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| Name | Armando Montero |
| District Name | Tempe Union High School District |
| Student Enrollment | 12,000 |
| County | Maricopa |
| Years on Your Board | 3 |
| Position you are interested in running for (select only one): | President Elect |
| Cell Phone number | (480) 737-9941 |
| Email address | armandomonteroaz@gmail.com |
| Eligibility Criteria | <ul style="list-style-type: none"> • I have served on my school district governing board for at least two years. • I will be serving on my school district governing board for 2024 • I certify that these responses are true and understand that they will be validated/confirmed by ASBA |
| Involvement with ASBA | <ul style="list-style-type: none"> • I have served on the ASBA Board of Directors within the past four years |
| Please provide position(s) held and years | Maricopa County Co-Director - 2023 |
| | <ul style="list-style-type: none"> • I have served on an ASBA committee within the past four years |
| Please provide committee name(s) and year(s) of service | Governance Committee - 2023 |
| | <ul style="list-style-type: none"> • I have been a member of an ASBA alliance or caucus within the past four years. |
| Please provide name(s) of alliance and/or caucus | Hispanic-Native American Indian Caucus, Rural Alliance, and Black Alliance |
| | <ul style="list-style-type: none"> • I have served as a delegate at the Delegate Assembly within the past four years |
| Please provide year(s) | 2021, 2022, and 2023 |
| | <ul style="list-style-type: none"> • I have completed ASBA New Board Member Orientation. • I have received at least 36 hours of training from ASBA. • I certify that these responses are true and understand that they will be validated/confirmed by ASBA. |

Candidate Statement

Please provide a statement of up to 200 words on why you want to serve in this capacity and what you can offer as a member of the ASBA Board of Directors. If you are selected as a candidate, this statement will be published in the “ASBA Officer Voting Guide” provided to the membership.

When I first ran for a seat on my local Board, I ran to give a voice to those who traditionally don't have a voice and to give a fresh perspective to the complex issues that we, as school leaders, are facing. That same motivation, obligation, and sense of responsibility to serve is what drove me to run for a seat on the ASBA Board of Directors after being heavily involved in ASBA conferences, trainings, caucuses/alliances, and more. Beyond the valuable training and support, what I found was a community, no matter our differences or backgrounds, that had a shared conviction and common purpose: ensuring every student has the best education possible. To me, that is what ASBA is about and why we need a strong leadership team that truly reflects the membership and population that we all serve. Now, I am running for President-elect to continue to work hand-in-hand with members across the state to bring unity, passion, effective governance, and accountability for ourselves and other leaders of the Association. As a local board member and president, I have worked to unite a diverse board to effectively pass key initiatives that have raised student achievement at every school, and as a member of the ASBA Board of Directors, I have sought to bring open and transparent communication, bring in new partnerships, and bring people together to find common ground on the issues that we face. We must return to our core vision as an Association because, together, we truly are stronger.

Candidate Photo

If you are selected as a candidate, your photo will be published in the “ASBA Officer Voting Guide” if you desire. The photo must be submitted at this time for it to be included in the guide.

- [Montero_Headshot.jpg](#)

Required Narrative Questions

Questions 1: Why do you want to be an ASBA elected officer?

Having been an active member of ASBA and serving on the Board of Directors, I have seen the influence this Association has in shaping dedicated and effective leaders in every corner of Arizona to best serve our students and families. I firmly believe that the work that ASBA does in cultivating strong educational leaders and being the face of public education on a state-wide stage is some of the most important work that can be done. Education has the power to change lives, and that comes down to the network support and resources that ASBA provides. It's no secret that we are facing some tough and unique challenges as an Association, which is why, now more than ever, rather than shying away from facing those challenges, we must work to unite our Board and dedicated team members around our core mission, vision, and values. My dedication to education runs deep, serving on my local Board since I was 19 years old and working at ASU to build connections with rural and underserved schools across the state and build solutions to issues we all are facing. It would be an honor to bolster that passion in this position and be a part of a team that gives hope and opportunity to youth and students every day.

Questions 2: What unique capabilities do you bring to the ASBA Executive Officer Team, and how would you use them for the benefit of ASBA and its members?

Being a part of the ASBA Executive Office Team, I believe I would bring a unique and fresh perspective that would help build a Board that truly reflects the people that we serve. Both on my local Board and on the ASBA Board of Directors, I have approached every issue with an open mind, focused on listening to all perspectives, and made decisions with an objective and evidence-based approach to best set each better for the long-term. With the experience of uniting a diverse and once-divided Board to earning ASBA's highest honor for effective governance in 2022 and being recognized statewide, I believe that mindset and approach would be beneficial in our next President. Given the polarized environment that we now find ourselves in, we need leaders who are able to put differences and personal beliefs aside to work together to find solutions to the issues that we, as an Association, are facing. Given my various roles in the education community, I have had the chance to work with and learn from all types of schools across the state and will bring a mindset focused on effective governance where all voices are heard and considered equally to make the best decisions on behalf of our membership.

Questions 3: What leadership experience have you demonstrated on your board in your district community (elevating the voice of your community and district, leadership on policy, leading advocacy work locally, etc)?

Since taking office on my local board, I have worked closely with my colleagues, administration, and community partners to lead several initiatives and policies that have put Tempe Union on the map as a state-wide leader,

as well as being unanimously elected into leadership after my first year of service serving as both vice president and now president. In my first six months, I had the chance to chair an advisory committee on mental health comprising of 24 community stakeholders, which allowed me to author and pass one of the most comprehensive mental health policies in the state. As a result, we have reduced the student-to-counselor ratio to close to 1:400, doubled the number of Care-7 specialists at each school, established critical partnerships with organizations such as Care Solace, established cross-departmental, multi-tiered support system teams, created programs to reduce the stigma, and more. Recently, as president, I have led a governance restructure for our Board, shifting our model to one that is student-outcome focused. This has entailed training sessions and professional development, placing policies and structures in place to align our vision, mission, and values to board goals that are aligned with administrative and school-level goals, developing data-monitoring cycles to hold ourselves accountable, and revamping both the Superintendent and Board self-evaluation. I also am active at as many school and community events as possible to build key relationships.

Questions 4: ASBA has a diverse membership. What would you do to ensure we are meeting as many of our members' needs as possible?

As an active member of ASBA, I have been proud to be a part of and participate in all of our alliances and caucuses. I believe that it is vital that we uplift the voices of those who are not traditionally a part of the conversation and *authentically* engage and listen to those perspectives. This means not just building opportunities for voices to be heard but also building strategic plans and infrastructure for how that input into the decisions and operations of the Association. As President-elect, I would take the opportunity to critically engage and weave the input of HNAIC, Black Alliance, and Rural Alliance leadership and membership into the decision-making process. We have to not only continue to grow membership for these groups but also encourage everyone, no matter their background, to engage with the conversations and events that are put on by these groups in order to collectively understand the unique challenges that are school communities face. As a board member, I have been a vocal advocate for focusing on our minority and underserved students as a minority-majority district and built close relationships with the caucus/alliance leadership. No matter how big or small, this Association represents all districts equally, and it is our responsibility as a Board to ensure that the training, professional development, speakers, etc. at all events are reflective of that.

Questions 5: From your perspective and involvement with ASBA, what opportunities do you see; for example professional development, member service, advocacy, etc?

From my involvement in ASBA and my role on the Board of Directors, I think there are a lot of opportunities for ASBA. But for me, that starts with bringing accountability and unity back to the Board of Directors. As a group, we represent the membership of the Association, and we must lead by example in the way that we govern and hold ourselves accountable to those that we serve. As president, I would dedicate myself to creating an environment where all voices are heard and respected in the decision-making process and continue to converge on our common purpose, mission, vision, and values as an Association. While there are many other things that I could list here, I believe it is the responsibility of the president to foster this culture in order to bring new opportunities forward for the Association.

Questions 6: What is your perspective with the term "Equity"? As a leader of ASBA how would you advocate this term in relationship to student academic/vocational success?

As an Association that represents educational entities, we must recognize the unique challenges that minority and traditionally underserved students face on a daily basis and reflect that into the services that we provide to board members. Our institutional commitment to equity must ensure that we are giving every student the opportunity to succeed. That starts with the recognition that every single student has the ability to succeed, but we have the responsibility to ensure that we create the conditions and support for them to achieve their dreams, no matter their background. We are all aware of the gaps that exist in our education system for minority and underserved students across the state. We must be able to engage students, teachers, districts, and others in the communities that we serve to identify and understand those barriers in order to reflect that in everything we offer as an Association from board member orientation, conference programming, decision-making, and more.