



**Noah Gale**

1. Please provide 3 words that capture your candidacy.

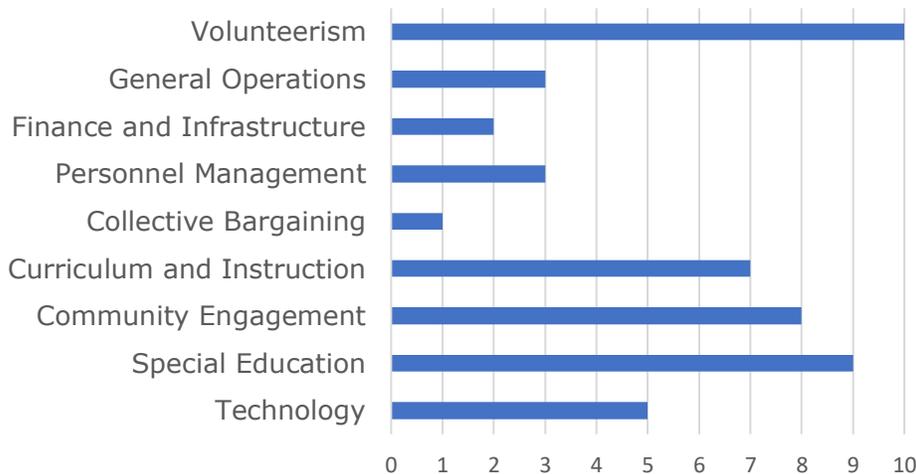
Enthusiasm Devotion Initiative

2. Why are you running for the BOE? Is there a particular issue that motivates you to serve on the Board of Education.

I'm running for the BOE because I care about students, teachers, staff and public education. A particular issue that motivates me is keeping schools open even if the Pandemic persists.

3. Please rate your work/life experience in:

Noah Gale's Self-Rating



Note: Scale of 1 (least experience) to 10 (most experience)

Please feel free to elaborate on any of the above self-rating.

As a younger person, I have less experience professionally, but I have been very active in the community and our school system. I have a legacy of very committed service and ongoing volunteering in our district, as well as a reputation for being present at all BOE meetings---since September 19, 2005, when I was a kindergarten student at Nishuane.

4. In what school district or community activities/organizations have you been involved?

MEA Rap and Roll; Mayfair Committee; Pancake Breakfast; Fireball Committee; African American Career Day; Lunar New Year; Boogie Bash; Trunk or Treat; Volunteer Paraprofessional; Project Graduation; Internship with Superintendent Dr. Ponds; Others.



5. If elected, what are your top 2-3 priorities for the BOE? Specifically, what do you think the BOE should prioritize in the next year and what should be prioritized in a longer-term plan?  
Next Year: Ensuring students continue in-person education during the pandemic  
Longer-Term Plan: Supporting and advancing the goals of Diversity, Equity & Inclusion; anti-racism; and anti-bullying initiatives. Also I would focus on diversity in hiring, as well as in personnel, and HR.

6. In your opinion, what would be an “ideal/well” functioning BOE? How can the BOE be more accessible and more communicative with the community?

An ideal BOE is a group that functions openly, respectfully and collaboratively. The BOE can be more accessible and communicative by holding open house nights, meeting or speaking with parents on an individual basis, and, perhaps, putting out a newsletter. In addition, we must be committed to a culture of civility at our meetings and in our broader culture.

7. Recognizing that relationships are a foundation of our school community, what specific steps would you take to improve the relationships between the BOE and the district administrators, the various unions, and parents/caregivers?

1. Collaborative events;
2. Respectful communication;
3. Fair pay; and
4. Accessibility.

8. What should MPSD do differently? Please be specific – academic programs, sports, civic programs, extra curriculars, etc.

1. Different start times;
2. Supplement paraprofessional involvement for Special Needs students; and
3. Consider elimination of standardized testing.

9. What are your thoughts on school district's programs for special education students? How can the BOE better serve the special education students, and what would you do as a board member to ensure our special education students' needs are being addressed?

I think the school district's programs are strong but could be improved. The BOE can better serve Special Ed students by employing more paraprofessionals, adding more inclusion classes and having more one-on-one time / smaller classes.

10. How can the BOE address the opportunity/achievement gap in our district? What are your specific ideas and plans for addressing the achievement gap and educational equity? In your opinion, what is the role of BOE in this area?

The BOE can address this gap by ensuring that students of color have the resources to close the gap. In particular, I would support a student equity advocate, as well as educational efforts targeted at students of color. Further, I would support more aggressive recruiting of teachers and administrators who of color. The BOE's role is to have open discussions and work to establish policies that close that gap.



11. How should the BOE balance the need to provide a quality education with the need to manage the local taxpayer burden? What should the district's capital spend priorities be? Would you consider budget cuts, if so – what specific areas would you cut?

I would lean the balance toward ensuring that a quality education is accessible to all students, as well as ensuring that students of color are afforded complete opportunity to succeed. The capital spending priorities should focus on adequate physical plants both in terms of size, adequate HVAC equipment and both academic/sports/extra-curricular materials and equipment.

12. Montclair is known for its magnet schools, which are supported by a unique school ranking and placement process and a "courtesy busing" program. What changes, if any, would you consider with respect to the magnet system, the school ranking and placement process, and/or the courtesy busing policy?

As a preliminary matter, I am very much in favor of the magnet system -- I would seek to maintain the system in the future. Frankly, I don't see the need for many changes to school ranking and placement process. The courtesy busing process is, of course, a necessary feature of the magnet program.