

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

**December 13, 2016**

The Clarksville-Montgomery County Board of Education convened Tuesday, December 13, 2016, in the Board Room, central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 6:00 p.m. Members present were: Anne Murtha, Chair; George Giles, Josh Baggett, Margaret Pace, Charlie Patterson, Jimmie Garland, and Willie Freeman. Also present were: Dr. B. J. Worthington, Director of Schools; Katie Olita, General Counsel; Elise Shelton, Chief Communications Officer; Jeanine Johnson, Chief Human Resources Officer; Bryan Johnson, Chief Academic Officer; James Sumrell, Chief Operations Officer; David Holman, Chief Technology Officer; Danny Grant, Chief Financial Officer; and Deb Cummings, Secretary, who documented minutes of the meeting. Members of the County Commission School Liaison Committee present were: Robert Gibbs, Ron Sokol, Arnold Hodges, Wallace Redd, and Charlie Keene.

**Point of Pride**

Mr. Shawn Heaston congratulated Kenwood High senior **John Baggett**. John was selected to represent Tennessee as the state's nominee for the National U.S. Presidential Scholars Program. Selections will be announced in February and winners will receive an all-expense paid trip to Washington, D.C. in June 2017.

The Tennessee Titans and TSSAA recognized Kenwood High senior and running back **Antwuan Branch** as a Mr. Football semifinalist from Division I Class 4A. Antwuan rushed for 1,852 yards on 213 carries this season and 22 rushing touchdowns. He is committed to the University of North Carolina for next year. Mr. Heaston presented Antwuan with his award.

The Tennessee Association of School Librarians (TASL) has named Clarksville High Librarian **Beth Frerking** as the 2016 Clara Hasbrouck award recipient. This award is given to an outstanding individual who has demonstrated dedication and commitment to furthering the cause of school libraries in Tennessee. As a TASL delegate, Beth attended the National Library Legislative Day in Washington, D.C. Mr. Heaston presented Beth's certificate as well.

TASL has established an ongoing recognition program for administrators who have shown support for school library media programs in Tennessee. Ms. Elise Shelton congratulated **Mr. Anthony Johnson**, Community Relations Director, as being one of the five Distinguished School administrators TASL recognized from across the state.

**Public Conversation**

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

**Approval of Consent Agenda**

On a motion by Mr. Garland and seconded by Mr. Giles, the Board unanimously approved the Consent Agenda 7-0. Items on the Consent Agenda were:

- November 08, 2016 regular session minutes
- 2016 Teacher Tenure, first reading 12/06/2016
- CTE Teacher Licensure, first reading 12/06/2016
- Surplus Property, first reading 12/06/2016
  - Technology – Computer, Keyboard, Monitors
  - Kenwood High – iPad
  - Moore Magnet – 2 iPads
  - Child Nutrition – Miscellaneous Computer Equipment/Small Wares
  - Transfer of surplus items to Sheriff's Office – Warehouse Furniture
  - Maintenance Equipment – Air Compressor and 2 mowers
  - Buildings: 608/610 Gracey Avenue; 612 Gracey Avenue; 633 New Providence Blvd.

### **Policy Monitoring**

The policy monitoring report for Executive Limitation 1 – Global Executive Constraint was read by Dr. Worthington. The Director of Schools shall not cause or allow any practice, activity, decision, or organizational condition which is either unlawful, unsafe, imprudent, or in violation of Board policy or commonly accepted business and professional ethics. The motion was made by Mr. Baggett to declare full compliance for this reporting period and seconded by Mr. Giles. Motion passed 7 – 0.

### **Reports**

Goal 4 – Expand response to instruction and intervention to high schools and refine in elementary and middle schools was presented by Dr. Tracy Hollinger, Director of Curriculum and Instruction, grades 6 – 8. Dr. Hollinger submitted an update on strategic work regarding Response to Instruction and Intervention (RTI<sup>2</sup>). RTI<sup>2</sup> is a multi-tiered delivery system that uses a data-driven, problem-solving model to identify specific student needs and match appropriate instructional strategies. Tier I – all students receive high-quality, research-based general education instruction which comprises 80 – 85% of student population. Tier II – in addition to Tier I, are students that fall below the 25 percentile (10 – 15% range). Tier III – in addition to Tier I, are students who have not made significant progress in Tier II or those falling below the 10 percentile (3 – 5% of student population). For elementary and middle schools, emphasis is placed on skill development, skill deficits and gaps. The focus going forward is on developing those skills necessary to achieve grade level standards. In high school, emphasis is largely on standards.

Dr. Hollinger described how RTI<sup>2</sup> works. A five minute assessment is given to all students at the beginning of the school year. Students scoring in the lowest 25% are recognized (which is the first indicator). Specific skill deficits are identified for each student. Intervention is in addition to instruction in the regular setting. Student progress toward their goal is measured every week or two. Teams of teachers meet periodically to determine if the intervention is working and to make decisions regarding any changes that may be needed. Resources provided include summer professional development, ongoing PLC's, data chats and collaborative meetings, Wikispace, and diagnostic tools to better identify specific deficits. Students will remain in RTI until sufficient progress data has been collected. Teachers will then meet to determine next steps whether it is to continue or make changes to the intervention or exiting the program.

Goal 6 – Refine recruitment and retention strategies - presented by Dr. Phyllis Casebolt, Melissa Izatt, and Michael Tharpe. Dr. Casebolt noted the overall retention rate for the 2014 – 2015 school year was 86.0 % for certified employees which is slightly below last year's rate of 86.3%. The top three reasons cited for leaving the district were moving at 21%, spouse relocating at 19%, and retirement at 15%. Dr. Casebolt also spoke regarding the annual new teacher retention data showing the number slightly increased over the previous school year (77.10% versus 75.70%). After speaking directly with CMCSS educators, some of the top reasons for staying in the district include school culture, school administration, benefits, retirement and connections to the community. The top three reasons for new teacher separations were moving, spouse relocating, and family issues which make up 55% of those that are leaving our district after the first year. Thus far, there have been 332 new teachers hired during this school year. With regard to out of state candidate selection, Dr. Casebolt reported the largest groups have been from the states of KY, IL, OH, MI, PA, and IN.

Mr. Tharpe presented on recruitment strategies which consisted of career fairs (participants include teachers, administrators, HR, SPED), publications, networking, website, national postings, presentations, and substitute programs. Candidates are often attracted to CMCSS due to the provisions in place such as support (teacher warehouse, mentor teacher program, academic coaches), competitive benefits (on-site health clinic, wellness events), environment/safety (secure building entries, visitor swipe cards), and technology (digital blended learning, laptops, PowerSchool, Google classroom). Tennessee recruitment contacts exceeded 330 candidates. Recruitment of out of state candidates from university sponsored career fairs has resulted in over 324 candidates. The changes to licensing for out of state candidates has proven to be a challenge for CMCSS in that these candidates are required to pass practice assessments for the state of Tennessee even if they have met testing requirements for another state.

Ms. Izatt spoke to the Board regarding classified employee retention. This past school year the retention rate was 82.4% on an average of 1,780 employees and is in line with previous years. Classified new hires August 2015 – July 2016 totaled 309 with the highest numbers in educational assistants, bus drivers, and child nutrition. There were 312 classified employee separations (bus drivers and educational assistants). New substitute hires for 2015/16 totaled more than 425 and 1,513 sub hires since 2014. 358 substitutes have transitioned into CMCSS permanent positions (August 2014 – December 2016). Some of the classified recruitment joint efforts include the Career Center, Goodwill, Ft. Campbell Hiring Heroes, Paychecks for Patriots, Business Mixer, APSU, and Daymar. Next steps will be to continue developing substitute-to-permanent employment strategies, streamlining the application process and support, target specific job fairs and recruitment efforts, and establish a continuous improvement team to explore retention strategies.

Dr. Sucharski presented on the 2015-2016 Report Card. Testing in grades 3 – 8 was suspended and the corresponding achievement and value added information will not be reported in the report card. High school end of course assessments are available and will be included. Currently, there are no reported letter grades or status grades; however, there has been a TNReady reset with new performance level names and expectations. The re-designed report card pages provide snapshots of demographics and academics at the state, district, and school levels. The classic report card is also available.

#### **Board Discussion and Consideration**

Board Counsel, Katie Olita, opened the floor for discussion and motions regarding the Director's recent retirement notice effective June 30, 2017. The notice was given in accordance with the Director's contract and complies with all of the terms therein. Pursuant to policy GP-14, this Board is to begin the process of filling the Director's vacancy. Discussion and appointment of Mr. Baggett as Chair of the search committee was also discussed.

Mr. Garland made a motion on the acceptance of Dr. Worthington's requested retirement notice and the motion was seconded by Mr. Patterson. The Board unanimously accepted 7 – 0.

A motion was made by Mr. Giles and seconded by Mr. Patterson to appoint Mr. Baggett as Chair of the search committee. The Board unanimously accepted 7 – 0.

#### **Comments**

County Commissioner Ron Sokol asked what the next steps would be regarding the surplus buildings listed in the Consent Agenda. Mr. Jim Sumrell, Chief Operations Officer, responded that the Department of Housing and Urban Development has agreed to demolish the buildings as there is no value for CMCSS to continue to secure these properties.

#### **Board Members**

Mr. Patterson thanked all individuals presenting this evening. Mr. Giles also commended everyone reporting and wished all happy holidays. Chairman Murtha wished a Merry Christmas to everyone as well.

**Director of Schools Report**

Dr. Worthington referenced tonight's Point of Pride students, librarian, and administrator that were each deservedly recognized for their accomplishments. He stated that all the hard work and commitment at every level demonstrates their strong desire for high achievement and is true a testament. Dr. Worthington continued by saying the reports presented were also indicative of the efforts and passion of the entire dedicated CMCSS team ultimately resulting in great test scores and reinforces the promise of the district to do everything possible to ensure all of our students are successful. Dr. Worthington welcomed the Board to join the Central Office holiday luncheon on December 16.

Items on the agenda having been completed, Board Chair Murtha adjourned the meeting at 7:21 p.m.



Anne Murtha  
Board Chair



B. J. Worthington  
Director of Schools



Deb Cummings  
Board Secretary