

**Minutes
Clarksville-Montgomery County
Board of Education**

March 9, 2010

The Clarksville-Montgomery County Board of Education met Tuesday, March 9, 2010, in the Board Room. The meeting was called to order at 7:00 p.m. Members present were: George Giles, Chairman; Ernest Brockman, Eula Gardner Dowdy, Jimmie Garland, Horace Murphy, Jr., James Mann, and Carol Smithson. Also present were: Michael Harris, Director of Schools; Jill Nolan, Board Attorney; B. J. Worthington, Chief Academic Officer; Danny Grant, Chief Financial Officer; Elise Shelton, Chief Communications Officer; Jim Sumrell, Chief Operations Officer; David Holman, Chief Technology Officer; and Teresa Rawls, Secretary, who kept the minutes of the meeting. The following members of the County Commission School Liaison Committee were present: Jerry Allbert, Dwain Etterling, John Genis, Dalton Harrison, and Keith Politi.

Point of Pride

Chief Operations Officer Jim Sumrell presented a Point of Pride Award to bus driver Rue Gay Nolen. On December 14, 2009, Ms. Nolen had 21 elementary students on her bus. The bus engine caught fire and smoke entered the cabin of the school bus. Ms. Nolen secured the bus, made the emergency call to Transportation, and saw to it that all students exited the bus in safe manner and were kept safe until another bus arrived to transport the students.

The system candidates for Tennessee Teacher of the Year were presented with Point of Pride Awards and a plaque in their honor. Dr. Ann Griffin, Elementary Education Director, presented the Pre-K - 4th Grade award to Deborah Chancellor. Mrs. Chancellor, an instructor at Minglewood Elementary, has been nominated by her school numerous times. Mrs. Chancellor has been teaching for 15 years and currently teaches first grade.

Dr. Sean Impeartrice, Middle School Director, presented a Point of Pride Award to the 5th – 8th Grade candidate Mrs. Jenny Moore. Mrs. Moore teaches special education resource and Language X at West Creek Middle School. She has taught for twelve years in CMCSS.

Dr. Rosalyn Evans, High School Director, introduced Kay Subhawong, Teacher of the Year Candidate for 9-12th Grade. Ms. Subhawong has taught in CMCSS for 26 years. Ms. Subhawong challenges her math students at the highest mathematical level.

As introduction to the next Point of Pride recipients, the Focus web video highlighting the Montgomery Central cheerleaders was shown. The cheerleading squad finished first in their division at the National High School Cheerleading Championship in Orlando, Florida, in February for the second year in a row. They also finished first at the UCA Regional Cheerleading competition in McMinnville and at the TSSAA State Cheerleading Championship at MTSU. They were recognized in the small varsity non-

tumbling division, competing against seven schools from across the nation. Members of the squad include: Ciara Anderson; Rebekah Ham; Devin Paulus; Charlsie Morrison; Leighana Morrison; Miranda Downing; Crystal Scott; Tesla Fisher; Tori Ballard; Katie Boyce; Bailey McMahan; Harley Rose; Kylie Eastin; Shelby Patterson, and Chelsea Loomis. They are coached by Keri Lehman.

Education Foundation Presentation of Great Idea Grant Awards

Mrs. Candy Johnson, Executive Director of the Education Foundation, introduced foundation member Mr. Jimmy Dunn and Mrs. Angie Anselment from Cornerstone Financial Credit Union. Mr. Dunn introduced the following as recipients of the \$500 grants: Emily Giles from Montgomery Central High School; Erin Andrews and Michelle Wilson, CMCSS Behavior Support Program; Julie Bisgaard and Bonnie Digby, CMCSS Gifted and Talented Program; and Kelly Spurgeon and Nina Bowie from St. Bethlehem Elementary. Cornerstone Financial Credit Union co-sponsors the grants.

Public Conversation

There were no requests to address the Board at this session.

Approval of Consent Agenda

In response to a question on Approval of Hearing Officers, Mr. Harris clarified that the hearing officers would be approved annually by the School Board each March. On a motion by Mr. Garland, seconded by Mr. Murphy, the Consent Agenda was approved 7-0. Consent Agenda items were:

- February 9, 2010 regular session minutes
- 2010-2011 Budget Request, April 1 Draft – Continuation Budget, first reading March 2, 2010
- Textbook Adoption Certification, first reading March 2, 2010
- Approval of Hearing Officers, first reading March 2, 2010

Policy Monitoring

Mr. Harris presented an overview of the policy monitoring report for EL-5 – Financial Administration noting that we are in compliance with all elements of this executive limitation. Mrs. Dowdy made a motion declaring full compliance with EL-5 for this reporting period. The motion was seconded by Mr. Giles and carried 7-0.

Mr. Harris commented on the policy monitoring report submitted for EL-12 – Rezoning noting that rezoning issues this year had been carried out in compliance with this executive limitation. Ms. Smithson made a motion to declare full compliance with this executive limitation for this reporting period. The motion was seconded by Mr. Giles and carried 7-0.

Reports

Report of Executive Order – Mr. Harris stated that an Executive Order dated February 16, 2010 had been executed following conversations with all Board members to authorize the plan for weather related make-up days. Thirty minutes will be added from

March 1 to March 18; April 2 will be a school day; thirty minutes will be added from March 19 through April 9. Mr. Harris commented that there would be a contingency plan for next year that will be brought to the Board for approval later this spring.

Strategic Goal #9 – Expand professional development opportunities for Senior Leadership and Classified employees. Dr. Susan Jones, Professional Development Coordinator, reported on the classified staff professional development opportunities. Recognizing that all employees have either a direct or indirect affect on student achievement, training opportunities are offered to enhance and support their positions. A needs assessment was conducted with over nine hundred classified employees responding. Four areas were identified for training: customer service training, communication skills, first aid and safety, and technology training. A six to eight week course on customer service is being offered. Just-in-time management sessions were conducted to enhance communication skills for classified managers. There is a leadership development program open to classified and certified employees with voluntary participation. CPR classes are offered year round. At the request of classified staff, suicide prevention, which is required for all certificated staff, also is being offered to classified employees. Technology training is available on-line and in group settings. Dr. Jones reported a 238% increase in staff development opportunities for classified staff between 2008-09 and 2009-2010.

Mr. Harris addressed the professional development opportunities for senior leadership. Three goals were developed this year for senior leadership development. Those goals are: improve the culture and communications within senior leadership and to their direct reports; develop a vision of the district for the future; design a plan for each individual's development and growth. Dr. Larry Coble, Executive Director of the Piedmont Consortium and President of School Leadership Services, was brought in to work with senior leadership and their direct reports on culture and communication. Materials from the Knowledge Works Foundation are being used to help senior leadership have a vision and plan for challenges facing the district in 2015. Plans have been developed for each senior leadership member to further their individual growth.

2010-2011 Strategic Work and Key Performance Indicators – Mr. Harris reported on the 2010-2011 goals and work developed by senior leadership. Goals and key performance indicators are developed looking at the Board Ends policies. The four goals are Improving Student Achievement, Improving Efficiency and Effectiveness, Develop Leadership Capacity, and Engaging the Public. Data relating to the key performance indicators will be used to understand how the district is performing and meeting various goals. Members of the senior leadership team gave an overview of the components of each goal. Mr. Harris commented that challenges to meeting the goals include adequate funding, future growth, parent and community support, and the Board's continued support of the district's goals and positive direction.

Board Discussion and Consideration

Resolution Appropriating Funds through the Bidding Phase for Carmel Elementary School. This item was withdrawn from consideration at this time.

Comments

Mr. Mann recognized Kenwood High School student Jonathan Latimer in the audience who will be participating in the upcoming TSBA sponsored SCOPE conference.

CMCEA President Ted Gilcrest noted that negotiations would soon begin on the teacher contract with salaries being the only item for consideration this year. Members of the CMCEA negotiations team were announced.

Ft. Campbell School Liaison Officer Tayranette Williams extended a welcome to the 2010 Teen Connect Fair which will be held April 15. All military-connected students are invited.

County Commissioners – Mr. Politi expressed thanks on behalf of the School Liaison Committee members to the Teacher of the Year candidates for the work they do.

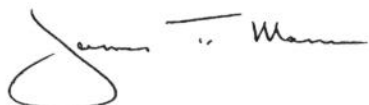
Board Member Comments

Mr. Murphy thanked the Operations Department for the “Destination Graduation” license plates. Mr. Garland thanked staff for all they do for the students in the district. He also thanked the members of the community for their support of Big Brothers and Big Sisters. Mr. Giles commented on the positive affect that teachers have on students and the need to support their work. Mr. Mann commented on the bullying program that is being implemented in the schools and how the students will be the ones to effectively end bullying.

Director of Schools Report

Mr. Harris noted that the school district has received a \$97,000 Energy Efficient grant to be used towards the HVAC improvements to Northeast High School. More grant money will be applied for as projects are approved. He also commented that work on the budget is taking place and gave the proposed schedule for the budget conversations with the Board.

The items on the agenda having been completed, the meeting adjourned at 8:43 p.m.



James T. Mann
Board Chair



Michael T. Harris
Director of Schools



Teresa A. Rawls
Board Secretary