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STANDING COMMITTEES  
Economic Development & Tourism  
Regulated Industries  
MARTOC

6 March 2013

Governor Nathan Deal  
The Office of the Governor  
State of Georgia  
203 State Capitol  
Atlanta, Georgia 30334

Dear Governor Deal:

Here are my recommendations for DeKalb County School District Interim Board of Education characteristics. These points are in no specific order of importance.

1. Background checks are essential – constituents will be looking for flaws
2. Look for potential conflicts of interest – vendors, contractors, etc – who may want to do business with the school system – or relatives of the same
3. No current relationships (such as relatives, former employees, romantic interests) with DCSD employees
4. Dr. Johnson is a former employee so, this base (#3) is covered
5. No desire to actually run for the seat – civil servants willing to help in the interim
6. Geographic diversity for the at-large districts – try not to pick folks from the same areas as McMahon, Orson and Johnson
7. A couple of appointees should be able to read/comprehend/analyze budget sheets and data
8. One appointee with a technology background
9. Members who can articulate our language through speaking, reading and writing
10. A willingness to move towards authentic transparency – online checkbook and forensic audit are a good start
11. Time to commit to weekly meetings, preparing for meetings (ex: APS BOE met weekly and worked in front of the public to go through all policies, address all SACS issues and worked from a strategy/problem solving chart on action items each week

12. Acknowledges that every school and it's needs are different do not fall into the mindset of one size fits all and as such, needed programming in one school does not have to be in every school – though we are one county school system
13. Representation that values our Hispanic/Asian/Indian etc stakeholders
14. Experience with collaborative models. And as such...
15. Willingness to host town hall meetings, coffees, etc to collaborate with and listen to constituents
16. Independent thinker – doesn't go along to get along – unwilling to agree to backroom deals
17. Committed to establishing an ethics board to govern themselves
18. Some significant level of higher education
19. Skilled communicator
20. Some level of experience with operational management of a large organization
21. Humility – actually putting children first
22. Prior governing experience
23. The whole should bring a variety of professional skills to the table which includes some level of knowledge about the school system and it's challenges
24. Clear vision about their immediate purpose – one county – all members must agree to not buy-in to the rhetoric surrounding north/south issues
25. With budget issues coming up it is necessary for some interim members to have the skill-set needed to create and trim
26. Ability to comprehend the recommendations of the superintendent that lead to student success (grades, sense of value, purpose and relevancy)
27. Willingness to seek board training and apply such training during tenure
28. Willingness to work collaboratively with board members to resolve all of the issues outlined in the SACS report in the specified timeframe

Governor Deal

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Knowing that the entire state and possibly the country will be paying close attention to this entire process the need for getting it right should override the need for speed in determining the interim board.

Every decision, from this point forward, from the Gold Dome to the DCSD Boardroom should be determined to insure stability and confidence, especially with our students who are counting on us to educate them in a safe, nurturing, and well-equipped environment.

Highly effective DCSD BOE governance will, at all times, keep the classroom as the focus.

Thank you for all you do every day, as Governor, for our children's education.

Sincerely,

A handwritten signature in black ink, appearing to read "John F. Taylor". The signature is fluid and cursive, with the first name "John" and last name "Taylor" clearly distinguishable.



**Applicant Scoring Rubric  
DeKalb County School Board**

<b>Candidate Name</b>	<b>DeKalb School Board District</b>	<b>Date</b>
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<b>Questions<sup>1</sup></b>	<b>Answer Rating 1-5 (weak-strong)</b>	<b>Comments</b>
1. What are your vision and goals for attaining high academic achievement for all students?		
2. How would you inspire parents and other stakeholders to have confidence in DeKalb schools?		
3. What is your understanding of the role of a school board member? In your answer rate the level of engagement that a board should have in the affairs and operations of the school district on a scale where 1 indicates day-to-day management involvement and 5 indicates providing oversight and accountability.		
4. What is the appropriate level of focus on issues you believe a board member should have? Should the board member focus on one or two key issues or rather focus on a broad range of school district concerns?		
5. What skills, talents and personality traits do you believe that you possess that would make you work effectively with the rest of the board to get things done?		
6. How will you enhance the mix of skills and backgrounds on the board and help represent the diversity of the community?		

  

<b>Resume<sup>2</sup></b>	<b>Rating 1-5 (weak-strong)</b>	<b>Comments</b>
1. Experience in governance		
2. Experience in strategic planning		
3. Experience in community relations or community activities		
4. Experience in policy development		
5. Experience on governing board or advisory board		
6. Experience in setting performance goals or expectations		
7. Experience in financial administration, governance or supervision		
8. Experience in ethics development or responsibility for ethics compliance		
9. Experience in public education – professional or voluntary		
10. Experience working with school-aged children		

<sup>1</sup>Questions Based on Georgia School Boards Association Guidelines for Potential School Board Candidates

<sup>2</sup>Resume Ratings Based on Georgia State Board of Education Standards for Effective Governance of Georgia Schools