



Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME: Esra Eldem

EVALUATOR NAME(S): Sandra Covarrubias

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

Strategic Planning

- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
--	--	---	---	--

COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board?
 Is their understanding of their responsibilities as a board member aligned with our expectations?
 Do they have the time necessary to be an active board member?
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
--	--	---	---	--

PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
--	--	---	--	---



TOTAL SCORE {OUT OF 20}: 17

OVERALL IMPRESSIONS

Ms. Eldem has an impressive resume. She is an expert in education making her a strong candidate for our MPS board. She understands our mission and is eager to help our students achieve their goals. She comes from and services in underserved communities so understands our students' needs and what it takes for their success. She understands the concept of helping shape "the whole child". My only concerns I do have are, the time she has to devote to our mission and the relationship she might have with some board members. I understand she is still in school and is unsure of the time that is required of her to serve on the board effectively. She expressed she wanted to know more about it. My other concern is the relationship she might have with some board members due to making biased decisions.



Board Candidate Evaluation Form

DATE 05/17/22

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Umit Yapanel

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
--	--	---	--	---

COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board?

Is their understanding of their responsibilities as a board member aligned with our expectations?

Do they have the time necessary to be an active board member?

Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
--	--	---	---	--

PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?

Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
--	--	---	---	--



TOTAL SCORE {OUT OF 20} 18

OVERALL IMPRESSIONS

I interviewed Ms Eldem for 30 minutes on her commitment, her alignment to MPS vision and values as well as her potential contributions. I am impressed by her education and her background in education overall and with specific focus of ESL/Linguistics. We could use her expertise in education and most of our student population is bilingual, ESL learners, therefore, his expertise in those areas will help steer the board to make more informed decisions. I was also impressed with Ms. Eldem's dedication and commitment to serving underserved communities with her time/effort/energy. Her values align very well with those of MPS and her addition to the board will help strengthen the board and extend its skillset. Again, being a PhD student is not an easy task, but she has emphasized that she should be able to commit to the requirements of being a board member at the same time. Also, I think she knows about the charter school movement, but it will probably take some time for her to fully understand and grasp the full vision and mission of the organization.



Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Mekan Muhammedov

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

X a good team member?

X open to hearing others' opinions and perspectives?

X sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
--	--	---	--	-----------------------------

COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board? Yes

Is their understanding of their responsibilities as a board member aligned with our expectations? Yes

Do they have the time necessary to be an active board member? Yes

Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
--	--	---	--	-----------------------------

PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement? Yes

Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
--	--	---	--	-----------------------------



TOTAL SCORE {OUT OF 20} 20

OVERALL IMPRESSIONS

Esra Eldem's willingness and awareness of giving back to underserved communities aligns with MPS demographics and its Mission and Vision. Her academic and educational background in Education and continued research in ESL students and programs is another potential diverse background she will bring to MPS Board.

Moreover, her relocation to Los Angeles having been accepted to USC for Ph. D program, proximity to most of Magnolia's is noteworthy as well. Her responses and approach to Board questions showed Esra Eldem's balanced approach to potential issues that might come up in the future.

Whole child approach and her commitment to providing opportunities to all children by putting them at the center of attention is an important approach in decision making for our MPS as an educational organization.

In light of the above and impressions from the interview, we put Esra Eldem to benefit the MPS Board in many areas.

Mekan Muhammedov
Board Member
Magnolia Public Schools

Esra Eldem

Address: 154 Monroe, Irvine, CA 92620 • **Phone:** (714) 791-4943

Email: esraeldem17@gmail.com • linkedin.com/in/esra-eldem

EDUCATION

PhD, Linguistics

University of Southern California, Los Angeles, CA

Primary Advisor: Zuzanna Fuchs

Aug. 2022-

Master of Arts, Linguistics with TESOL Specialization

California State University, Long Beach, CA

Primary Advisor: Michael Fender

M.A. Thesis: Morphological Decomposition in Heritage Turkish Speakers in the U.S.: Evidence from a Masked Priming Experiment

GPA: 4.00/4.00

Aug. 2018-May 2021

Bachelor of Arts, TESOL

Middle East Technical University, Ankara, Turkey

GPA: 3.88/4.00: High Honor Student

Sep. 2012-Jun. 2016

Relevant Coursework: TESOL Practicum, Teaching Second Language Composition, Second Language Curriculum Development, Second Language Teaching Methods, Language Acquisition, Psycholinguistics, Quantitative Research Methods

HONORS & AWARDS

College of Liberal Arts Graduate Dean's List, University Scholars and Artists

California State University, Long Beach, CA

Mar. 2021

Linguistics Department Graduating Student Award

California State University, Long Beach, CA

Feb. 2021

Carol Bender Graduate Student Initiative Award

CATESOL Orange County and CATESOL Education Foundation

Feb. 2021

- Jun. 2020
- Honorable Mention; Sally Casanova Pre-Doctoral Scholarship Program**
The California State University, CA
- Apr. 2019
- HOGAR Graduate Travel Fellowship**
California State University, Long Beach, CA
- Mar. 2019
- Travel Honorarium; SSRIC Social Science Symposium**
California State University, San Bernardino, CA
- Sep. 2012-Jun. 2016
- Merit-based Government Scholarship for Distinguished University Students**
Turkish Republic Directorate General of Foundations

PUBLICATIONS

- 2018
- Tabatabaei, S., Gencer, G., **Eldem, E.** & Bakhtiarvand, M. A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English. *Applied Linguistics Research Journal*, 2(3), 48–57.

CONFERENCE PRESENTATIONS

- 2019
- Eldem, E.** "Selected Turkish discourse markers in computer-mediated discourse." Graduate Research Conference, California State University, Long Beach, CA.
- 2019
- Eldem, E.** "Subject realization in Turkish-English bilingual children." 44th Annual CSU, SSRIC Social Science Student Symposium, California State University, San Bernardino, CA.
- 2019
- Eldem, E.** "Subject realization in Turkish-English bilingual children." 9th International Mother Language Day Event, California State University, Long Beach, CA.
- 2016
- Eldem, E.** Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." *English Language*

Teaching Undergraduate Student Conference, Middle East Technical University, Ankara, Turkey.

2015

Eldem, E. Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." 9th Linguistics Undergraduate Student Conference, Hacettepe University, Ankara, Turkey.

RESEARCH EXPERIENCE

Aug. 2019-Sep. 2021

Graduate Assistant & Visiting Scholar, Department of Linguistics
California State University, Long Beach, CA

- Assisted Dr. Michael Fender with the experimental design of psycholinguistic research on garden path effect in ambiguous sentence constructions
- Conducted literature review for psycholinguistic research on sentence processing in bilinguals
- Revised and created stimuli for self-paced reading experiments
- Assisted with the use of online E-Prime and IBEX Farm software to adapt online measures for the experiments
- Provided assistance with data collection and data analyses procedures

Oct. 2019-Nov. 2020

Volunteer Research Assistant, Department of Education
HABLA Lab, University of California, Irvine

- Conducted research on the working memory, literacy, and vocabulary skills of Latino children under the supervision of Dr. Elizabeth Peña
- Cleaned and analyzed lab-based data using Excel and SPSS
- Assisted with the write-up of literature review and background sections
- Submitted research reports for publication and presentations in conferences

Aug.-Sep. 2020

Graduate Research Assistant, College of Liberal Arts & College of Education
California State University, Long Beach, CA

- Assisted Dr. Gwen Shaffer and Dr. Jessica Pandya with an interdisciplinary research project examining teachers' increasing use of pedagogical software and mobile apps for remote instruction

- Conducted literature searches on the use of online software programs in high school settings
- Designed research instruments, such as surveys and interview protocols

RELEVANT WORK EXPERIENCE

Oct. 2018-

Substitute Teacher

Ocean View School District, Huntington Beach, CA

- Teach English, History, Social Sciences, Math, Music, and Physical Education lessons using the classroom teachers' materials
- Direct the classrooms and maintain regular activities
- Comply with the school and school district's policies and procedures

Aug. 2018-

Translator & Interpreter (*Per Diem*), Turkish-English

Law Offices of Hani S. Bushra, Huntington Beach, CA

- Interpret from and into English and Turkish for native Turkish speakers during their asylum, green card, and citizenship interviews at the USCIS by using consecutive mode of interpretation
- Maintain a meaningful and understandable conversation and discussion flow between the applicants and the USCIS officers under the supervision of the USCIS interpreting monitor
- Translate legal files and documents such as petitions, declarations, and application forms from English to Turkish and vice versa

Feb.-May 2021

Graduate Teaching Assistant, Department of Linguistics

California State University, Long Beach, CA

- Led biweekly group tutoring sessions for Syntax (LING 421) class
- Worked in collaboration with the Syntax course professor and provided weekly reports for sessions
- Held individual tutoring sessions for Phonology (LING 420), Modern English Grammar (LING 329), and Discourse Analysis (LING 522) classes upon student requests to the linguistics department
- Provided assistance for linguistics undergraduate and graduate students with their homework assignments, exams, and questions related to the course content

Aug. 2019-May 2020

ESL Specialist, Learning Center

California State University, Long Beach, CA

- Assisted international undergraduate and graduate students with their course assignments and essays
- Identified individual developmental needs and implemented customized study sessions
- Revised and provided feedback on the essays and/or assignments of tutees

Aug. 2018-Aug. 2019

Supplemental Instructor, Learning Resource Center

Saddleback College, Mission Viejo, CA

- Participated in the Principles of Composition and Fundamentals of Composition classes taught by Drs. Jessica Budica and Catherine Hayter
- Assisted the class professor with individual feedback on essays and group activities during classes
- Taught writing techniques to college students' assignments and essays for English writing classes to improve mastery and knowledge of course content

Feb.-Apr. 2019

ESL Classroom Observer

American Language Institute, California State University, Long Beach, CA

- Assisted the students with in-class activities and group discussion
- Taught lessons on listening, speaking, and pragmatics to a Listening/Speaking EAP class
- Created lesson plans and developed teaching materials for the lessons

Sep. 2013-Aug. 2018

Private ESL & EFL Tutor

Irvine, CA - Jakarta, Indonesia - Ankara, Turkey

- Worked one-on-one with children, young adults and adults
- Taught listening, speaking, grammar, reading and writing lessons to learners
- Assisted community college students with ESL writing assignments
- Created customized study plans for ESL students to improve their listening and speaking skills in English

Oct. 2015-May 2016

TESOL Practicum Student-Teacher

Middle East Technical University, Ankara, Turkey

- Conducted 80 hours of middle and high school EFL class observations
- Assisted the teacher with exam grading, office work, and in-class activities
- Developed lesson plans and taught EFL lessons for six different class sessions throughout the year

PROFESSIONAL SERVICE

Jun. 2017-

Project Coordinator, Youth Affairs

Pacifica Institute, Huntington Beach, CA

- Lead projects to connect Turkish and American youth in Orange County
- Coordinate cultural and educational events such as seminars, trainings, festivals, and banquets
- Manage weekly meetings with young adult members of the Turkish Community

Nov. 2020-May 2021

Grad Mentor, Graduate Student Resource Center

California State University, Long Beach, CA

- Held biweekly, individual meetings with each mentee to offer guidance in their graduate journey
- Assisted mentees in navigating and accessing student support services
- Supported mentees with how to learn in virtual space, manage time as a graduate student, and find meaningful social outlets

Jun.-Aug. 2015

Online Freelance Translator (English-Turkish)

Denmark Cultural Center, Istanbul, Turkey

- Translated articles about lifestyle, culture, and education opportunities in Denmark
- Edited and revised articles based on feedback received from the supervisor
- Published articles on the Denmark Cultural Center's official website

Oct. 2014-Jan. 2015

English as a Foreign Language (EFL) Tutor

Middle East Technical University, Ankara, Turkey

- Offered tutoring for the university students under the OGEB Academic Support Program
- Helped students to prepare for the METU English Language Proficiency Test
- Prepared students for weekly quizzes and mock tests by adapting the university's online test preparation materials

CAMPUS INVOLVEMENT

- **California State University, Long Beach, CA:**

Feb. 2021

Guest Speaker, Turkish Language and Culture, 11th International Mother Language Day Event

Aug. 2020

Guest Speaker, Linguistic student research discussion, Summer with the LSA Talk Series

Aug. 2020-May 2021

College of Liberal Arts Student Council Representative & Outreach Correspondent, Linguistics Student Association

Oct. 2019-Aug. 2020

Vice President, Linguistics Student Association

Feb. 2020

Presentation Moderator, GSRC Student Research Competition

Feb. 2020

Event Organizer, International Mother Language Day

Mar. 2019

Event Organizer, What I Brought in my Luggage: Relics of Lost Lives

Oct. 2019

Guest Speaker, Women in Islam class session, Department of Religious Studies

Apr. 2019

Volunteer Helper, Southern California Annual Meeting on Phonology (SCAMP)

Apr. 2019

Volunteer Helper, 54th Annual Comparative Literature Conference: Culture, Memory, and Trauma

- **Middle East Technical University, Ankara, Turkey:**

Jun. 2016

Volunteer Helper, METU English Language Teaching Undergraduate Students Conference

Mar. 2015

Volunteer Helper, 22nd METU British Novelists Conference: Zadie Smith and Her Work

PROFESSIONAL ORGANIZATIONS & AFFILIATIONS

- Linguistic Society of America (LSA) Member Sep. 2019-
- American Association for Applied Linguistics (AAAL) Member Aug. 2019-
- CATESOL Orange County Chapter Executive Committee Member Mar. 2021-Oct. 2022
- Linguistics Student Association Executive Committee Member Aug. 2017-May 2021

LANGUAGES

- Turkish (native speaker)
- English (proficient)
- German (intermediate; CEFR B1)
- Qur'anic Arabic (basic literacy knowledge)

TECHNICAL SKILLS

- SPSS
- RegEx
- Psytoolkit
- PennController IBEX Farm
- Word, Excel, PowerPoint, Publisher

EVENTS AND CONFERENCES ATTENDED

- CATESOL OC Chapter Spring 2021 Workshop and Panel Discussion Feb. 2021
- Mentorship Certificate Program, Mentor Collective Nov. 2020
- Language Science Talks on Linguistic Diversity, University of California, Irvine Feb. 2020
- Person and Perspective Workshop, University of Southern California May 2019

Mar. 2019
Language Justice Workshop, California State University, Long Beach, CA

Mar. 2019
Mentorship Seminar and Workshop, New York Academy, Ridgewood, NJ

Sep. 2018
Mentor Training Seminar, Anatolia Cultural Centers, Huntington Beach, CA

Apr. 2017
An Afternoon with Sal Khan, Founder and CEO of Khan Academy, Orange
County Department of Education, Irvine, CA

May 2016
30th National Linguistics Conference, Ankara University, Ankara, Turkey

May 2016
12th English Language Teaching Convention "Celebrating Diversity", Middle
East Technical University, Ankara, Turkey

Mar. 2015
7th TED English Language Teaching Conference "Educated Educators",
TED Ankara College Foundation Schools, Ankara, Turkey

REFERENCES

Dr. Rebekha Abbuhl

Associate Professor & Graduate Advisor
Department of Linguistics
California State University, Long Beach, CA
Rebekha.Abbuhl@csulb.edu
(562) 985-1393

Dr. Marina Aminy

Dean
Online Education and Learning Resources
Saddleback College, Mission Viejo, CA
maminy@saddleback.edu
(949) 582-4365

Dr. Michael Fender

Associate Professor
Department of Linguistics
California State University, Long Beach, CA
Michael.Fender@csulb.edu
(562) 985-7596

Dr. Nancy Hall

Professor & Department Chair
Department of Linguistics
California State University, Long Beach, CA
Nancy.Hall@csulb.edu
(562) 985-2656

Dr. Sarvenaz Hatami

Assistant Professor
Department of Linguistics
California State University, Long Beach
Sarvenaz.Hatami@csulb.edu
(562) 985-5914