curriculum

Try new methods with out being penalized on their evaluations

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

Accountability

And the decrease of educators along the way to meet the implementation

I addressed this in a MABE conference

I told the Committee to leave Carroll County alone

We know what the hell we are doing

True story

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?

Wow, with declining enrollment CCPS needs every penny for our students in public education

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)?

Sounds great

More costly

Not as efficient

Definitely need background checks

Who is in charge and supervising these contracted people

They are not our 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?

There should be an alternative lesson plan for that particular message

The educator should always be transparent

The educator should maintain clear policies

The educator must take responsibility for their action

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?

As long as they are on the up and up no problem

They are professionals

But the educator must realize there could be repercussions

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?

Most of you know how I operate

I treated it like a full time job for 8 years and would do the same for the next 4 years

I did go to Man Val, I did talk to the principal, custodians, and teachers

There were no kitty litter pans anywhere, during a meeting I reported the non sense

I go straight to the source, and I don't beat around the bush

I am no nonsense and a straight shooter

I love CCPS and they do not need bad reports

We are a great school system

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?

If you go to my Facebook page

It's positive and meetings that I have attended

Stakeholders I talk to the face to face

Fallon Patton Pearre has been my campaign manager since 2014

And does handle my Facebook page

And will continue managing my page

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 take this position very seriously

I treat it like a full time job

I want positive vibes about CCPS all the time

And what great things everyone has accomplished

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

