

#105

COMPLETE

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Page 1: ALL CANDIDATES: Welcome

Q1

Your information

Name	Sandy R Hayes
Email Address	sandyrhayes@gmail.com
Phone Number	4258924080

Q2**Yes**

I have read instructions at the top of this page

Page 2: ALL CANDIDATES: Campaign Contact Information

Q3

Campaign contact information

Candidate first name	Sandy
Candidate last name	Hayes
Campaign email	sandyrhayes@gmail.com
Campaign phone (optional)	4258924080

Q4**Respondent skipped this question**

Candidate name pronunciation (optional)

Q5**Respondent skipped this question**

Candidate pronouns (optional)

Q6

Campaign Manager information (optional)

Manager first name	Patsy
Manager last name	Treece
Manager email	patsytreece@gmail.com
Manager phone	206-744-9517

Q7

Campaign Treasurer information (optional)

Treasurer first name	Abbot
Treasurer last name	Taylor
Treasurer email	abbot@abbottaylor.com
Treasurer phone	206-218-3108

Q8

Respondent skipped this question

Campaign Consultant information (optional)

Q9

Respondent skipped this question

Other Campaign Contact information (optional)

Q10

Respondent skipped this question

Other paid staff or full-time volunteers (optional)

Q11

Respondent skipped this question

Additional Campaign contact information (all optional)

Q12

Respondent skipped this question

URL to Headshot (optional)

Page 3: ALL CANDIDATES: Yes / No Questions

Q13

No

Are you a Democrat?

Q14

Yes/No Questions

	Yes / No / Qualifie d
Have you ever been a member of another political party?	No
Have you ever been found in violation of a Public Disclosure Commission, Federal Election Commission, or Seattle Ethics and Elections Commission regulation?	No
Do you have a code of conduct for staff and volunteers?	Qualifie d
If you have paid campaign staff, would you support them joining a labor union?	Yes
Is there anything from your past that might hamper your success as a candidate?	No
Do you support employees of your jurisdiction (e.g. your city's employees, the Port's employees, etc.) exercising their collective bargaining rights without fear of retaliation; including the right to bargain and strike for better working conditions and pay?	Yes
Are you willing to have yourself, your staff and your peers undergo training to understand and combat institutional racism and implicit bias?	Yes
Are you willing to have yourself, your staff and your peers undergo training to understand and combat sexual harassment?	Yes
Will your campaign be accepting contributions from corporate fossil fuel PACs?	No
Will your campaign be accepting contributions from corporate pharmaceutical PACs?	No
Will your campaign be accepting contributions from corporate health insurance PACs?	No
Will your campaign be accepting contributions from corporate building industry PACs; including the Building Industry Association of Washington (BIAW) and National Association of Home Builders?	No
Will your campaign be accepting contributions from police guilds or sheriffs' organizations?	No
Will you denounce contributions that you don't support from companies who support your campaign anyway?	Qualifie d
Have you previously participated or will you be participating in a candidate training program like Institute for a Democratic Future or Emerge?	Yes

Q15

For any yes/no questions you answered "qualified" please explain:

While I am not a registered Democrat, my beliefs and values match up with most of the Democratic Party's. I am not registered because my position is a non-partisan one and it is important to me that I recognize that. I have no staff so have no code of conduct. I can't imagine my campaign getting that big but if it does, then I will have one. Similar answer to the contributions from companies, I doubt that large corporations are going to donate to my campaign but if they do, then I will seriously consider whether to accept them or not.

Page 4: ALL CANDIDATES: Candidate Background and Free Response

Q16

Please describe your background (education, employment, community and civic activity, labor union affiliation etc.)

I am a lawyer with a restorative justice practice. I ran a small business for many years that helped people apply to law school. I also volunteer in a variety of areas, mostly around education.

Q17

Please describe your history of involvement (if any), with particular emphasis on the last five years, in local, regional, and/or state politics.

I have served on the Northshore School Board since 2009. During the last 12 years, I have been the legislative representative and president. I am currently the chair of the Washington State School Board Association's legislative committee.

Q18

Please describe the progress of your campaign and goals. How do you plan to win?

This is my fourth race for the Northshore School Board. The last three, I didn't have an opponent so I have no campaign experience. I have touched base with a campaign consulting firm and have hired an experience campaign treasurer.

Q19

What issues do you think deserve more attention from media or elected officials? How would you seek to remedy that through your campaign or when elected?

While there are many issues that rightly have the media's and elected official's attention, particularly around equity, one that is not getting the attention it needs is around digital equity and broadband access. The digital divide existed before the pandemic and has not been resolved during. Students and families will still need access to the internet for homework and communication even after we are fully back in classrooms. Relying on school districts to solve this issue is not a economically reasonable solution. Broadband should be considered a utility and treated as thus.

Q20

How do you plan to involve all residents and engage all communities in the decision making process? How would you work with people who lack trust in our institutions?

I have made it a practice to volunteer once a week at three different schools during my time on the board. I volunteer at an elementary, middle and high school, specifically working with students who may be having a different educational experience than my own. Through that work, I have made connections with students and community leaders who do not traditionally have a seat at the table. It is a core value of mine that this is part of my work.

Q21

COVID has increased existing inequities. How will you use your office to support the most vulnerable? How would you promote an equitable recovery and create opportunity for all?

See question 19 for my concerns around broadband access and 20 for my continual learning as to where the needs are. One small example is a year ago, it occurred to me that our students had lost access to books with classrooms, school libraries and public libraries being closed. With one of our Natural Leaders, I started a book drive to provide free books to our students. I have run this out of my garage for the last year, with over 25 volunteers who helped package and deliver books directly to student's houses. Almost all of the books were donated and our Northshore Schools Foundation helped to raise money to purchase books that were being requested but not donated, most especially books in Spanish. We have delivered over 20,000 books to our students.

Q22

If elected, how will you use your position to address racial inequality, and advance an anti-racist agenda? How specifically would you support the Black Lives Matter movement?

In my time on the board, we have increased our staff of color and have the highest percentage of administrators of color in King County. The Northshore School Board was one of the first boards to have an equity policy. It is still one of the most robust and continuously used. [https://go.boarddocs.com/wa/nsd/Board.nsf/files/AN43HB03CE60/\\$file/Policy%200001%20Final05_09_17.pdf](https://go.boarddocs.com/wa/nsd/Board.nsf/files/AN43HB03CE60/$file/Policy%200001%20Final05_09_17.pdf) Current events have also led our Board to take stands such as our Black Lives Matter resolution <https://www.nsd.org/n/~board/district-news/post/school-board-adopts-resolution-no-818-black-lives-matter> and our respectful community resolution [https://go.boarddocs.com/wa/nsd/Board.nsf/files/ALU5MP64C452/\\$file/NSD%20Respectful%20Community%20Resolution%20-%20AC-2.pdf](https://go.boarddocs.com/wa/nsd/Board.nsf/files/ALU5MP64C452/$file/NSD%20Respectful%20Community%20Resolution%20-%20AC-2.pdf)

Page 5: ALL CANDIDATES: Jurisdiction and Position

Q23

School District Director

Position Sought

Q24

Northshore School District

Jurisdiction

Q25

4

Position number

Page 6: KING COUNTY OFFICES ONLY: Questions for King County Executive and King County Council

Q26

Respondent skipped this question

Yes/No Questions for King County

Q27

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q28

Respondent skipped this question

How have you worked to combat climate change and promote climate justice? How would you use your elected office to ensure King County drastically lowers net carbon emissions by 2030 and achieves carbon neutrality by 2050?

Q29

Respondent skipped this question

King County plays an important role in providing many health and human services, as evidenced in the County's response to the COVID-19 pandemic. What has King County done well in its response to COVID? What would you continue, expand, and change? Do you support increased funding for many health and human services? How would you fund those services - even after the pandemic is over?

Q30

Respondent skipped this question

How would you advocate for alternatives to incarceration in the County's criminal legal system? How would you make zero youth incarceration a reality in King County?

Q31

Respondent skipped this question

What would you do to ensure that businesses owned by people of color have a fair shot at County contracts?

Q32

Respondent skipped this question

"Structural racism is not always caused by racist actors – it is caused by institutional arrangements overlaid on historical policies that continue to perpetuate racialized outcomes." - Stephen Menendian How would you use your position to work to dismantle these arrangements including, but not limited to, exclusionary land use policies?

Q33

Respondent skipped this question

Yes/No Questions for municipal candidates

Q34

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q35

Respondent skipped this question

Our region is growing quickly. How will you ensure that existing residents and newcomers alike have equitable access to affordable housing, public transit, and neighborhood amenities such as parks and schools? How will you protect current residents, and especially our most vulnerable communities, from displacement caused by this growth? How will you provide for and protect those displaced?

Q36

Respondent skipped this question

How have you worked to combat climate change? How would you use your elected office to ensure your region drastically lowers net carbon emissions by 2030 and achieves carbon neutrality by 2050?

Q37

Respondent skipped this question

What specific actions will you take to address the homelessness crisis in King County, both in the short term and long term? How do you plan to implement these solutions?

Q38

Respondent skipped this question

"Structural racism is not always caused by racist actors – it is caused by institutional arrangements overlaid on historical policies that continue to perpetuate racialized outcomes." - Stephen Menendian How would you use your position to work to dismantle these arrangements including, but not limited to, exclusionary land use policies?

Q39

Respondent skipped this question

Jurisdiction Check

Page 8: SEATTLE-ONLY: Questions for SEATTLE-ONLY municipal candidates

Q40

Respondent skipped this question

Yes/No Questions for Seattle municipal candidates

Q41

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q42

Respondent skipped this question

What actions would you take to address homelessness? Please consider addressing land use, revenue, regional collaboration, the role of social services, the role of the police and justice system.

Q43

Respondent skipped this question

Seattleites are divided on how to fund and what to fund within police work and public safety. How would you help bring the community together and adjust the Seattle Police Department (SPD) budget as needed? By approximately what % would you adjust the SPD budget?

Q44

Respondent skipped this question

How will you prioritize transportation infrastructure for biking, pedestrians, transit, commercial vehicles, and cars? Which do you view as most important to prioritize funds for?

Q45

Respondent skipped this question

Do you support utilizing Seattle's newly granted authority to implement a 1% flat income tax?

Page 9: PORT ONLY: Questions for PORT Candidates

Q46

Respondent skipped this question

Yes/No Questions for port candidates

Q47

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q48

Respondent skipped this question

As the Port recovers from the economic impact of the pandemic, how will you use your position to ensure that future growth and activity among tenant operations is inline with limiting climate impacts and encourage environmental stewardship to be a good neighbor and steward of our environment? How would help alleviate today's present and real issues, specifically homelessness?

Q49

Respondent skipped this question

Since the pandemic and recent trade tariffs, the Seaport and Airport revenue and user statistics have plummeted. However, their capital investment was based on previous growth trends. As Port Commissioner, how will you help the Port to address these new economic realities?

Q50

Respondent skipped this question

The Port has operations and activities on tribal and indigenous land. How would you use your position to elevate indigenous people and encourage more equity and opportunity for BIPOC Communities? Give us some specific examples of your plans in this aspect. How would you handle your approach to women-and minority-owned businesses.

Q51

Respondent skipped this question

Considering the health impacts and socio-economic ramifications of increased airport activity, how would you balance the future growth of SeaTac airport with the interests of the residents of airport-adjacent communities?

Q52

Yes/No Questions for school board candidates

	Yes / No / Qualified
Do you support increased instruction time and a concurrent reduction of student testing?	Yes
Do you support the right of parents to opt their children out of standardized testing?	Yes
Do you support linking teacher evaluations to standardized test scores?	No
Do you support charter schools and/or vouchers for private school education?	No
Do you support amending the Washington State Constitution to allow a simple majority of voters to approve school bonds?	Yes
Do you support supplemental funding for International Baccalaureate & Advanced Placement testing for low-income students?	Yes
Do you support increases in salary for teachers who attain additional relevant degrees and certification?	Yes
Do you support COVID vaccination for school staff prior to returning to in-person learning?	Yes
Would you support continuing and expanding art, music, physical education, and library classes?	Yes

Q53

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q54

How has the pandemic changed your perspective on educational equity? What will you propose to address the educational consequences of the COVID pandemic? What specific policies will you seek to ensure that all staff and students can safely return to in-person school safely during the COVID pandemic? How will you work to bridge the digital divide both now and after return to in-person education?

The pandemic hasn't changed my perspective only allowed the gaps and issues I was seeing to be seen by others. We are seeing that our students of color are not choosing to return to in-person learning at the same percentages as our white students. There are several factors, one is the larger impact of a family member catching COVID in multi-generational households and households with essential workers. We have worked to ensure that staff had access to vaccines before returning to in-person instruction for the health and safety of both staff and students. There are some students who are choosing to stay remote because of the reduction in bullying, microaggressions and racism in the remote setting. That is on us in education to work to change the environment so all students feel safe in in-person instruction. See question 19 for the digital divide question.

Q55

What policies or changes will you seek to ensure that all students— regardless of their gender, race, class, disability, or ethnicity—receive an education that enables them to reach their fullest potential? What would you do to advance anti-racist and indigenous curriculum? What do you see as your role in disrupting the school-to-prison pipeline?

Access and opportunities are key. Although I will quibble with fullest potential because hopefully we have helped students to become lifelong learners and a develop a growth mindset that does not stop at age 18. We have added a 7th period day to our high schools causing an increase in enrollment in our arts and CTE classes. We continue to work on the reduction of fees and an increase in transportation options so students can access those experiences that spark joy and develop passions. I would like to see that curriculum is embedded with voices from all cultures and perspectives rather than a separate and apart class. We have access for data on how many of our students are arrested on school sites. It is a new request and over the last year we have obviously had none so we will see what the next school year brings and use that information going forward.

Q56

What should schools and school districts do to support the physical and mental health of all students; including LGBTQ+ students and students with disabilities? Please provide specific examples. Also, what actions would you take to remedy student access to and pay inequity among school nurses, paraeducators, and school office staff?

We need funding for mental health support in our schools. The fact that the state funds one mental health counselor for all of the 7th and 8th graders in the state is ridiculous. Our district has been fortunate to form partnerships with local health providers but it is not a long term solution. There also needs to be mental health professionals. We need to be working with our higher education institutions to make those pathways are accessible and affordable. I advocated for the last twelve years for funding at the state and federal level. The biggest issue currently facing us is the special education funding gap. The federal government woefully underfunds their commitment to special education and it is up to the states and local districts to make up that gap. Northshore relies heavily on our levies to pay for federally mandated and morally right special education services.

Q57

What would you do to advocate for ample and equitable funding for k-12 education including special education, school nurses, counselors, mental health professionals, and paraeducators?

I will continue to meet with the nine state legislators that represent Northshore, the US representative and two US senators. I have formed relationships with all that are built on mutual trust.

Q58

Has the disruption of regular schooling and introduction of distance learning in the last year caused you to re-evaluate any aspect of traditional instruction and the structure of schooling? Are there changes you would like to see implemented?

Yes. Our students have learned and gained a lot over the last year but none of it is tested in our narrow standardized tests. We need to reevaluate what progress and success mean for students. Students in the K-12 system today have a very good chance of seeing the 22nd century. We need to be talking about what skills they will need for jobs that don't yet exist, using technology that hasn't been invented in a world we can't imagine.

Q59

Respondent skipped this question

Have you served full-time or pro-tem as a judge or justice?
What did you learn from that experience and how will you use that learning to help improve equity and fairness in the justice system?

Q60

Respondent skipped this question

How have you helped tackle climate change issues from within your courtroom daily activities to an overall sustainable plan?

Q61

Respondent skipped this question

How has COVID-19 experience changed your perspective/behavior/actions on access to justice within your courtroom?

Q62

Respondent skipped this question

How would you advocate for more equity in our State's justice system? How can we make it more open, transparent and responsive?

Q63

Respondent skipped this question

How are you going to make sure you don't allow bias (including, but not limited to, racial bias) while serving on the bench and/or in the courtroom?

Q64

Respondent skipped this question

Do you believe judges can be biased and if so in what ways, please provide examples?

Q65

Respondent skipped this question

Do you see addressing bias and racial disparity in the court system as activism? Why or why not?

Q66

Respondent skipped this question

Do you think that judicial training focused on racial competency is activism? Why or why not?

Q67

Respondent skipped this question

Do you think racial disparity exists in the court system and more specifically on the bench?

Q68

Respondent skipped this question

What will you do as a judge to eliminate and mitigate bias on the bench?

Q69

Respondent skipped this question

What committees, commissions, workgroups do you currently or have previously served on?

Q70

Respondent skipped this question

Have you received or are you seeking political or financial support from any police officer, police guild/union or elected law enforcement official?

Page 12: ALL CANDIDATES: Submit Questionnaire

Q71

I, candidate, affirm that all the information provided in response to this questionnaire is true, complete and correct, to the best of my ability, and that no relevant matter has been omitted. (Use Prev and Next buttons to review.)

Candidate full name (as signature)

Sandy R Hayes

Date

04/20/21**Q72**

Candidate

Information in this questionnaire was input by:

Q73

Respondent skipped this question

(If information input by someone other than candidate) I affirm that all responses were reviewed and approved by the candidate. (Use Prev and Next buttons to review.)

Q74

Share with King County Democrats

King County Democrats may post this questionnaire to a password-protected folder for access by King County Democrats Endorsements Committee members and Executive Board.

Q75

Share with LD Dems and YD Endorsement Committee members

King County Democrats may share this questionnaire to a password-protected folder for access by members of the Endorsements Committees of Legislative District (LD) Democratic organizations and Young Democrats (YD) organizations.

Q76

(OPTIONAL) Share with PCOs and/or Members

Democratic organizations overlapping the jurisdiction of my campaign whose rules require sharing questionnaire responses to Precinct Committee Officers (PCOs) or Membership may share this questionnaire with those groups.

Q77

(OPTIONAL) Share with Public

Democratic organizations overlapping the jurisdiction of my campaign whose rules require sharing questionnaire responses publicly may share this questionnaire publicly.

Q78

Email Copy

Please email a copy of my completed submission to the campaign email address. I understand it may take 24-48 hours (or more) for my completed submission to be emailed.
