

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

**August 13, 2013**

The Clarksville-Montgomery County Board of Education met Tuesday, August 13, 2013, in the Board room, central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 7:00 p.m. Members present were: Horace Murphy, Jr., Josh Baggett, Jimmie Garland, George Giles, Stephanie Lobdell, and Anne Murtha. Also present were: Dr. B. J. Worthington, Director of Schools; Sean Impeartrice, Chief Academic Officer; Danny Grant, Chief Financial Officer; Jeanine Chester, Chief Human Resources Officer; David Holman, Chief Technology Officer; Jill Ayers, Board Attorney; and Teresa Rawls, Secretary, who kept the minutes of the meeting. The following members of the County Commission School Liaison Committee were present: Robert Gibbs, Ron Sokol, Tommy Vallejos, Joe Creek, and John Gannon.

**Director of Schools Annual Evaluation**

Board Attorney Jill Ayers reminded Board members that the Director's evaluation is comprised of policy monitoring reports, strategic goal reports, ends policy reports, and information from the End of Year review. An Annual Evaluation concluded that the Director is in compliance with Board expectations and that his focus should continue with the next steps as outlined in the End of Year Review. Mr. Baggett made a motion for the Board to approve the Director's Annual Evaluation for the year. The motion was seconded by Mr. Garland and passed 6-0.

**Consideration of Director of Schools' Contract**

Ms. Ayers noted that the Director's original contract was for a three-year period and one year had passed. Ms. Ayers noted that the Board needed to decide whether or not to renew the contract which would then be for a term through July 31, 2016. Mr. Garland made a motion to renew the contract through 2016. Mr. Baggett seconded the motion which carried unanimously.

**Point of Pride**

Middle School Director Mary Gist presented Whitney Joyner, PASS teacher at Northeast Middle School, for a Point of Pride award. Ms. Joyner was named as one of two Patricia Behring Teachers of the Year from Tennessee. This award recognizes outstanding history teachers nationally. Instructor Polly Kopp was recognized as well for her work with Ms. Joyner.

High School Director Rosalyn Evans recognized NEHS students Lily Joiner, Katelyn Mitchell, and Keya Patel from CHS. These students participated in a national competition sponsored by the World War II Museum. They were awarded Best Entry on a World War II topic for their drama, "From Frills and Frocks to Zoot Suits and Parachutes: The WASPs of WWII". This was one of 36 entries based on the theme: *Turning Points in History: People, Ideas, Events*.

West Creek High School student Emily Reeve was recognized with a Point of Pride Award for placing second in the nation in the HOSA Future Health Professionals competition. Her teacher is Lisa Heflin.

Clarksville High School freshman Preston Albertia has been elected Civitan's Valley District Junior Governor. The Valley District consists of 24 middle and high schools in Tennessee, Kentucky, and Mississippi.

The Clarksville High School Girls Softball Team was recognized for being in the final four teams competing in the State tournament. The CHS team had a 38 win school record; won a second consecutive district title; and finished number three in the state. Team members include Audreyanne Guthrie, Brooke Knight, Rachael Mann, Keke Patterson, Alyssa Reed, Tiffany Freeman, Clare Grade, Tiana Gray, Demi McKernan, Heather Norris, Brianna Soden, Haley Bearden, Mary-Megan Miller, Morgan Sheppard, Bailey Smith, Hannah Thompson, Haley Yawn, Katelyn Devers, Isabel Langlois, and Rebecca Mann.

The CHS Varsity Skeet Team won the state championship. Team members were Noah King, Richard Hansrote, Nicholson McGaha, Wade Vickery, Tyler Raikes, Chance Wilson, Nicholas Cunningham, and Hayden Welch. Coaches are Bruce McGaha and John Waddle, school sponsor is Rick Barnes.

### **Public Conversation**

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

### **Approval of Consent Agenda**

Mr. Giles made a motion to approve the Consent Agenda items. The motion was seconded by Mr. Garland. Board members Mr. Giles and Mrs. Lobdell stated their votes were representative of the best interests of the school system while noting they each have relatives employed by the district. The Consent Agenda was approved 6-0. Items on the Consent Agenda were:

- July 9, 2013 regular session minutes
- July 23, 2013 special session minutes
- Form for Director's Evaluations, first reading July 23, 2013
- Insurance Option for 2017 Retirees, first reading August 6, 2013
- Request by Clarksville Police Department to establish a precinct at Minglewood Elementary School, first reading August 6, 2013

### **Reports**

#### **Goal 6 – Pilot individualized learning plans for teachers**

Dr. Susan Jones presented the report for this goal. She commented that the district is committed to meeting teachers' growth and professional development needs by providing a broad continuum of professional learning activities. Activities are designed to meet teachers where they are and help them improve in order to support student achievement. This goal allows teachers to align their professional activities with their growth needs. Administrators and teachers work together to design an ILP (individualized learning plan). Administrator feedback and teacher evaluations will be used to determine the effectiveness of the plans.

One school at each level is piloting the program and developing the process and procedures to be used in the future. At the end of this year, pilot results will be reviewed to determine if the program will be implemented further.

#### **Goal 13 – Share district success stories with stakeholders**

Chief Communications Officer Elise Shelton presented this report. Ms. Shelton noted that an NSPRA Communications Audit had been conducted at the beginning of last school year and the audit finding noted CMCSS needed to do a better job of sharing its stories. After receiving the NSPRA audit results, the district began working on how to better communicate successes and determining what important facts about the district need to be shared with the community. Department leaders began to identify the successes for their departments. These highlights were shared with various communication groups and were used to develop several videos. These videos, along with other information, have been shared in various community organization meetings. Dr. Worthington and others have met with civic organizations and the community consortium group. Information has been shared with local media. The parent calendar was developed which highlights twelve stories about the school system. Back-to-school presentations were held at feeder locations for all employees. Plans for this year are to keep telling a consistent story through Focus videos, communication groups, community meetings, and via website.

#### **Board Member Comments**

Mr. Giles commented that the year appears to be off to a great start. The only complaint he had received had to do with the lack of sidewalks. Mr. Baggett thanked Dr. Worthington and congratulated him on a great first year as Director and noted he is looking forward to what is next. Mr. Murphy also congratulated Dr. Worthington on his first successful year. Mr. Murphy noted that Pisgah Elementary Open House was coming up on August 25. Mr. Murphy shared his concerns about emergency vehicle access on Needmore Road, the need for the fence to be replaced around the baseball field at NWHS, and the need for the city to maintain Stokes Field properly and enforce City codes. He commended the work that had been done at NWHS on the tennis courts.

#### **Director of Schools Report**

Dr. Worthington reported that school opening had gone smoothly. As of today, we had 30,909 students. Kindergarten opened with 72 students less than the previous year. Dr. Worthington presented to the Board an NSPRA Award of Excellence for the 2012-2013 school calendar. The district has received this recognition seventeen times in previous years. Dr. Worthington commented that the AMO data would be released by the State and the Board would be hearing a report at the next Board meeting. He thanked the County Commission for approving the budget amendments. He thanked the Board for their confidence in him.

The agenda having been concluded, the meeting adjourned at 7:46 p.m.



Horace Murphy, Jr.  
Board Chair



B. J. Worthington  
Director of Schools

Teresa A. Rawls  
Board Secretary