

CANDIDATE INFORMATION SHEET
Orange Unified School District

Please fill out and return by April 26, 2024 at 4:00 pm to cerich@orangeusd.org, or
leave at the superintendent's office.

Date: April 24, 2024

Glass, Stephen R. D.

(Last Name) (First Name) (Initial)

Business Address: [REDACTED] Phone: [REDACTED]

Home Address: [REDACTED] Phone: [REDACTED]

E-mail: [REDACTED]

Occupation and Employer: Distinguished Faculty in Residence @ CSU Long Beach

No. of Years Residing in District: 12

Do you have children in the district's schools? Yes ☒ No ☐

If yes, what schools? Palmyra Gate Magnet Elementary School

1. Do you have prior experience serving on a governing board, specifically a school district board? Please list such prior experience.
No, I do not have prior experience serving on a governing board.

2. Have you worked on any school committees or participated in any school activities recently? Please list them.
Yes, I have served on the Palmyra Elementary School School Site Council for three consecutive terms (2021-22, 2022-23, 2023-24). I served as President of SSC for two terms.
Additionally, I have also served as a member of the Palmyra Elementary School PTA.

3. Describe any other community or business activities in which you have participated. describe your role, and whether your work was volunteer or employment-related
I serve as a member of 100 Black Men of Orange County where I mentor Black male students grades 6th - 12th.
I am a member of Alpha Phi Alpha Fraternity, Incorporated, Nu Tau Lambda (Orange County) Chapter where I serve as a member of the Go to High School, Go to College and Voteless People is a Hopeless People committees.

4. Why do you want to be a school board member?
As a committed resident of the City of Orange, a husband, father, and educational leader, I am deeply invested to academic success and equitable treatment for all students. I aim to ensure our school board promotes excellence, fairness, and inclusivity, leveraging my skills as an educator to advocate for uplifting policies.

Candidate Information Sheet - Board Vacancy

Page Two

5. What do you see as the basic purpose of the public schools?
The basic purpose of public schools is to ensure school districts reflect and uphold the community's values, beliefs, and priorities. This is achieved through effective school board governance which focuses on setting strategic direction, providing necessary support, ensuring accountability, and advocating for the needs of ALL children.
6. What is the role of the school board in the fulfillment of that purpose?
The school board plays a crucial role in ensuring that our schools fulfill their purpose. The Board's responsibilities include setting the strategic direction for Orange USD, providing necessary resources and support, ensuring accountability in student academic outcomes, and advocating for the needs of ALL children.
7. How does the board's role differ from that of the superintendent?
The superintendent is the CEO of the district and is responsible for implementing the Board's policies and managing the day-to-day operations of the district. The superintendent is also accountable to the Board for implementing their strategic vision. The Board sets the direction for the district.
8. What should be the relationship between the board members and the administration in the handling of school concerns?
The Board should focus on policy-making, setting strategic goals and general oversight. The site administration should manage the day-to-day operations and policy implementation at our schools answering only to the Superintendent or designee.
9. Briefly describe your commitment to public education and our local school district.
My commitment to public education and Orange USD stems from a deep understanding of education as the most potent tool for uplifting our community. I am dedicated to advocating for policies that ensure equity, excellence, and accessibility for ALL students in our district.
10. What do you see as the strengths of the school district?
The two major strengths of our District are the diversity of our student population and our academic programs. OUSD is known for its diverse student population which contributes to a rich educational environment for learning. OUSD also supports excellent academic programs and initiatives which foster academic excellence and equity.
11. What do you see as the area(s) most needing improvement in the school district?
Focus is needed to improve math and reading scores, especially in the lower and middle grade levels. These subjects are critical foundations for academic success. This includes specialized interventions and resources to support students who are multilingual learners, students with disabilities, and those from socioeconomically disadvantaged backgrounds.

* Applicants may attach an optional letter or recommendation and/or resume. Anything included in or attached to the application is a public record.

ATTESTATION

I Stephen R. D. Glass, am hereby applying for the vacancy on the Board of Education for Orange Unified School District Area 7.

Residency Requirement

I hereby declare that I reside within the boundaries of the Trustee area I am applying for pursuant to the statutory definition of residency provided in Government Code section 244 and applicant laws. If there is any change in the status of my residency. I agree to immediately notify the Superintendent of Schools in writing.

Qualifications

I hereby declare that I am eligible to be a Board member without further qualifications as set forth in OUSD Board Bylaw 9220. Board Bylaw states in relevant part:

Any person is eligible to be a Board member, without further qualifications, if he/she is 18 years of age or older, a citizen of California, a resident of the school district, a registered voter and not legally disqualified from holding civil office. Any person who has been convicted of a felony involving the giving, accepting, or offering of a bribe, embezzlement or theft of public funds, extortion, perjury, or conspiracy to commit any such crime, under California law or the law of another state, the United States of America, or another country, is not eligible to be a candidate for office or be a Board member except when the person has been granted a pardon in accordance with law. (Education Code 35107; Elections Code 20)

A District employee elected to the Board shall resign his/her position before being sworn in or shall have his/her employment automatically terminated upon being sworn into office. (E.C. 35107)

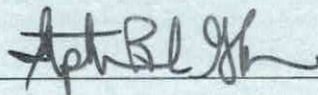
I understand that this application and anything attached to it is a public document and may be requested under provisions of the California Public Records Act.

I understand that upon appointment I would be required to comply with conflict of interest laws and policies and that I would be required to take an oath of office.

I attest the foregoing information is true to the best of my knowledge.

Print Name: Dr. Stephen R. D. Glass Date: April 24, 2024

Signature of Applicant: _____



Provisionally appointed Board members hold the office until the next regularly scheduled election per Education Code section 5091(e)), unless terminated by petition per Education Code section 5091(c)).

Stephen R. D. Glass, Ed.D.

Education

Doctor of Education

California State University, Long Beach

Dissertation: "Signing Day: From High School Athlete to Division I Scholarship – An Examination of the College Preparatory Supports for African American Male Student Athletes"

Master of Arts in Education, Cross Cultural Teaching

National University

Thesis: "Student Perceptions of African American Teachers and Academic Achievement "

Bachelor of Arts in History

Morehouse College

Leadership Experience

2020 – PRESENT

Distinguished Faculty in Residence, PK-12 Specialization

California State University, Long Beach

Spearheaded the chairing of 5 dissertations and the coordination of 5 cohorts for the Preliminary Services Administrative Credential, notably increasing African American student enrollment in the EdD program by over 300%. Successfully navigated the challenges posed by the COVID-19 pandemic, developing an innovative district-based Preliminary Services Administrative Credential/Master's Credential program, and achieving a 7% annual increase in program applicants over three years.

2018 – 2019

Principal on Special Assignment

West Covina Unified School District (ADA 7,965)

Instrumental in increasing Advanced Placement course attempts among students by 9%, with a strategic focus on engaging Latine students in AP Human Geography and AP Psychology as gateway courses. Led the school to achieve WASC Accreditation through proactive parental engagement across diverse racial groups. Honored as Secondary School Principal of the Year in 2017 for exceptional leadership and educational impact.

2016 - 2018

Principal

West Covina High School (ADA 1,887)

West Covina Unified School District

Instrumental in increasing Advanced Placement course attempts among students by 9%, with a strategic focus on engaging Latine students in AP Human Geography and AP Psychology as gateway courses. Led the school to achieve WASC Accreditation through proactive parental engagement across diverse racial groups. Honored as Secondary School Principal of the Year in 2017 for exceptional leadership and educational impact.

2013 - 2016

Principal

Compton High School (ADA 1,345)

Compton Unified School District

Guided Compton High School to its first successful WASC Accreditation in two decades, significantly raising the graduation rate by 22% and increasing CSU/UC school attendance by 26% within four years. Expanded AP course offerings and enrollment by 40%, earning recognition from the College Board for enhancing Advanced Placement opportunities.

2011 - 2013

Assistant Principal – Student Services (Special Education)

Buena Park High School (ADA 1,873)

Fullerton Joint High School District

Facilitated impactful IEP meetings and orchestrated the strategic scheduling and placement of instructional aides, ensuring a cohesive transition for students from feeder schools. Overcame challenges in SPED service delivery, achieving a 10% reduction in overdue IEPs over two years, thereby enhancing the educational experience for students with special needs.

2007 - 2011

Assistant Principal - Pupil Services

Cerritos High School (ADA 2,242)

ABC Unified School District

Founded and sponsored the Young Black Scholars program, focusing on the academic achievement of Black students and directly addressing the challenge of disproportionate discipline among Black male students. Through innovative leadership, contributed significantly to promoting equity and fostering an inclusive educational environment.

K-12 Teaching Experience

Freshman Studies | Activities Director, Mt. SAC Early College Academy, West Covina, CA

Activities Director | AVID Teacher, Orange High School, Orange, CA

English Teacher | Social Science Teacher | AVID Teacher, Portola Middle, Orange, CA

Social Science Teacher, Santiago Charter Middle, Orange, CA

Social Science Teacher | English Teacher | Opportunities Teacher, Tetzlaff Middle, Cerritos, CA

Professional and Community Activities

- Mentor, 100 Black Men of Orange County – Support for young Black male students
- Featured Speaker, Bank of America, “Let’s Get Real Program”, Juneteenth Dialogue, June 2023
- Co-Presenter, Association for California School Administrators (ACSA), Equity Conference, March 2023
- Presenter, Association for California School Administrators (ACSA), Lead with Pride Conference, May 2023
- Vice President, Alpha Phi Alpha Fraternity, Incorporated, Nu Tau Lambda Chapter
- Chairman, Voteless People is a Hopeless People – Voter education and voter registration.

Publications

Glass, S., Rodgers, D., & Slater, C. (2024). "Generativity and Nigrescence: The identity of a Black school principal pursuing social justice." *Educational Management Administration & Leadership*. DOI: 10.1177/17411432241238381

Weary, H., Ware, M., Glass, S., & Baker, E. (2023). "Building Generational Wealth Through Intellectual Property." Presented at the 44th International Summit of the Music & Entertainment Industry Educators Association, March 23-25. DOI: [10.25101/23.29](https://doi.org/10.25101/23.29).