

## **Classified Representative Meeting Notes October 18, 2022**

### **Jeanine Johnson, Chief Human Resources Officer: Questions of the Month**

“How do you feel about the academic preparation students receive in the Clarksville-Montgomery County School System?” See pages 5-6 for responses.

### **Dr. Jean Luna-Vedder, Director of Schools: Comments**

Good afternoon, it is nice to be here. The last two months I was at state wide new superintendents training. I am glad to be here today. I want to say thank you for everything all of you do no matter what your role, I know all of you have different roles in your buildings. I want to talk to you for a few minutes to make sure you know what my beliefs are and where my focus is. My number one goal is for CMCSS to be the best school system in the state of TN as a student and an employee. I am so glad we are working so hard on recruitment. More importantly I want to make sure we are working on retention. Making sure we are being a great employer and providing all of you and your colleagues with a great experience to work. That means many things the culture, what is going on in your building, making sure we are doing everything we can to provide the supports at your building level for all of you. Being transparent and asking “how can we improve?” we want to know. If there are things that could really improve let us know, somethings they are easy fixes and other times they’re not. Knowing where the issues are can only help us to improve. Really focusing on making sure all of you are able to have that balance in your life when work and family is going well it is a whole lot better life. I want to make sure were are striking that balance for you and doing everything we can within our power. Those are just a few of the things across the district that we are working on. Beyond the retention and what that looks like for employees we are spending a lot of time working on not just addressing students in academics but what does that look like for behavior, look like for support. Trying to be as proactive as possible instead of reactive wherever we can, that includes in the classroom, on buses and providing those additional supports and resources to help kids. Some kids don’t have the same kind of family life that you and your families have. So making sure we do what we can that is appropriate to make sure we are providing them supports and also on the flip side we have accountability. That when it becomes time to the code of conduct and discipline that we are making sure we are holding students responsible so when they get out real world they also understand that choices have consequences. That is a little bit of what we are working on. I know the team has an agenda every month that tells you about all things going on but I wanted you to hear from me regarding focus areas.

### **Dr. Sean Impeartrice, Chief Academic Officer: Math and Literacy Mastery**

See pages 7-21 for presentation slides.

### **Jeanine Johnson, Chief Human Resources Officer: Classified Staff Appreciation Day**

October 19<sup>th</sup>: Onsite and Volunteer Recognition

### **Sharing a positive story from your school/location**

K-12 Virtual School: High school seniors are hosting a trunk ‘r’ treat as a fundraiser for their prom. It is October 28<sup>th</sup> from 6-8pm at Central Services South. If you have little ones come out and partake of candy and fun. We are having a competition for the best trunk. Donations are being made. We are thankful parking lot is being repaired.

Kirkwood Middle: Transportation has gotten better and that is a positive note for us. Really happy with how the school has come along with the administration and staff. It really has been wonderful and very positive experience for everyone. When you go out into the neighborhoods communicate members will recognize you.

## Questions and Concerns

**How come HR deems it not appropriate to wear blue jeans on a given days for a particular department, but it becomes appropriate if you donate \$120 to the Education Foundation? Also, how can it be appropriate for Education Foundation employees to wear jeans whenever they want, but not other departments? They deal with the public more than most other departments.**

**Jeanine Johnson, Chief Human Resources Officer:** It is up to your supervisors/principals discretion to when jeans are allowed. Please speak with your supervisors/principals for guidance. (Refer to [HUM-A063 Employee Dress Code](#).)

**How can we be trained to stop or restrain a child if absolutely necessary?**

**Dr. Sean Impeartrice, Chief Academic Officer:** If you want to be trained in restrain, consult your principal. Principals can submit restraint training requests to Special Populations. If you are just seeing kids escalating more and want to learn more about de-escalating November 8<sup>th</sup> will be offering de-escalation training.

**Why do teacher residents count as EAs? When teacher residents are constantly pulled for subbing they do not get the proper training/ support they need. The program is only a year long. Why is there not a "job" created for teacher residents so schools can hire for EAs properly?**

**Dr. Sean Impeartrice, Chief Academic Officer:** Teacher Residents have their own job description. During COVID we were pulling TR's out to cover for subs to keep schools open. We have had training for administrators and mentors which has clarified that we do not want TR's covering for subs on a regular basis. If someone on their team is out and it is part of their gradual release competencies we approve of the practice.

**Publix used to give several schools a considerable amount of gift cards to use at their discretion but those are now being sent to the Education Foundation instead. What are those cards now being used for?**

**Anthony Johnson, Chief Communications Officer:** Publix has several different campaigns that they do. Some schools will get a check from Publix that is a separate fundraising campaign that they still do and that hasn't changed. Two years ago, their corporate office reached out, and due to changes at the corporate level, they no longer wanted to hand out gift cards individually to schools. An issue they have in larger school districts like ours is they would give to some schools and not others and then would get complaints. They have streamlined that gift card program to the Education Foundation. They provided \$1,800 in gift cards and they were utilized for the Teacher Warehouse. In addition to that, they gave funds that were used for Great Idea grants and other programs. The Education Foundation accounts for these donations and reports to Publix how it was spent. It still is going back into the schools just in a different way. Again, it was Publix corporate that reached out to the Education Foundation. With current corporate practices, we expect this to be more common for accounting purposes.

**Chris Reneau, Chief Financial Officer:** There has been significant tax code law changes on gift card donations. From an auditing and monitoring standpoint that gets very tricky for us because every dollar of gift card we have to know who got it and what it was spent on to ensure it follows the guidelines for which it was donated for.

**Can we clock in from the app instead of having to use the one in the office? It would be easier and we would be spreading less germs.**

**Chris Reneau, Chief Financial Officer:** We do have that available option. Right now we have limited licenses specifically for bus drivers that actually take their buses home. To adapt to that Kronos we would have to purchase additional licensing fee for every employee. On top of that managing that, we can always say people will be honest but unfortunately that might not always happen. It is an option just need to find a way to manage it since it does help prevent the spread of germs and offers flexibility. At this time not available to absorb that cost as it is not a needed value.

**What is the process for "older" schools to replace Library carpeting?**

**Norm Brumblay, Chief Operations Officer:** [FAC-P001](#) outlines the process.

**With the increase of violence and weapons being brought to school and a high expense for metal detectors, has the district thought about having students use clear or mesh backpacks since it is a requirement to enter in extracurricular events.**

**Anthony Johnson, Chief Communications Officer:** We meet with our law enforcement partners and community security stakeholder group throughout the year. We discuss current safety practices, trends, what other school districts are doing, and opportunities to refine current practices. This was something that has been brought up, and at least at the high school level, this has been discussed. It has been a topic of conversation, but no decision has been made. I do want to mention that with the decision for stadiums you have a lot more people from the school and overall community that can come into the stadium in a less controlled environment. That is why law enforcement worked with us and encouraged us to consider this practice. It is a practice with other school districts and with most stadiums and event venues across the nation. (Refer to [CMCSS Football Spectator Policy](#))

**Why is it that all other assistants don't get a laptop assigned to them like the sped assistants when all pretty much do the same type of work?**

**Dr. Sean Impeartrice, Chief Academic Officer:** The first education assistants that were issued laptops were the teacher residents. Then sped assistants during COVID. It is based on the needs of the students and the assistants' needs to provide instruction directly to the students. There are a number of laptops available at schools for principals to assign out upon the needs of the school.

**When looking at the classified positions within the county I noticed that there is a floater sub for all of them except attendance. Why can't attendance have a district floater?**

**David Holman, Chief Technology Officer:** For the last 4-5 years we have had 2 attendance floaters available for long-term absences. They will not do the extra duties assigned to the attendance assistant, just handle the attendance piece since that is attached to our funding. They will work remotely visiting the schools as needed. They are there to ensure the attendance is entered into the system correctly so we get credit for it through PowerSchool. Long-term if someone is out for medical conditions or they have been out sick for a number of days.

**Erica Christmas, Classified Employees and Substitutes Coordinator:** There are four categories of classified positions that is deemed to be a float: Custodians, Account Technician, Food Services and School Nurse. They only positions that have a float designated to them.

**Was our personal information sold or given to Travelers insurance? Several times a year I get mail from Travelers insurance that states "As a CMCSS employee...". I realize this is public information but none of the other companies that offer CMCSS employee discounts contact me. If our information was not given or sold maybe a representative should reach out and ask Travelers insurance to stop using CMCSS as a marketing strategy. If our information was sold or given please give us an opt out option.**

**Jeanine Johnson, Chief Human Resources Officer:** We don't sell employee information. Travelers does have a group contract with the district which result in a group discount for employees.

**Not a question just a statement- I read these monthly and I am often sad at the negativity. Please let's remember we are all on the same team. We are here to grow students and support each other in the best way we can at CMCSS. Clarksville has had an unprecedented amount of growth in a short period of time and we are already in a teacher shortage crisis throughout the US. It is going to take time to work out the challenges that the rapid growth has caused. Everyone's concerns are important, trust me my grocery bill has also grown 4x but my salary has not however I am just here to say let's give**

a little grace and remember we are all here for each other. I am thankful for the working relationship I have with all of you.

**Comment:** I wish there was more funding in the budget. We as classified staff could be brought in on some of the yearly trainings with the certified staff, so that we all on the same page. That we could understand a lot of the behind the scenes policies, rules and so forth. That there would be less negativity. I don't feel a part of the CMCSS family as a team member. I am willing to stay and would love to volunteer for an afterschool activity or be on a committee but I was told we were not allowed because there is not enough funding for classified staff to stay or be in meetings. When talking earlier about adapting the new math curriculum, if I am going to be doing an RTI Math group it need to have those tools in my tool belt. Otherwise, I will pull out what I know from the 80s which is memorization and algorithm. I am not doing enough service to the student or the fidelity or growth of what is expected.

**Jeanine Johnson, Chief Human Resources Officer:** During the past summer we offered additional summer training for select classified employees.

**Dr. Jean Luna-Vedder, Director of Schools:** Talk with your building principal. There is a lot being done in individual buildings. Even when I was a high school principal we had a monthly classified meeting during the day. We did it twice so we could cover everyone. Certified staff would stay after school for meetings. It was to ensure they could hear the same things to; what was our focus, what were we doing and to get that feedback. That can be done and flexed into the day.

**Dr. Sean Impeartrice, Chief Academic Officer:** Upbeat is a survey that is aligned with the research of retention has been sent to all employees. It is through a third party and it will help us diagnosis data by school and district. This is really good feedback and the survey is to help some of those gaps you feel as a classified employee that impact the culture of your school that is exactly what the survey is for. Please be encourage to respond to them.

**Permeant subs funding ending this year, what do current employees need to do? Will we be able to absorb the cost into the budget?**

**Jeanine Johnson, Chief Human Resources Officer:** Perm subs grant funded at this time. We are discussing the priorities for positions such as perm subs to determine if ESSER 3.0 funding can be utilized.

**What about long-term funding for K-12 Virtual School since it is ESSER funded?**

**Dr. Sean Impeartrice, Chief Academic Officer:** Currently planning for how this will be funded after July 2024.

**Do we all still have where we can do school from home? Not a virtual program.**

**Dr. Sean Impeartrice, Chief Academic Officer:** There a few different options an independent study program and a program at Greenwood for those that are significantly behind.

**Why is summer pay in July and August, when we are back to work already, instead of in June and July? Can that be looked into as something that can be changed??**

**Chris Reneau, Chief Financial Officer:** Summer pay is in July and August due the spacing and timing of payments for our employees. This also employees to get paid on a consistent cycle compliant to our payroll schedule without any interruption.

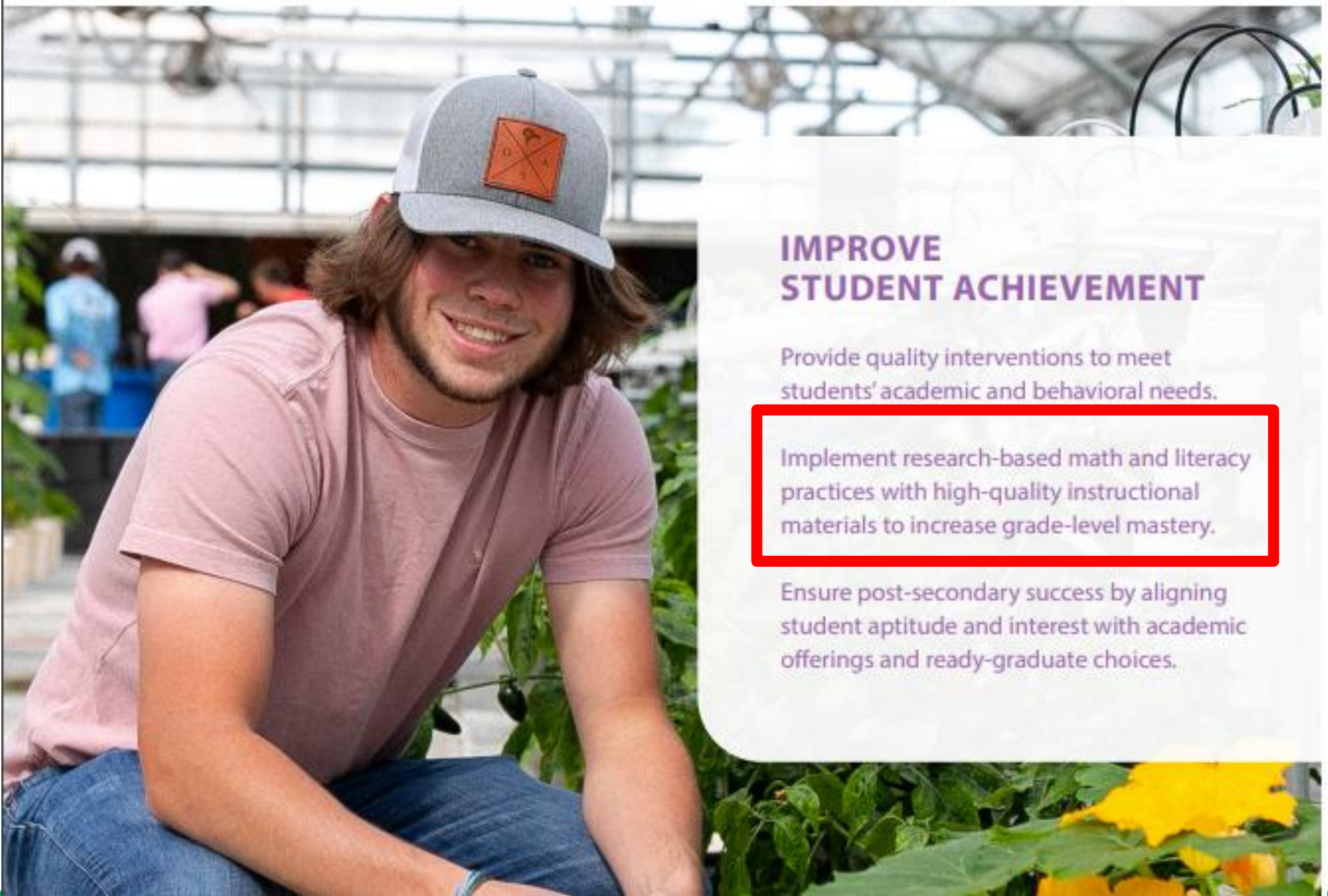
## Questions of the Month

How do you feel about the academic preparation students receive in the Clarksville-Montgomery County School System?

- At my elementary school it is excellent. Hard work every day.
- At a high school level when my daughter went to college even though she was really good in high school she did not feel prepared at all. Her roommate from East TN had a lot more opportunities for higher level classes. I feel at the high level they are not very prepared because we give them so many chances and when they get to college the professors don't care. I don't think the kids are mental ready if they get A's with not that much effort and it is a reality check when they go to college.
- Learning needs to be appropriate for child development levels. Some skills are learned too early while other skills that are required for success in life are not mastered. Perhaps mastery is needed in specified areas. Students arrive to middle school without mastery of multiplication facts, how to grammatically form a correct sentence, etc. Give students a chance for small successes along the way – especially in elementary school, so few achieve A's.
- Studies show that reading novels promotes empathy. Yet, we have very little exposure to novels in ELA. Study Sync and the excerpts they are good, but a deep dive of one novel per nine-weeks or per semester could be SEL beneficial to our students.
- Spanish Immersion program has been going really well this year. This was the first year testing. Very proud of the students.
- We are not letting them be kids anymore. We are pushing it so much that when we have kindergarteners taking anti-anxiety medication I feel like there is a problem. We are passing them through whether they pass the subject or not. They are not retaining and if they don't get it they move along through. I think we are doing a disservice to our children. I am really frustrated when I have a 4<sup>th</sup> grade talking about suicide because they are so anxious. Parents are relying on the schools to do a lot more beyond education.
- We have students in the Gold Program at Kenwood that are struggling seniors and we had some who actually graduate from the Gold Program. They are learning that being in class is better than having to sit at a computer doing PLPs and wished they had stayed in class to get that more one on one instead of doing the PLP. But they are finishing their work and getting it done.
- I am in the behavioral response team and I go and get students when they are having an issue. I am at the point now that I am like you don't have to work but don't take away from the learning of others. You can't make them learn but you can't stop the other 20 students in the room from learning anything.
- The school I am at has a reflection room and I get to monitor those students. I have had two children graduate from CMCSS, as a parent if those were my kids in that reflection room I would be very angry. Because they are missing out and sit there and expected to do stuff that is not relatable to what is going on in the classrooms. We are putting them behind and punishing them because they are ADHD and have other challenges with their behavior, happiness or mental health.
- It is pretty good. Could be a little better when it comes to state testing. Maybe have the teachers come together and put together the tests rather than a bunch of higher ups trained to push so much information at a kid.
- I feel it is good.
- Pacing is too fast for most students and they are continuing to fall behind.
- I believe they are getting a fabulous education. The teachers are very aware of their students, and what is needed for each student.
- I think it's purely a situation of quantity over quality when we look at how we prepare students academically. The pacing of subjects across the board is too fast. Teachers have too many standards to cover that there is no time to review. This is providing a disservice to the students.

because they are not capable of building a strong foundation of the basics. As a result, some students are falling through the cracks and falling further behind as they progress through school.

- Middle School needs more emphasis on how to study.
- I think we need to look at taking a step back, our schools have a lot of behavioral issues and this causes problems with preparation and/or instruction. If our K-8 students had more time outside for physical activity we would see a major decrease in behavioral issues. Students would focus better and we would see a great improvement in academic success as well as mental health would improve. I understand the State mandates a lot on our educators but we are doing a dis-service to our students and making the job for the entire staff especially the teachers more difficult. "Students who are physically active tend to have better grades, school attendance, cognitive performance, and classroom behaviors. If this is not on the radar of things to be looked into I think it should be.



## IMPROVE STUDENT ACHIEVEMENT

Provide quality interventions to meet students' academic and behavioral needs.

Implement research-based math and literacy practices with high-quality instructional materials to increase grade-level mastery.

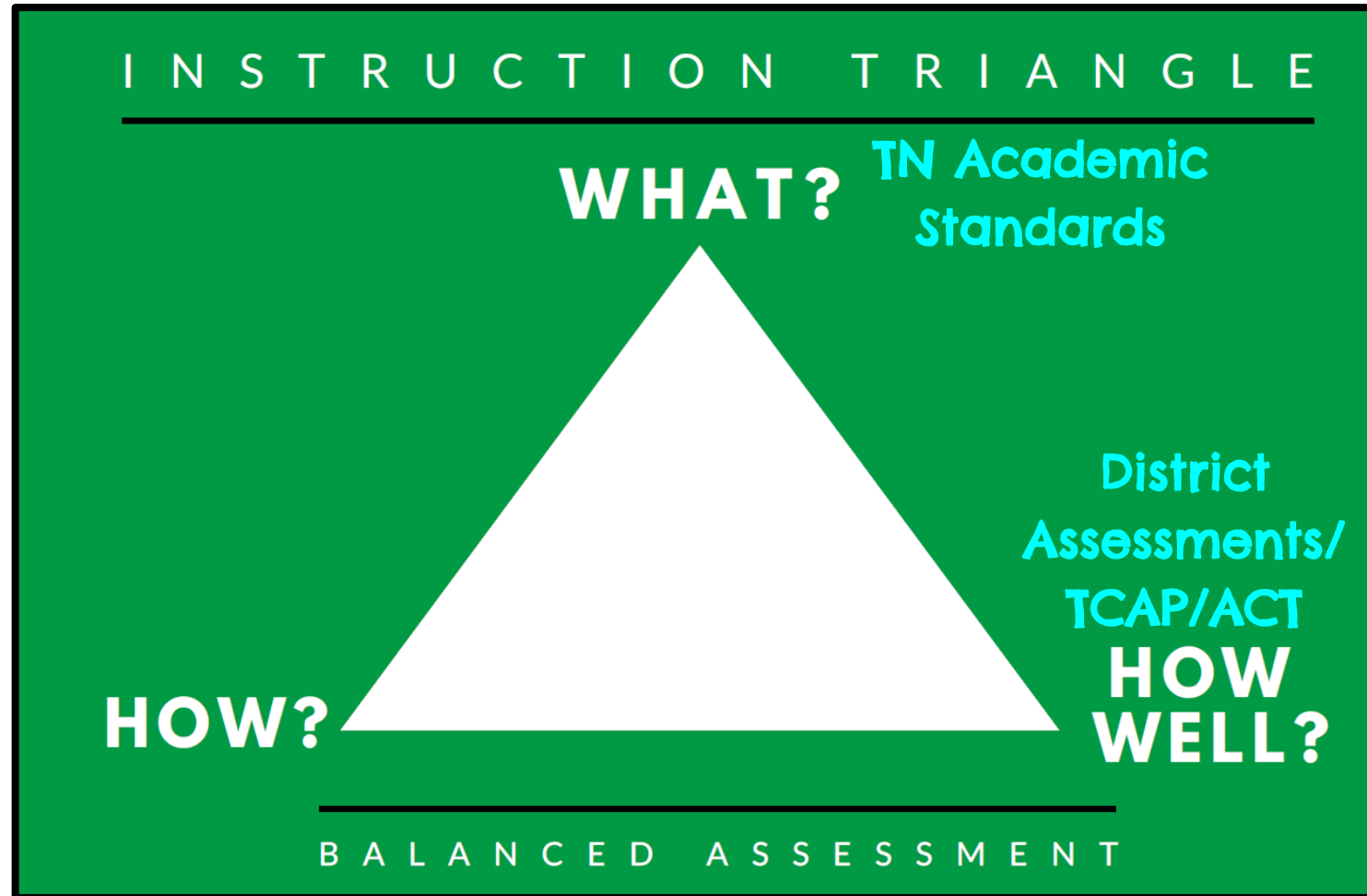
Ensure post-secondary success by aligning student aptitude and interest with academic offerings and ready-graduate choices.

**Implement research-based math and literacy practices with high-quality instructional materials to increase grade level mastery.**



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# Implement Math and Literacy Practices

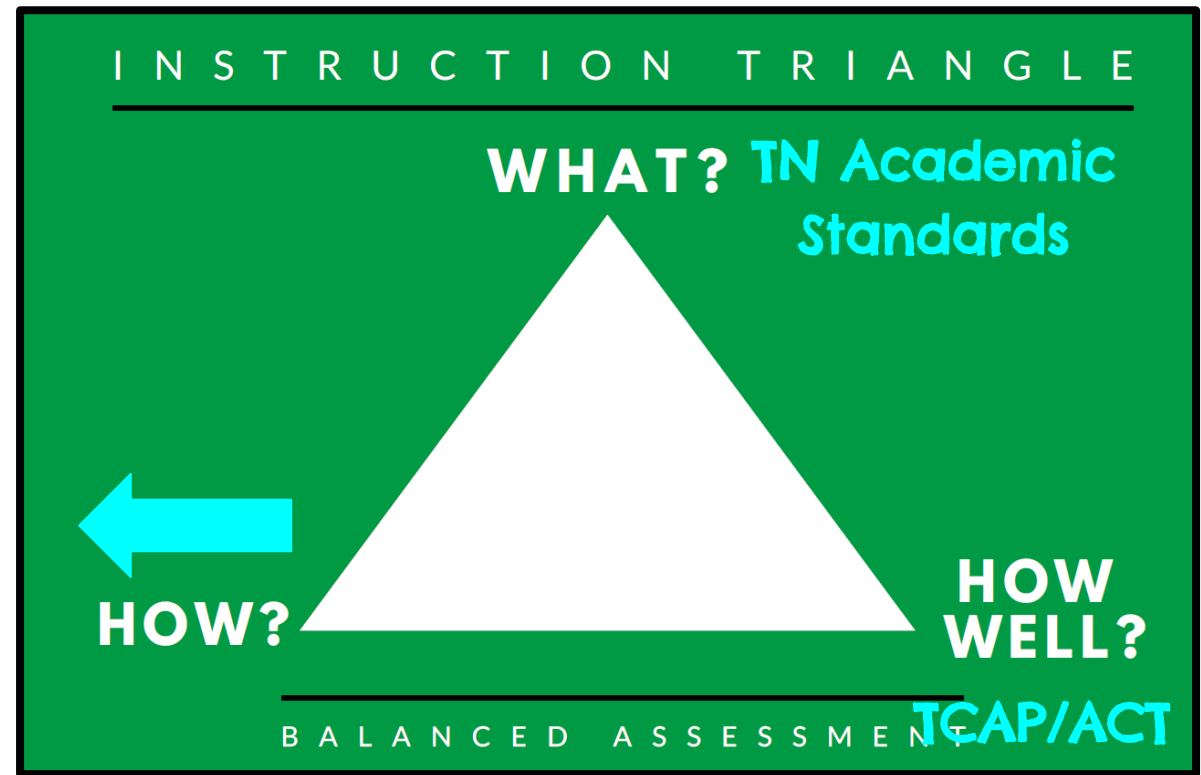


# CMCSS Literacy Vision

Our vision of literacy is for all students **to be readers, writers and thinkers** who **utilize text and tasks** to **deepen knowledge, think critically, solve problems, and generate new ideas** about the world around them.

# Implement Literacy Practices

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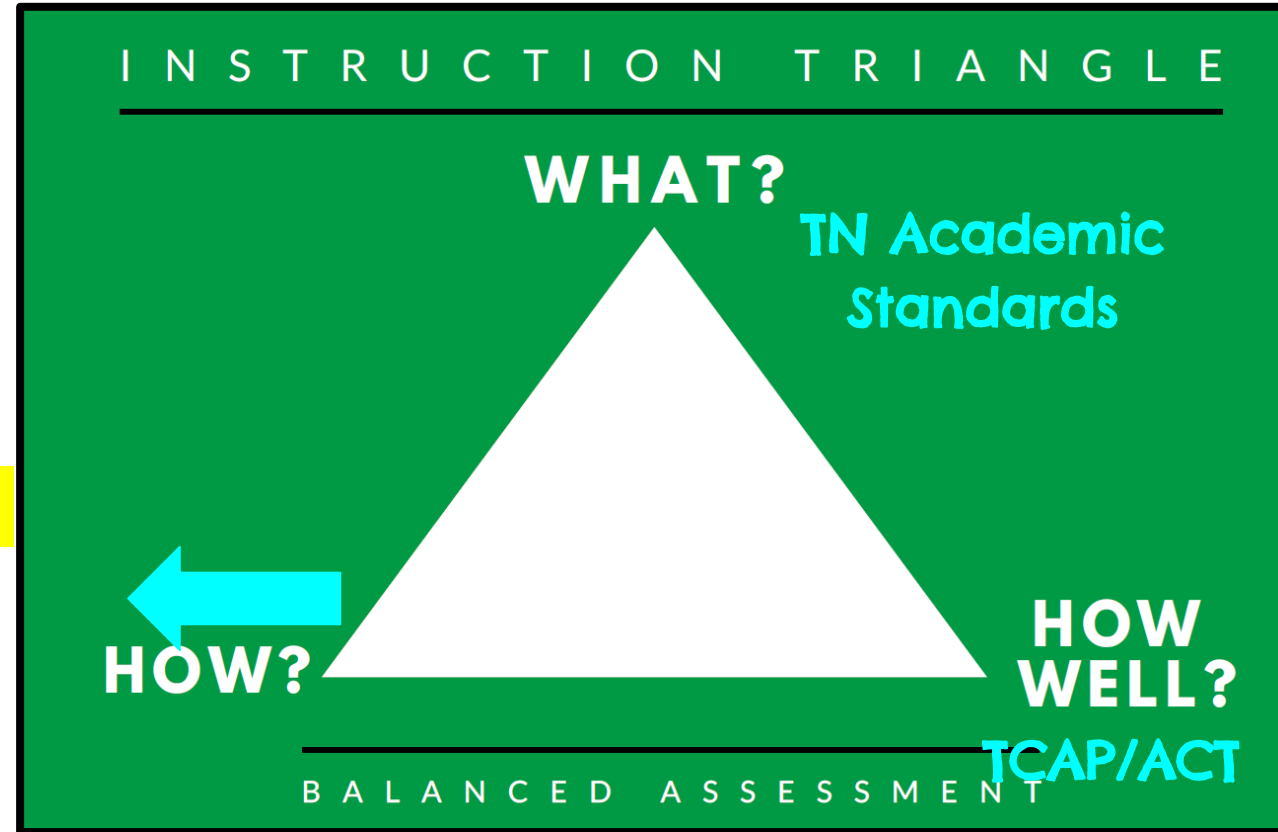


# CMCSS Math Vision (draft)

Our vision of mathematics is for all students to be **critical thinkers and flexible problem solvers** who **utilize high quality materials** to **build conceptual understanding, procedural skill and fluency**, and the ability to strategically apply mathematical concepts to the world around them.

# Implement Math Practices

Our vision of mathematics is for all students to be **critical thinkers and flexible problem solvers** who **utilize high quality materials to build conceptual understanding, procedural skill and fluency, and the ability to strategically apply mathematical concepts** to the world around them.



**Implement research-based  
math and literacy practices with  
high-quality instructional materials  
to increase grade level mastery.**

# Literacy High Quality Instructional Materials

## CURRICULUM

- ❖ Full adoption of ELA textbooks K-12 grades with accompany digital learning platforms implemented in Fall Of 2020.
- ❖ Purchase and implementation of explicit and systematic phonics instruction for primary grades.

## INSTRUCTION

- ❖ Ongoing literacy based professional learning for new resources
- ❖ Literacy walk feedback to improve instructional practices
- ❖ Consulting teacher support in grade level collaborations
- ❖ TLIN - Tennessee Literacy Implementation Network
- ❖ Named a Reading 360 District by the Commissioner of Education for our work in literacy

## ASSESSMENT

- ❖ Professionally written ELA benchmark assessments to be administered 3 times a year that are predictive of TN Ready proficiency
- ❖ District and school level data chats to share data, develop resources for areas of concern, and learn from others' successes.



# Math High Quality Instructional Materials

CURRICULUM	INSTRUCTION	ASSESSMENT
<ul style="list-style-type: none"> <li>❖ Preparing for math adoption this school year with full implementation in the 23-24 school year.</li> <li>❖ Teachers and students currently have access to materials purchased with ESSR funds:</li> </ul> <p><b>enVision Math HQIM</b></p> <ul style="list-style-type: none"> <li>• K-8 Digital student access and workbooks</li> <li>• ALG I, II and Geometry digital access and workbooks</li> </ul>	<ul style="list-style-type: none"> <li>❖ Development and finalizing of math vision</li> <li>❖ Beginning math walks to provide feedback on math instructional practices</li> <li>❖ Consulting teacher support and professional learning to support the transition to the updated standards</li> <li>❖ Math Implementation Grant to support the adoption and implementation of new resources</li> </ul>	<ul style="list-style-type: none"> <li>❖ Professionally written Math benchmark assessments to be administered 3 times a year that are predictive of TN Ready proficiency</li> <li>❖ District and school level data chats to share data, develop resources for areas of concern, and learn from others' successes.</li> </ul>

# First Semester Focus

1. Continue professional learning in math and literacy practices for administrators, academic coaches and teachers
2. Support the monitoring of data from district benchmarks and use the data to plan for instruction
3. Begin the adoption process for math materials

# Next Steps

- Conduct ELA Literacy Learning Walks at all levels to determine next steps for professional learning in literacy.
- Finalize math vision and communicate with all stakeholders
- Form math adoption committee and host community review sessions to share math vision and get input on materials for adoption
- Develop professional learning for all math teachers for the implementation of standards and adopted materials

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# Questions