

CANDIDATE QUESTIONNAIRE

OSBA Board of Directors

Name: _____ Libra Forde _____ Region: _____ Clackamas Region #8 _____

District/ESD/CC: _____ North Clackamas School Board _____ Position #: _____ 3 _____

I certify that if elected I will faithfully serve as a member of the OSBA Board of Directors. My nomination form has been submitted to OSBA (or is attached to this document) as evidence.

Name

Date

Be brief; please limit your responses to 50 words per question.

1. Describe in your own words the mission and goals of OSBA.

My translation of the mission of OSBA is that it's an organization that represents school board memberships in advocating for policy and best practices. This advocacy is focused on success of students and the overall good governance with Oregon's school boards.

2. What do you want to accomplish by serving on the OSBA board of directors?

I would like to continue to do two things: represent Clackamas region by elevating voices and contribute to the governance of OSBA Board of Directors.

3. What leadership skills do you believe you bring to the board of directors? Give an example of a situation in which you demonstrated these skills.

I believe I bring three things to the board; focus, foundation and fluidity. I am always prepared for meetings. This keeps me focused on the task at hand. In addition, this trait provides me with action-based leadership approaches. I also come with a foundational understanding of the OSBA system which will allow me to decrease my learning curve and get the work done. Lastly, though I have experienced OSBA, I remain fluid and keep a growth mindset.

4. What do you see as the two most challenging issues faced by OSBA?

The two challenging issues OSBA will face are determining the association's stance on equity and supporting the implementation of that stance across the state.

5. What do you see as the two most challenging issues faced by your region?

I see the OSBA challenges being the same challenges for my region. As we watch many districts taking extreme U-turns I will have to make sure to stay open and support all to come along.

6. What is your plan for communicating with boards in your region?

I will communicate via email, attend meeting via online and once approved in-person.

Deadline: October 2, 2020, 5 pm

Materials submitted by the candidate on this form may be subject to a public information request under ORS Chapter 192.

LIBRA FORDE

808-375-5823

libra4community@gmail.com

Performance, evidence and culture-driven Senior Executive/Change Agent offering 21 years comprehensive achievements across Business, Education, Youth Programming, Fitness and Food disciplines. Leverage business acumen across diverse infrastructures, cultures and economies. Develop performance/culture-based, low-cost solutions through relationship-developed negotiations. Recognized for ability to incorporate innovative and creative change management techniques that result in enhanced business practices, improved solution-based processes, increased productivity, and profits. Proven success in sales and marketing through expertise in business development and strategic planning capabilities. Life-long learner in and out the classroom. Available for travel.

EXECUTIVE LEADERSHIP COMPETENCIES

- Analytical Thinker
- Change Agent Leadership
- Communication/Public Speaker
- Conflict Management
- Informed Decision-Making
- Researcher
- High Ethics and Integrity
- Forward Thinker
- Global Perspective
- Organizational Awareness
- Planning and Organization
- Relationship Building
- Action Oriented
- Strategic Thinker/Planning/Growth
- New Business Development
- Workflow Optimizer
- Budgeting/Cost Control
- Servant Heart Set
- Leader Development
- Visionary Thinker

TRACK RECORD OF SUCCESS

- 9% Employment downsize with a 96% satisfaction survey on leadership/org culture
- Elected official with weekly engagement with state, county, city municipalities and legislators
- Improved budget from 1.9M deficit to a 400K surplus within four years, then 1.8M surplus in six years
- Oversight of negotiations, application, project management of affordable housing
- Diversified Organization Portfolio with sustainable assets
- Improved Organization efficiency by 25% with addition of new operations department
- Decrease deficit by 12% in first year at Oregon's largest community-based organization
- Transitioned a 15M revenue line to 29M within three years
- Managed budgets over from 15M to 3B
- Transitioned organization chart from decentralized to flat and centralized
- Increased equity of Executive Leadership from 2% to 54%
- Increased staff employment satisfaction by 2 points on a scale of 5 allowable points
- Managed first two affordable housing project for the organization
- Capitalized on new venture opportunity by procuring additional infrastructure funding to support a two multi-million dollar Oregon-based non-profit totaling \$750K.
- Effective management of process improvement for Oregon-based Alternative Education programs
- Lead the expansion of world renown "Famous Amos", Hawaii-based organization which included two multi-million dollar retail store fronts
- Developed and opened first Hybrid Charter School in Hawaii

CAREER BACKGROUND

Self Enhancement, Inc.

Chief Operating Officer

Leads the agency as Chief Operating Officer by accepting all responsibility for the daily operations of Youth Services, Community and Family Programs and SEI Academy. Leads a team of program directors to the next level by further developing and implementing recruitment, training and retention strategies. Provides

Portland, OR

August 2016-Present

programmatic leadership and input for all strategic planning processes with the CEO, Board and leadership team. Leads as the operational spokesperson for the agency and ensures it is properly represented as an African American culturally specific provider with partners throughout the community, city, county & state. Ensures the agency's philosophy and mission is consistently and ethically practiced throughout the agency. Collaborates with the Director of Finance & Administration to ensure that the agency's short and long range strategic plans are achieved with success and within operating budget and established time frames. Ensures the flow of funds permits the agency to operate successfully and progress towards the achievement of its mission, and that funds are allocated properly to reflect current and long range operational needs through sound fiscal management. Ensures the implementation of training and development of programs necessary to achieve the agency's goals and mission. Oversees program analysis, data collection and evaluation. Provides budgeting expertise in the grants and contracts application/writing process, reviews fiscal and compliance aspects of all grant applications and contracts prior to submission. Provides leadership and fiscal direction for all budget managers. Creates a climate that will attract, motivate and retain top quality people.

Self Enhancement, Inc.

Portland, OR

Director of Community and Family Programs

June 2015-August 2016

Promoted to new position. Provided direction to family, and community services staff and programs in support of teaching and learning through specialized services; Directed development and preparation of budgets for all student, family, and community services programs; analyzes and reviews budget and financial data; controls and authorizes expenditures in accordance with established policies; directed the implementation of a financial plan and process for funding support services; and facilitates planning and staff allocation; Maintained liaison with governmental agencies, regional agencies, and others related to student, family, and community services instruction and services for community and family; Directs department interface with community organizations and agencies facilitating development of interagency agreements.

SELECTED ACHIEVEMENTS:

- Improved processes within three months to advance invoicing that improved reimbursement capabilities
- Reorganized leadership for improved service implementation and client satisfaction
- Reduced audit challenges by 12% within the first six months
- Increased Admin dollar contributions by \$47K within the first 9 months
- Increased infrastructure dollars by 50% within the first 9 months
- Improved employee morale
- Received a 3.84 out of 4.00 score on Performance 360 assessment (score developed by direct staff surveys)

K12, Inc.

Waipahu, HI/Portland, OR

Operations Director

2013- 2015

Program Director

2011- 2013

Business Development/Board Member

2008-2011

Learning Coach Trainer/Board Member

2007-2008

Develops and managed relationships with partner districts, state and other education stakeholders; Oversaw and helped maintain student records and data; create/implement/documents processes that ensure student data validity in K12 and 3rd party databases; Acted as point-of-contact and managed reporting issues including all local, K12, state, and federal reporting requirements; Worked with administrative staff to ensure the school is in compliance with and meets all audit requirements; Managed the development of school policies and procedures, e.g. assists with the Company's efforts nationally to develop policies and procedures, training standards and curriculum enhancements; Assisted in student recruitment and the planning of school events; Oversaw communication between the Company, students and families and districts related to student enrollments, registrations, withdrawals and end-of-year reclamation efforts; Supervised and Managed office staff and assists with a wide variety of personnel support issues; Made daily work assignments and monitors the Enrollment and Registration team's progress toward goals.

SELECTED ACHIEVEMENTS:

- Improved Enrollment process which decreased documentation process time in office by 72%
- Expanded Oregon-based district partnerships from 3 districts to 12
- Expanded Hawaii-based hybrid charter school from 2 islands to 4
- Developed and implemented Learning Coach Training curriculum/Train the trainer for Students and Families
- Increased ADM funding allocations over three years by 27%
- Streamlined database systems which decreased third party technology usage and increased information system efficiency
- Led processes and programs to increase student academic proficiency by 41% over 5 years

Utopian Academics for Military Children

Ewa Beach, HI

President/Founder

2007-2011

This organization focuses on the advocacy, development, scholarship and implementation of hybrid education models for military children. Plan, develop, and implement marketing strategies for generating resources and/or revenues for the company. Developed and approve company operational procedures, policies, and standards. Reviewed activity reports and financial statements to determine progress and status in attaining objectives and revise objectives and plans in accordance with current conditions. Evaluate performance of executives for compliance with established policies and objectives of the company and contributions in attaining objectives. Present company report at Annual Stockholder and Board of Director meetings. Built and solidified international relationship with K12, Inc.

SELECTED ACHIEVEMENTS:

- Founder of the first Military student scholarship-focused non-profit
- Led state in opening the first Hybrid Public Charter School in Hawaii going across 4 islands

Chip and Cookie, LLC

Kailua, HI

Director of Business Development

2005-2007

This is a contracted business consultant position with shareholder opportunity working directly with company owner Mr. Wally Amos (formerly known for "Famous Amos"). Involvement in the overall development of a strategic plan to advance the company's mission, objectives and marketing strategies to promote revenue, profitability, and growth as an organization.

Total Woman Gym and Day Spa

Northridge, CA

General Manager/Partner

2002- 2004

Opened and managed \$12.5 million budget for a 14,000+ square foot gym with over 1200 members. Maintained and developed vendor relationships, fitness and skin care products. Developed and implemented the integrated marketing campaign for Northridge Location, 2003 with a \$2.4 million budget. Increased membership sales by 7% with 5% monthly profitability increase. Increase membership base by 14%. Developed and implemented Fitness Readiness Training Program for non-fitness employees.

Bally Total Fitness

Tucson, AZ

Regional Director of Fitness Operations

2001- 2002

Oversaw Personal Training and Group Fitness Departments for Arizona locations including scouting, hiring, and training. Increased Sales by 12% including 8% profitability increase (from \$35K to \$39.5K/month). Managed Fitness Marketing Campaign, 1.5 million budget. Organized in-house training for all newly developed club products. Received Regional Top Revenue Award in January, May and April 2002.

Naturally Women Fitness Center and Day Spa

Tucson, AZ

General Manager

1998-2001

Project Management of New 8,000+ square foot Facility Construction while managing existing facility 7,000+ with 800 members (2000-2001). Created and executed project work plans and revised as appropriate to meet changing needs and requirements. Identified resources needed and assigned individual responsibilities. Managed day-to-day operational aspects of the new facility project and scope. Reviewed deliverables prepared by team before passing to executives. Work with the board to prepare for and ensure productive, effective board meetings. Present clear and timely reports to the board and proposals for board consideration. Follow up on board concerns and research issues in a timely and effective fashion. Kept all directors informed about matters at and between board meetings.

Community Representation/Board Membership/Awards

March 2021	Phenomenal Woman Award by OWHN
2020 – Present	Governor Brown’s Racial Justice Council subcommittee member of Education Recovery
2020 – Present	Oregon School Board Association Board of Directors Region #8
2020 – Present	North Clackamas School Board Chair
2019-Present	Elected to North Clackamas School Board Position #3
2019 – 2020	Oregon School Board Legislative Policy Committee Region #8
May 2019	Award Women of Excellence Social Justice Award
2017-2020	Clackamas Women’s Service Board Member
2017-2020	Appointed to METRO Public Engagement Review Committee
2018-2018	Appointed Naming Committee Member for North Clackamas School District
2016-2019	Member of Rock Creek Middle School Principal School Council

2016-2019 Member of Piedmont Rose Board of Directors
July 2015 Toastmasters International International Speech Winner for State of Oregon/SW Washington
2015-2017 Director for Insight Oregon Painted Hills School Board
July 2014 Toastmasters International International Speech Winner for State of Hawaii
2004-2007 Charter Director for Hawaii Technology Academy School Board
2010-2013 Charter Member of National Pan-Hellenic Chapter of Hawaii

CERTIFICATE/PROFESSIONAL ASSOCIATION

Charter Member of National Pan-Hellenic Chapter of Hawaii
Member of Delta Sigma Theta Sorority, Inc.
Certified Life Coach
European League Professional Women's Basketball Athlete

ACADEMIC EDUCATION

Masters of Business Administration/Marketing Focus (MBA/MKT)

University of Phoenix, Degree Completion April 2007

Baccalaureate of the Arts (BA/MUS)

Brandeis University, Degree Completion May 1997