



## AFFIRMATION OF MSDWT BOARD ETHICS

The following Board Member Ethics are a part of the MSDWT adopted Bylaws. After reading and familiarizing yourself with them, please sign below to indicate that you agree to be governed by these ethics in the event you are elected to serve on the Board of Education of the MSDWT.

Signature: <u>/s/ Donald B. Kite, Sr.</u>
Printed Name: Donald B. Kite, Sr.
Date Signed: August 11, 2022

### 0144.2 Board Member Ethics

**A Board of Education member should honor the high responsibility which her membership demands by:**

- A. thinking always in terms of "children first";
- B. understanding that the basic function of the Board of Education member is "policy-making" and not "administrative", and by accepting the responsibility of learning to discriminate intelligently between these two functions;
- C. accepting the responsibility along with her fellow Board members of seeing that the maximum of facilities and resources is provided for the proper functioning of schools;
- D. refusing to "play politics" in either the traditional partisan, or in any petty sense;
- E. representing at all times the entire school community;
- F. accepting the responsibility of becoming well informed concerning the duties of Board members, and the proper functions of public schools;
- G. accepting the responsibility of an elected official to attend all scheduled meetings of the Board;
- H. recognizing responsibility as a State official to seek the improvement of education throughout the State;
- I. upholding the legal requirements of the "Open Door Law".

**A Board of Education member should respect his relationships with other members of the Board by:**

- A. recognizing that authority rests only with the Board in official meetings, and that the individual member has no legal status to bind the Board outside of such meetings;
- B. recognizing the integrity of his predecessors and associates, and the merit of their work;

- C. refusing to make statements or promises as to how he will vote on any matter which should properly come before the Board as a whole;
- D. refusing to make statements or promises as to how the Board as a whole will vote on any matter;
- E. making decisions only after all facts bearing on a question have been presented and discussed;
- F. listening patiently to the opinions of others;
- G. graciously conforming to the principle of "majority rule";
- H. refraining from making personal attacks or derogatory comments;
- I. refusing to participate in irregular meetings such as "secret" or "star chamber" meetings, which are not official and which all members do not have the opportunity to attend;
- J. notifying the President of the Board of an expected absence in a timely manner.

**A Board of Education member should maintain desirable relations with the Superintendent of Schools and her staff by:**

- A. striving to employ, when the vacancy exists, the best professional leader available for the position of Superintendent;
- B. giving the Superintendent full administrative authority for properly discharging her professional duties, and also by holding her responsible for acceptable results;
- C. acting only upon the recommendation of the Superintendent in matters of employment or dismissal of school personnel, except under extraordinary circumstances;
- D. having the Superintendent present at all meetings of the Board except when her contract and salary are under consideration;
- E. referring all complaints to the proper administrative office and by discussing them only at an appropriately scheduled meeting after failure of administrative solution;
- F. providing adequate facilities, materials and in-service so that the Superintendent and staff may discharge their educational functions on a thoroughly professional basis;
- G. refraining from making personal attacks or derogatory comments;
- H. presenting personal criticisms of any employee directly to the Superintendent.

**A Board of Education member should meet her responsibilities to her community by:**

- A. attempting to appraise fairly both the present and future educational needs of the community;
- B. regarding it as a major responsibility of the Board to communicate with the community the goals and expectations of the schools;
- C. insisting that all school business transactions be conducted in an open, ethical, and above-board basis;
- D. vigorously seeking necessary financial support for the schools in a responsible manner;
- E. refusing to use her position on a Board of Education in any way whatsoever for personal prestige or personal gain (except for accepting salary and benefits allowed by law and adopted by the Board);
- F. refusing to discuss personnel matters or any other confidential business of the Board in her home, on the street, or in her office;
- G. winning the community's confidence that the best interests of school children and the community are being well served.



**WASHINGTON TOWNSHIP PARENT COUNCIL NETWORK**

**SCHOOL BOARD CANDIDATE COMMITTEE**

**APPLICATION REFERENCE FORM**

Please have two letters of recommendation submitted from individuals who are knowledgeable regarding your character and competence with whom you have had professional (including volunteer and civic) dealings during the last five years. References cannot be related to you.

Your references should:

- Briefly describe their relation to you, their experience with you, and their beliefs regarding your ability to serve as a school board member.
- Submit their letters **DIRECTLY** to the School Board Candidate Committee Chair at [cp317media@gmail.com](mailto:cp317media@gmail.com), by August 12, 2022, at 5:00 PM. Letterhead is not required.
- Use the subject line “SCHOOL BOARD REFERENCE” in their e-mail.

The chair will notify you when letters of reference are received.

Please provide the following information about your references and return this form with your application.

Name	Relationship	Contact Information (e-mail address is acceptable)
John Fencl	MSDWT School Board Member, currently serving his second term	johnfencl@fenclgroup.com
Sabra Gage	Immediate Past President of the Washington Township Education Association (WTEA)(6/2014 to 6/2022). Taught in MSDWT for twenty-seven (27) years.	sabrawtea@gmail.com

*I HEREBY REPRESENT THAT I HAVE REQUESTED LETTERS OF REFERENCE FROM THE INDIVIDUALS ABOVE AND INSTRUCTED THEM TO SEND LETTERS DIRECTLY TO THE COMMITTEE CHAIR AS OUTLINED ABOVE.*

Signature /s/ Donald B. Kite, Sr.

Date August 11, 2022

Printed Name Donald B. Kite, Sr.



**WASHINGTON TOWNSHIP PARENT COUNCIL NETWORK**  
**SCHOOL BOARD CANDIDATE COMMITTEE**  
**APPLICATION FORM**

Please see the entire application packet for additional information. It is acceptable for this form to be completed by hand, but please type additional pages as outlined in the application.

**I. GENERAL INFORMATION**

Name: Donald B. Kite, Sr.		
Home Address: 8082 Stafford Lane, Indianapolis, IN 46260		
Best Phone: (317) 697-5046		
E-mail Address: <a href="mailto:don.kite@gmail.com">don.kite@gmail.com</a> (Personal); <a href="mailto:dkite@msdwt.k12.in.us">dkite@msdwt.k12.in.us</a> (Township)		
Have you been a resident of MSDWT since at least November 8, 2021?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
Are you currently registered to vote at the home address listed above?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO

**II. EDUCATION**

	School Attended	City, State	From-To	Major/Field of Study	Degree
High School	Dulaney High School (10 <sup>th</sup> through 12 <sup>th</sup> grade)	Cockeysville, MD.	Aug./Sept. 1975 through May 1978	General High School Studies	Diploma awarded May of 1978
Undergraduate	Loyola College of Maryland	Baltimore, MD.	Jan. 1979 through September 1982 (first semester attended University of Maryland/Baltimore County; auto accident delayed graduation date)	Philosophy (with significant number of Political Science courses)	Bachelor of Arts in Philosophy awarded 1982

Graduate	Indiana University School of Law at Indianapolis (now McKinney School of Law)	Indianapolis, IN.	Fall 1983-Winter 1986	General legal studies.	Doctor of Jurisprudence (law degree) awarded December of 1986
Other Degree/Study	As do all practicing attorneys, I take continuing legal education classes.	Indianapolis, IN.	Ongoing	Not applicable	Not applicable

### III. EMPLOYMENT

On a separate sheet, please provide a complete statement of your employment or the past ten years. Include the dates of employment, employer's name, address, phone number, and a brief summary of the nature of the work you performed. You may also attach a resume.

#### EMPLOYMENT: (employment history during the past 10 years)

Employer: Self-employed.  Donald B. Kite, Sr. ATTORNEY AT LAW 8082 Stafford Lane Indianapolis, IN 46260		Position: Attorney	
Phone Number: (317) 697-5046	Dates: From November 2017	To current	
Duties: I practice primarily in the areas of insurance defense litigation and appellate practice. I represent clients in civil lawsuits (primarily civil rights and tort litigation), in state and federal court, in mediation, at trial and on appeal.			

Employer: Self-employed.  I was <i>Of Counsel</i> at:  WUERTZ LAW OFFICE, LLC 22 East Washington Street, Suite 210 Indianapolis, IN 46204		Position: Attorney ( <i>Of Counsel</i> )	
Phone Number: Was (317) 423-1200 (Owning Partner was Chad D. Wuertz. Chad passed away in 2017, the day after Thanksgiving.)	Dates: From December 2012	To November 2017	
Duties: I practiced primarily in the areas of insurance coverage litigation, insurance defense litigation, and appellate practice. I represented clients in civil lawsuits, in state and federal court, in mediation, at trial and on appeal. On occasion I assisted attorney Wuertz as co-counsel in cases representing plaintiffs.			

Employer: GONZALEZ SAGGIO & HARLAN, LLP 135 N. Pennsylvania Street, Suite 1740 Indianapolis, IN 46204		Position: Attorney (Partner)
Phone Number: (317) 686-9800 (Office Manager was Leslie Kimery)	Dates: From September 2011	To December 2012
Duties: Responsibilities were essentially the same as above. GSH, however, was a national firm. At the time that I was a partner at the firm, the firm described itself as the largest minority-owned law firm in the United States. The firm was managed by its home office in Milwaukee, Wisconsin. It was dissolved a year or two after I left.		

Employer: DEAN-WEBSTER, WRIGHT & KITE, LLP (presently BADEAUX DEAN-WEBSTER) 50 South Meridian Street, Suite 500 Indianapolis, Indiana 46204		Position: Attorney (Partner)
Phone Number: (317) 624-1306 (Managing Partner was Deanna A. Dean-Webster)	Dates: From May 2008	To September 2011
Duties: Responsibilities were essentially the same as above. As a partner, I also shared a number of responsibilities regarding firm management.		

Employer: SCHULTZ & POGUE, LLP 520 Indiana Avenue Indianapolis, IN 46202		Position: Attorney (Partner)
Phone Number: (317) 262-1000 (Owning Partners Thomas R. Schultz, Peter H. Pogue and Jon M. Pinnick can verify employment, etc.)	Dates: From March 2001	To May 2008
Duties: Responsibilities were essentially the same as above. As a partner, I also shared a number of responsibilities regarding firm management.		

#### IV. VOLUNTEER ACTIVITIES

On a separate sheet, please describe your volunteer and civic involvement including leadership positions held. Any and **all** volunteer activities related to schools and/or education **must** be disclosed.

##### Greenbriar Elementary School

Dads' Club, Co-President (2 years, including 00-01), member 95(?) -02. Assisted for several years with BEAR Nights ('Be Enthusiastic About Reading'), which was both a shorter evening for students in the younger grades and an overnight event for older students.

PTO – Volunteered for most PTO Movie nights and a number of other functions/events.

Conflict Mediation Program - Indiana State Bar Association Representative to Greenbriar Elementary School, 6/7/00 - 5/04.

Misc. additional including: Assisted with interviews for Junior Achievement's Exchange City. Additionally, for several years took groups of elementary school students to Naturalization ceremonies in Federal Court and on tours of Indianapolis' federal building. Facilitated 'Big Bad Wolf trials' with student 'casts' (3d graders) in federal court. I continued to facilitate this experience, the most recent 'student trial' occurring in spring 2018, until the sponsoring teacher (Kathy Robbins) retired. I also assisted in planting and caring for Greenbriar teacher Kathy Robbins' historic trees garden which was located in the rear of the Greenbriar Elementary School, and continued to assist with mulching until April of 2014.

### **Westlane Middle School**

PTO Co-President 02-03.

PTO President 03-04.

Co-Chair 04-05, 8th grade trip (trip was 5/23/05), and Co-Chair 04-05, Dads' Club.

### **North Central High School**

PTO 1st Vice-President/President elect 04-05.

PTO President 05-06 (first male).

North Central Women's Lacrosse Parent Volunteer 04-06 (Co-organizer of "Girls' Night Out" for middle school students interested in women's lacrosse; General volunteer at Spring 2005 Carwash and at other times); Co-chaired Women's LAX Parent Volunteers 05-06.

### **Washington Township**

Parent Council - Member 99(?) – approx. 2006 (member for Greenbriar, Westlane, North Central); 1st Vice President 99-00; President 00-01; as North Central PTO President, was a member of the 2005-2006 Board.

Parent Advisory Committee (the group which previously endorsed School Board candidates) - Member 01- 2005 (for Greenbriar, Westlane, North Central); Secretary 7/04 to 9/05.

Administrative Services Task Force (the administrative building prior to the CEC) - Beginning in January or February, 2001, and ending before May of 2002.

Multipurpose Center Task Force - Co-Chair 2/04 to 5/04 (then became a representative to the Fiscal Task Force. Attended all but one of the Board study sessions and made presentations to the School Board and the public), concluded with the 5/26/05 School Board vote regarding facilities.

Middle School Invitational Practices Task Force (evolved to Middle School Task Force), Co-Chair from 4/04 to approximately 2005. Involved, among other things, in developing a middle school brochure and the chairs' presentation to the School Board.

Fiscal Review Task Force - Member 4/04 to 11/04 (responsibilities included answering questions at School Board meetings regarding ongoing negotiations and issues, as late as 2/05). Ultimately, I and other designees worked with the Interim Superintendent and representatives of the group that opposed the Bond in developing a compromise regarding new Township facilities. These

negotiations ultimately led to a compromise which headed off a remonstrance and led to the improvement of existing facilities and the construction of a new pool to replace MSDWT's fifty (50) year old swimming pool with a pool which is functional but not opulent.

Middle School Attendance Area (Redistricting) Task Force - Member 9/28/04 to 1/05(?), when the Board accepted the Task Force's recommendations on middle school boundaries. Involved, among other things, making a joint presentation to the School Board of the Task Force's recommendations (on 12/08/04).

Washington Township Strategic Plan - Participated in planning process. 2d phase - 2/26/05; 3d phase - 4/23/05.

Washington Township Schools Foundation Board - Member 4/04 to 2006; Member Great North Run and Publicity committees 6/28/04 to 5/05; Chair of Pancake Breakfast 5/9/05 to 11/12/05.

MSDWT School Board, member. I was initially elected to the School Board in May of 2006, and I was re-elected in May of 2010 and November of 2015. Following a successful election contest (my opponent was not a resident of District 2 as required by Board policy and State Law), I was declared the winner of the November 2018 election. *See Kite v. Curlin*, 139 N.E.3d 1113, *trans. den.* (Ind. 2020). I have served as Board President on five (5) separate occasions and have been an officer the majority of my time on the Board.

Phil Smith 'Above and Beyond' Award – Co-Recipient. Awarded by Superintendent Dr. Nikki Woodson in the Spring of 2014.

Nominated in 2014 for the Indiana School Board Association Outstanding Boardmanship Award by then-Board President William Turner.

### Scouts

Daisies, Brownies and Girl Scouts – When my daughter was in Girl Scouts, I frequently assisted on campouts and during other events/activities as a 'Do-Dad'.

Tiger Cubs, Cub Scouts, Webelos (Pack 22, meetings held at Greenbriar Elementary School) - Asst. Den Leader; Co-Den Leader; and Den-Leader mid-1990s through March 2002 (attended entire Webelos Summer camp years 2000 and 2001).

Boy Scouts (Crossroads of America Council, Troop 186, meetings held at First Baptist Church, Indianapolis, IN.) - Active volunteer (attending majority of meetings and campouts, and entire summer camp each year), March 2002 to approximately 2006. Former member of Troop Committee beginning in 2/04; elected to Firecrafters (Boy Scouting Honorary Fraternity) 6/04.

### Professional

Southern District of Indiana (Federal Court) Historical Society - Member 1994-approximately 2008; past Chair of the History Subcommittee; Member of Steering Committee & Long Range Planning Committee.

Co-author (with Butler University History Professor George Geib) of *Federal Justice in Indiana* (Indiana Historical Society, 2007). Also co-author of a law review article, with Professor Geib, entitled *Federal Justice and Moral Reform in the United States District Court in Indiana*, 37 Ind. Law Rev. 619, No. 3 (2004)). Author of several biographical sketches of Indiana Supreme



Court Justices which were included in *Justices of the Indiana Supreme Court* (Indiana Historical Society, 2010), and of several biographical sketches of notable Hoosiers which were included in *Indiana's 200: The People Who Shaped the Hoosier State* (Indiana Historical Society, 2015). Author of six (6) biographical sketches in *The Court of Appeals of Indiana* (Indiana Historical Society April 2022).

Defense Trial Counsel of Indiana (DTCI)

Member 1996 to 2018.

Chair, Insurance Coverage Section 2002-03.

Member, Amicus Committee, 4/20/04 to December 31, 2016 (I drafted a number of DTCI amicus briefs in the Indiana Court of Appeals and the Indiana Supreme Court). Chair of the state-wide Amicus Committee from January 2012 through December 31, 2016.

Indiana Defense Lawyer (Civil) of the Year Award, awarded November 17, 2005.

Defense Research Institute

Past member, beginning 3/26/1997.

Misc. Bar Associations: Have been a member of the Indiana State Bar Association, the American Bar Association, and the Seventh Circuit Bar Associations. Presently a member of the Indianapolis Bar Association.

Co-recipient of the Indianapolis Bar Association's Dr. John Morton Finney, Jr. Award for Excellence in Legal Education (2007).

**Boards**

Earth Music Center of Indiana, Past member, beginning 12/17/97.

AIKI Concepts, Member 12/18/03 to 11/13/05.

**V. CHILDREN**

Please note that you are not required to have children in the MSDWT system to serve on the School Board. This information is requested to assist in understanding your personal experience with K-12 education.

	<b>Age</b>	<b>Current Grade OR High School Graduation Year</b>	<b>List all K-12 schools attended (if not MSDWT schools, please include school district or indicate if private/charter).</b>
Child 1 (Brad)	35	Graduated May of 2005	Greenbriar Westlane N. Central

Child 2 (Leah)	33	Graduated May of 2008	Greenbriar Westlane N. Central
Child 3 (David)	31	Graduated May of 2009	Greenbriar Westlane N. Central

**VI. POTENTIAL CONFLICTS OF INTEREST**

If you answer “Yes” to any of the questions below, please attach a separate sheet with further explanation. Please note that potential conflicts of interest do not necessarily disqualify you from endorsement.

Do you or does your employer do business with MSDWT, OR is there a reasonable possibility that you or your employer would do business with MSDWT in the future? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
Does anyone in your immediate family or their employer(s) do business with MSDWT, OR is there a reasonable possibility that they or their employer(s) would do business with MSDWT in the future? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (My daughter Leah (Kite) Licklitter taught in the Township, at Nora ES, in the past.)
Do you or anyone in your family have an interest (business, employment, professional, investment, etc.) which may impair your ability to act objectively on behalf of MSDWT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

**VII. BELIEFS AND CHARACTERISTICS**

Please provide answers to the following questions in a separate sheet.

A. Why are you interested in running to be a member of the MSDWT School Board this year?

I would very much like to see through to its completion the important work, or as much of the same as another four (4) year term on the Board will allow, which has been made possible by Washington Township voters’ overwhelming approval of the District’s 2016 and 2020 referenda. I will continue to be well-versed in the status and workings of the numerous construction projects which have been completed and are ongoing in Washington Township, to continue to participate in a meaningful way in the process of selecting our professional partners including talented architects and construction managers (rather than relying upon other Board members’ summaries of their assessments of the merits of applicants’ written materials), and I will continue to ensure that meaningful XBE participation in our numerous construction projects continues. I am proud of being one of the Board members who pushed initially and has continued to push the hardest to have greater MBE, WBE and VBE access and participation.

I have been and will continue to be a hard-working contributor to the work of the Board. Respectfully, while I give careful consideration to Administrative proposals and ask critical questions, I have not hesitated in the past to ‘vote no’ when I have had sufficient cause to question

or doubt the Administration's analysis or the strength of its position(s) or proposal(s). I do not abstain because I am uncomfortable as voters do not elect Board members and other office holders to avoid personal discomfort. I will continue to be independent minded going forward.

B. Describe your beliefs about the current state of public education in Indiana?

I have been and continue to be cautiously optimistic about the future of public education in Indiana. While public schools have been in the crosshairs of State and local politicians for literally decades and will continue to be so, and while clear anti-public school animus culminated in the passage/expansion in our State of several clearly anti-public school initiatives which have made the work of our educators even more challenging, including the expansion of vouchers, charter school friendly legislation, teacher and school accountability grades, our Township competes well and remains proactive in its approach including professional development regarding social and emotional learning, developing and encouraging professional learning communities, holding annual recruitment fairs, taking a more focused approach to minority recruitment, attempting to identify and support teacher leaders, supporting professional learning communities, and in many other ways. While we collectively have a great deal to be proud of, the long-term consequences of some of the choices made by our State, which have empowered those who seek to privatize education and drained dollars from public education, are likely to continue to be negative. We need to continue to do what we can to make Washington Township a place where families want their children to go to school and where excellent teachers, who have many choices, want to come to teach.

C. What characteristics do you possess that make you a strong *member of the* School Board?

First, I have been and continue to be passionate about Washington Township. In this regard I have had substantial involvement in Township affairs which involvement began long before I first ran for the Board. Following involvement which included participating in and serving in leadership roles in Dads' Club, PTOs at different levels, Parent Council, District Committees, I was elected to the Board on three (3) previous occasions and, in what I consider to be strong evidence of my passion for the District, I initiated a successful election contest when it became clear that the Board's residency requirement was not followed and was not going to be enforced unless I took action. I rejoined the Board after the Indiana Court of Appeals issued its published Opinion finding that my opponent had not been eligible to run for office in District 2. Second, I am well-prepared for and an active participant during Board meetings and I regularly meet with constituents and attempt to add value to our discussions by listening first rather than reacting defensively when a constituent disagrees with what is going on in the District. If I do not know the answer to a constituent's question(s), I of course research the subject so we may intelligently discuss the issue(s) the constituent wishes to address and so I can provide some guidance or assistance. Third, I begin my analysis of every issue which comes before the Board by focusing on what is best for our students. Other than doing everything in our collective power to provide a high quality education for our students, my focus remains working hard to ensure that we consider the perspectives of those, including more reserved Board members, who have not been heard on particular issues. Fourth, as a Board member I work very hard and pledge to continue to do so.

I care about all of our students, their families, and our educators rather than focusing exclusively on any one group of students or issue. During my years as a Board member I have regularly attended and participated in numerous events throughout the District and over the course of the calendar year, and not merely at the schools which my now-grown children attended when they

were students in the Township. While I hope that this demonstrates how I feel about our students and the District as a whole, I know for a fact that attending various events throughout the District allows me the opportunity to have numerous conversations with parent and guardians, faculty, staff and administrators, including those who are not as comfortable expressing themselves at a meeting or over the telephone, and to be more knowledgeable regarding different individuals' concerns. I also recognize the need for Board members to continue to learn and grow in their roles. Toward that end I have attended and will continue to attend numerous Indiana School Board Association seminars, the ISBA's regional meetings, and National School Board Association annual conferences.

As a Board member I have consistently been on time for and prepared for our Board meetings, study sessions and executive sessions, missing no meetings and being late to only one (1) meeting (the one instance of lateness being due to severe weather), during my over fourteen (14) year total tenure on the Board. I have asked, and I will continue to ask, probing questions in advance of and during our meetings, study and executive sessions. The questions I ask during Board meetings are designed to lead to the Board making the best possible decisions and to the public understanding the issues we are discussing and ultimately our decisions. The Board must continue to seek community input and make fiscally responsible decisions.

While all Board members obviously include their contact information on the Board's website, I will continue to actively encourage parents, community members, and Township faculty and staff to contact me whenever they find it convenient to do so and for them to use whatever means they prefer. The valuable conversations which often result frequently occur over the telephone, over a cup of coffee, or in a parking lot or hallway. I genuinely love serving on the School Board and will continue to welcome calls from and conversations with the members of our community.

D. Describe what you believe to be the current strengths and weaknesses of the district.

I continue to sincerely believe that our educators are talented and dedicated, that we strive to be data-driven, and that we continuously work toward being better than we were the previous academic year. The Board, which I firmly believe is one of the best school boards in the State of Indiana, faithfully solicits community input and carefully studies administrative proposals before we act upon the Administration's recommendations. While we understand the challenge of determining whether an isolated initiative is working, due to other initiatives which were started before or after the particular initiative we are discussing and examining, and while 'initiative fatigue' is a constant and often-discussed concern of those who are educating our students, the Board, the Administration, and our teachers remain self-critical and focused on student growth and continuous improvement.

Our greatest strengths are our parents, who are invested in their students' lives and not merely their achievement and growth while in school, our Administration, our teachers and our staff. While our diversity is a genuine strength which dates back to the District's beginnings, the Board recognizes that collectively we need to continue to do everything we can do to eliminate or reduce substantially the achievement gap. This of course is, as it should be, a major focus for the Board. While we have taken a number of steps to in this regard, including hiring a cabinet-level director of equity and inclusion, at this point we must move the needle to a greater degree than we have in the past. We will do so by continuing our work regarding cultural competency and hiring talented educators, including educators of color, and by changing select classroom practices.

We of course face a number of challenges. Chief among our current challenges is changing certain practices and providing the supports which are needed by our students who are not achieving at

the levels which are required to succeed as they continue their education or become part of the workforce. We are taking and will need to continue to address learning loss traceable to the pandemic and its effects. In order to address these issues the Board and Administration have implemented a Strategic Plan, which is comprised of measurable goals rather than mere platitudes, and we have taken a number of other actions based upon funding from numerous sources.

As PCN is aware, we have undergone and will continue to undergo tremendous change in Washington Township including the construction of new schools, the renovation of existing schools and buildings, and numerous significant changes including policy changes regarding grading and late work. The District has also done a great deal to ensure that our schools are safe and we will continue to do so in the future.

- E. Will you still run for School Board if you do not receive the endorsement of Parent Council? Why or why not?

Yes. While I have been endorsed by both Parent Council and the WTEA on four (4) previous occasions, and while I am hopeful that I will be endorsed by both organizations this year, I firmly believe that I remain highly qualified for the position of School Board member and that I have been and will continue to be a hard-working and effective School Board member. If I am elected I will continue to work hard, to remain informed and accessible, to listen to the sometimes differing opinions of the Board's numerous constituents and to exercise my best judgment to do what is in the best interest of our students, faculty, administration and staff, without bias in favor of or against any group or individual.

- F. If elected, how would you work on the School Board to support Parent Council's Mission?

The Washington Township Parent Council Network is an independent group of parent advocates of MSDWT students who represent a diverse community in Indianapolis and believe that quality public education is an investment in the future. Members of the Parent Council Network give their time to actively influence the direction of the District and support positive learning experiences that result in students who are productive contributors throughout their lives.

As a long-time member (and former President) of Parent Council (PCN's predecessor organization), I firmly believe in Parent Council Network and its powerful mission statement. Historically, Parent Council Network has been comprised of strong parent advocates who have generally spoken with a collective voice, actively influencing, during significant periods in the history of our diverse Township, the District's and the State's direction regarding important issues facing our schools, parents and our community. From educating parents regarding a multitude of educational issues, to endorsing and helping to elect School Board candidates, to advocating the passage of and campaigning in support of referenda which are critical to the Township fulfilling its critical educational mission and testifying in the Indiana General Assembly regarding legislation, Parent Council Network has played a vital role in continuing Washington Township's tradition of excellence. I know that Parent Council Network will continue to serve this important role in our Township and State.

**VIII. AGREEMENT/AUTHORIZATION**

	Initials
I agree to submit to a personal interview before the SBCC which will be open to all Parent Council Network members for the purpose of determining my qualifications for endorsement. I understand that all interviews will be conducted on Saturday, August 12 <sup>th</sup> and that I will be contacted as soon as possible with my time slot.	DBK
I agree that this application (with address and phone redacted) may be made public and posted on the MSDWT website after the application deadline has passed, for review by the Parent Council Network members prior to the endorsement vote. I understand that any information received from third parties will be treated confidentially.	DBK

I HEREBY REPRESENT THAT ALL INFORMATION PROVIDED ABOVE IS TRUE, CORRECT, AND COMPLETE TO THE BEST OF MY KNOWLEDGE AND I HEREBY CONSENT TO HAVING THIS INFORMATION VERIFIED.

Signature /s/ Donald B. Kite, Sr.

Date August 11, 2022

Printed Name Donald B. Kite, Sr.