



Board of Education Trustee Applications

Answers to Questions

Julie Del Catancio

Peter Natale

Carina Valencia Plancarte

Delcina Wadia

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Questions for the Newark Unified School District Board and Community

1. Do you have prior experience serving on a governing board, specifically a school district board of education? Please list your prior experience.

I have a Master's in Education Administration from Kansas University. Kennedy Elementary ELAC committee in 2019-2020. Kennedy Elementary School Site Counsel 2019-2020. I have experience serving on a governing board of Juvenile Dependency Counselors, where I was a founder and owner from 2007-2019. Annually, I oversaw over 1,500 Education Law and Child Protective Services cases in Alameda County.

2. Have you worked on any school committees (e.g., PTA, school site council) or participated in any school activities recently? Please list your involvement.

2022-2023 Member at Large, PTA Peralta District for Newark Memorial High School.
2021-2022 Media Chair, PTA Peralta District for Newark Memorial High School.
2020-2021 Member at Large, PTA Peralta District for Newark Memorial High School.

3. Describe any other community or business activities (e.g., employment, business ownership) in which you have participated. Describe your role, and whether your work was volunteer or employment related.

Catancio Law Firm, 2008 to present: Educational Law, Child Protective Services, Adoptions in Alameda County.
Educator, 2018 to present: Multi-subject teacher in Alameda County.

4. Why do you want to be a governing board member?

I believe in Education and have a Master's in Education. I worked as an Education Law Attorney for about two decades before becoming an educator. I worked for the SF Unified School District while receiving my Juris Doctorate from the University of San Francisco. I want to give back to the community. I have lived in Newark for 16 years. I have grown up in the tri-city area.

5. What do you see as the basic purpose of public schools?

Public schools are accountable for student achievement, including state standards, attendance, and goals. It provides social-emotional learning. Public schools support teachers and promote technology and STEM learning. The public school aims to keep student records, financial management, and communication.

6. What is the role of the governing board in the fulfillment of that purpose?

Governing board sets priorities, creates policies, and considers outcomes for the schools it oversees.

7. How does the board's role differ from that of the superintendent?

The Board of Education is elected differently than the superintendent because boards set priorities, create policies, and consider outcomes. In comparison, superintendents have a job to pinpoint policies or needs, regulate rules, and manage the daily operation of the district.

8. What should the relationship be between the board members and the administration in the handling of school district or county office concerns?

All parties should share their voice to address concerns. We need to have active communication to develop goals regarding achievement and instruction.

9. Briefly describe your commitment to public education and the Newark Unified School District.

I volunteered at Kennedy Elementary school for the school dances, PTA, ELAP, and School Site Council. I volunteered at NJHS for dances, coffee with the principal, and school beautification. I volunteer at NMHS for varsity sports, HoCo games, dances, the art club, 8th-grade informational program.

10. The NUSD Board values a diverse governance team that reflects the interests of the Newark community. How would your appointment contribute to the diversity of the NUSD Board?

I have a BA in Sociology from UC Santa Cruz, and my thesis on Homeless Children is on reserve at UC Berkeley. My Master's of Education is from Kansas University; I completed principal shadowing at Kenndy Elementary in 2019 in Newark, CA. My Juris Doctorate is from the University of San Francisco, where I studied Educational Law. I have been married for twenty years; we met in junior high in the tri-city area. I have a daughter at NMHS. I was raised in a multi-generational home with my grandparents born in 1911, so I was raised as if it was the 1930s with limited electronics. I also have a dog and a cat. I make sure to include everyone because I am a team player.

Board of Education Trustee Application: Peter Natale
Answers to Questions

1. Do you have prior experience serving on a governing board, specifically a school district board of education? Please list your prior experience.

Grant Committee member; Researching, Applying and supporting educational and private applications. E.g. CAL Waste Management Board of Equalization and PG&E Resilience programs.

Local Chapter President of a Nationally Recognized College Fraternity; founded to unite different religious, financial and ethnic backgrounds. Founding Member of the Bay Area Alumni Chapter.

HOA Committee member; 3500 properties within a 210 acre development.

2. Have you worked on any school committees (e.g., PTA, school site council) or participated in any school activities recently? Please list your involvement.

Volunteer at Kennedy elementary school

Volunteer Judge for the Alameda County Science and Engineering Fair

3. Describe any other community or business activities (e.g., employment, business ownership) in which you have participated. Describe your role, and whether your work was volunteer or employment related.

Engineering manager for a Tier 1 automotive interior supplier. Focusing on automotive Excellence and leading the industry by supplying Tesla, Ford, Toyota, Rivian and BMW with the components required to be the top OEM automotive companies in the World. I assist in the management of a yearly budget in excess of \$10M of capital equipment with the expectation to generate \$100 Million in Revenue. I am a formally trained Program Manager and received certifications from accredited universities.

Owner of a licensed business in Newark, CA which owns and manages real property throughout the state of California. Deep understanding of various governing zoning and building code laws.

4. Why do you want to be a governing board member?

I would like to share my time, talents, business and life experiences to benefit the children of our community. I would like to represent the diverse groups in the community and ensure that everyone has a voice in making educational and administrative decisions. I am a facilitator and a conduit to ensure the interests of the students, teachers and parents are heard. I would like to create stronger ties between the school board and all stakeholders. I have personal interests in preserving and improving the quality of the NUSD as I believe the children

our the future. I would like to help influence the district budget and influence the fiscal health of the district and where voter taxpayer money is spent. I believe the public education system should be the premier educational learning center in America. I experienced a medical scare at the age of 40 which provided a new and positive outlook on life. My personal trait is best described as the Advocate/Idealist; consistent with being *Introverted, Intuitive, Feeling and Judging* (INFJ) allowing me to have a deeper understanding of the world around us.

5. What do you see as the basic purpose of public schools?

Democratic Equality, Social Efficiency and Social Mobility. To enable the students to understand the world around them by educating and challenging our core beliefs to achieve full potential. To inspire and support the education of all students to become productive adults in society by providing differentiated and quality programs. Focusing on humanity 1st and everything else will follow suit.

6. What is the role of the governing board in the fulfillment of that purpose?

To ensure the school district is responsive to the values, beliefs and priorities of the community. Setting direction, establishing an effective and efficient structure, providing support, ensuring accountability and providing community leadership as advocates for the children, the school district and public school system. It is the board's responsibility to ensure the formal evaluation process of the Superintendent is carried out; maintaining transparency while respecting confidentiality.

7. How does the board's role differ from that of the superintendent?

The Board's role is to set the policies, goals and objectives for the district – and it holds the superintendent responsible for implementing the policies and achieving the goals. The superintendent is an occupation/career, they are the Chief Executive Officer of the District while the board's reasons are for representing the bipartisan citizens of Newark. The board represents the public interests of the community by providing leadership and citizen oversight of the District.

8. What should the relationship be between the board members and the administration in the handling of school district or county office concerns?

Superintendents and school boards should collaborate to develop specific goals regarding student achievement and classroom instruction. Children require stability yet we need to be flexible and dynamic as the culture around us evolves. Continuously monitoring and revising processes to ensure we are current and leading from the front.

9. Briefly describe your commitment to public education and the Newark Unified School District.

I have 3 children; 2 currently in the NUSD and a 3rd will be joining in 4th (2027) I am a long time resident and love the community of Newark. I own multiple properties in Alameda County, 2 properties in Newark. I support by paying my property taxes on time, donate my time

and financially support various local charities. I am an approved chaperone and take personal days to drive students to/from field trips.

10. The NUSD Board values a diverse governance team that reflects the interests of the Newark community. How would your appointment contribute to the diversity of the NUSD Board?

I am a Bay Area Native and grew up in Oakland. I was partially raised by an African American woman and provided the opportunity to walk in another person's shoes. Growing up in a diverse community of the Bay Area has allowed me to experience real life challenges in a shorter time period than my peers. I attended a Catholic and Lutheran grammar school in Oakland and attended a Lasallian High School in Berkeley. At the core of my education, I have been grounded by love and to pursue a life of virtue and service. I have a formal educational background in engineering, program management and have spent my entire career designing and creating the unimaginable.

1. Do you have prior experience serving on a governing board, specifically a school district board of education? Please list your prior experience

I do not have any experience serving on a governing board of a school district.

Professionally, I have served on several upper-level compliance committees focused on long-term planning and strategic outcomes. The management positions I have held throughout my 15+ year career (communications, advertising, branding, and social media) have given me the opportunity to be active in the decision-making of an organization, understand overall compliance, governance, and oversight.

I understand this role is to set goals and the strategic direction for the district. The number one priority and focus of any school board is to maintain focus on student success and achievement. I am committed to those goals and am passionate about the overall success of our district.

2. Have you worked on any school committees (e.g., PTA, school site council) or participated in any school activities recently? Please list your involvement.

2020-2021:

Concurrently served as School Site Council (SSC) Member and English Language Advisory Committee (ELAC) Member for Birch Grove Primary

2022-2023:

District English Language Advisory Committee (DELAC) Member and ELAC Member for Birch Grove Primary

3. Describe any other community or business activities (e.g., employment, business ownership) in which you have participated. Describe your role, and whether your work was volunteer or employment related.

2012-2020:

Family Giving Tree: Participated as a volunteer and employer community partner. Drove community and employee donations for various Holiday and Back to School campaigns.

Silicon Valley Food Bank: Participated as a volunteer and employer community partner. Drove community and employee donations for various Holiday Meals, Summer Break Food Drive and other giving campaigns. These multi-year partnerships consistently provided ~25,000-50,000 annual meals to local families in need.

Breakthrough Silicon Valley: Facilitated and led Career Day opportunities for first generation college students via employer.

2012-2016:

Cabrillo Elementary School, Fremont CA: Volunteered as a community member to assist designated onsite teacher with reading or math intervention support and additional classroom support.

4. Why do you want to be a governing board member?

I am passionate about public education, and I want to improve our Newark schools and be a collective part of changing the current perception of our district, so the focus continues to be our students and their success.

I fully believe education is the key to equipping an individual for many of the opportunities and challenges they will face in life.

I would like to be part of the NUSD Board of Education, so we can collectively use our experiences, knowledge and research to make the right decisions that positively and directly impact our students and community. We need to continue to empower our students, challenge them, cultivate a culture where everyone belongs and is respected for who they are not who they are not, provide students with the resources necessary that are impediments to their growth and development. Creating safe schools district-wide is also a high priority for me. I would like to be a part of this effort.

5. What do you see as the basic purpose of public schools?

Public schools must provide every student with the opportunity to receive complete educational equity and access to the necessary resources, while enabling students to reach their full potential, regardless of his/her cultural, socioeconomic background, or other determining factors.

The ultimate purpose of public schools is to create successful individuals who are equipped with all of the tools necessary to become lifelong learners, effective problem solvers, and contributing members of their communities.

6. What is the role of the governing board in the fulfillment of that purpose?

The role of the governing board is to provide community leadership, set the tone and strategic framework and direction for the district, and most importantly be advocates for every student—ensuring the decisions made are in line with student achievement and success.

7. How does the board's role differ from that of the superintendent?

The role of the board is to develop clear, shared goals to help guide decisions within the school district and ensure overall superintendent accountability and fiduciary oversight.

The Superintendent's role is to be responsible for all administrative duties and ensuring the goals established for the district are achieved.

In essence, the board collaborates to develop the policies, whereas the Superintendent ensures that those policies are adhered to and the district as a whole runs effectively.

8. What should the relationship be between the board members and the administration in the handling of school district or county office concerns?

The relationship between board members and the administration in handling school district or county office concerns is for the board to set the overall goals and direction for the district.

The Superintendent is tasked with handling all school district and county office concerns. In turn, the Superintendent brings necessary issues to the board for oversight and guidance.

9. Briefly describe your commitment to public education and the Newark Unified School District.

I am a product of public education and therefore, I am committed to our public education system because I understand the importance of providing an education to every student regardless of their background. Developing students who are equipped with the necessary skills and knowledge to participate, and be successful in society is essential to our democracy and their individual well-being.

In turn, it is my sincere hope that each and every student will become the best version of themselves and go on to become thriving and active participants in our community and its schools.

I commit to do my best to bestow with great responsibility the practice of continuing to be a life-long learner. And, to fully embrace and understand the parameters and responsibility that comes with serving on the Newark Unified School Board. It is my hope that our Newark community works together to get our schools on track to becoming distinguished sites and families truly see us as a long-term educational destination for their student(s). As a long-term Newark community member, I want our students to receive the best education possible and that we are able to align all resources available to ensure no student falls behind.

10. The NUSD Board values a diverse governance team that reflects the interests of the Newark community. How would your appointment contribute to the diversity of the NUSD Board?

I am a first-generation English Learner, who is the daughter of first-generation immigrants. I was also first in my family to pursue a higher education and obtain a bachelor's degree. Additionally, I am the mother of two young elementary students who are enrolled in NUSD and currently attend BGP.

I understand first-hand what it is like to be an English Learner student who did not have primary access to varying resources growing up. Throughout my life, I have worked hard to ensure a path to success and fulfillment to discover purpose and meaning. It has not always been easy and the challenges at times have been overwhelming. However, the education I received through the public school system, as well as the opportunities and experiences I have had through hard work and challenges have all led me to where I am today. I can appreciate the success and challenges because it has allowed me to grow. Not one individual is the same. And, understanding first-hand the challenges many of our students and families faced or are currently facing presents a unique opportunity for our current board to make a decision on who could truly bring diversity and a unique, fresh perspective.

Given my background, I feel the board would greatly benefit from my diversity and distinctive perspective. My life experiences will allow me to lead with influence and without bias, so the needs of the students are always at the forefront.

Questions for the Newark Unified School District Board and Community

1. Do you have prior experience serving on a governing board, specifically a school district board of education? Please list your prior experience.

I am a member of the DLI (Dual Language Immersion) Advisory Board for Schilling Elementary in Newark.

2. Have you worked on any school committees (e.g., PTA, school site council) or participated in any school activities recently? Please list your involvement.

Having been in public education since 2004, I have had the opportunity to serve on many school committees. I have been on the Faculty Council, SBDM (Site Based Decision Making), SSC (School Site Council, and ILT (Instructional Lead Team).

I have also been a Data/Tech Lead, PBIS Lead (Positive Behavior Intervention and Supports), Wellness Champ Lead, Culture and Climate Lead, 4th, 5th, and 6th Grade Team Leader. I am a member of the PTA at the school in which I work in Hayward as well as the school in Newark where my daughter goes to TK.

I am currently on ILT, SBDM, and PBIS at my school.

3. Describe any other community or business activities (e.g., employment, business ownership) in which you have participated. Describe your role, and whether your work was volunteer or employment related.

I have been in education since 2004.

My husband and I spear-headed a petition to have speed bumps installed on Musick Ave. which was successful and important to the safety of our street and community.

I have participated in beach and park clean-up days. I have also participated in Rebuilding Together Silicon Valley, in which community members fix up the home of under-privileged residents.

4. Why do you want to be a governing board member?

I want to be on the NUSD governing board because I have a passion for education. I would like to make a positive impact on our community and give back to the city of Newark and contribute to the growth, direction, and development of the district. As a member of the community, resident of the city, and a long-time educator, it is my responsibility to the children and families of Newark to contribute to their success.

5. What do you see as the basic purpose of public schools?

Public education has many purposes, all of which should serve the community and be for the common good. First and foremost, public education provides all members of society equal access to skills and knowledge to become productive members of society. Public education gives skills needed to be able to be successful for careers, critical thinking, and higher education.

Public education helps youth gain self-confidence and self-knowledge to develop social skills and to enable future generations to thrive in and contribute to the economic and societal well-being of their communities.

6. What is the role of the governing board in the fulfillment of that purpose?

The governing board has many roles, some of which are:

- Establishes policies that guide the district's mission which is "...inspire and educate all students to achieve their full potential and be responsible, respectful, and productive citizens".
- Oversees the budget and ensures that the needs of the students and staff are met. - Implements and follows a strategic plan
- Engages with stakeholders, who are community members, parents, teachers, and law-makers or leaders while getting feedback and input.

7. How does the board's role differ from that of the superintendent?

The board is responsible for setting the policies and making sure students' educational needs are being met. They also oversee the superintendent.

The superintendent runs the day-to-day operations of the district and is responsible for implementing the policies and procedures set by the board..

8. What should the relationship be between the board members and the administration in the handling of school district or county office concerns?

There should be respectful open communication and transparency between the board and administration in handling of concerns. This can be accomplished by regular meetings and written guidelines. Both parties should work cohesively to ensure the district is running effectively and efficiently. Each party is bringing expertise as well as different perspective to the table and should view each other's views with that in mind. The goal is to work together to make sure that student success and positive learning is happening.

9. Briefly describe your commitment to public education and the Newark Unified School District.

In a world that houses so many different countries, the United States is one of the few that offers free public education. For that, I am grateful. I am also grateful that my children will have that free, public education that so many children in other countries don't have the opportunity of.

Public education is critical for individuals and society as a whole. It provides equal opportunities to all students, regardless of background. NUSD plays an important role to this because it provides quality education to its students. As a Newark resident, I am committed to helping the students of the community, if not directly, then indirectly by serving on the board.

10. The NUSD Board values a diverse governance team that reflects the interests of the Newark community. How would your appointment contribute to the diversity of the NUSD Board?

I am East Indian and my husband is Italian American. Our children are bi-racial. We hold tight and true to our cultures and raise our children to be respectful of all people, cultures, and backgrounds.

My presence on the board will bring representation of the East Indian community I will be serving. I will bring a different perspective which can help in better understanding the needs of the students and families. My presence will also bring cultural competency in ways of cultural knowledge and inclusion.