

Minutes
Clarksville-Montgomery County
Board of Education

December 11, 2018

The Clarksville-Montgomery County Board of Education convened Tuesday, December 11, 2018 in the Boardroom central administration offices, 621 Gracey Avenue, Clarksville, TN. The meeting was called to order at 6:00 p.m. Board members present were: Chair Margaret Pace, Charlie Patterson, Anne Murtha, Danny Kittrell, Josh Baggett, Carol Berry and Jimmie Garland. Also present were: Mr. Millard House, Director of Schools; Mark Nolan, General Counsel; Dr. Sean Impeartrice, Chief Academic Officer; Danny Grant, Chief Financial Officer; Jim Sumrell, Chief Operations Officer; David Holman, Chief Technology Officer; Elise Shelton, Chief Communications Officer; Jeanine Johnson, Chief Human Resources Officer; and Deb Cummings, Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee were Charlie Keene, David Harper, Jerry Allbert, Loretta Bryant, and Carmelle Chandler.

Point of Pride Awards

SHAPE America (the national Physical Education association) recognized Sango Elementary School's Mark Banasiak, Southern District Elementary Physical Education Teacher of the Year and Montgomery Central High School's Shannon Morrison, Southern District Secondary Physical Education Teacher of the Year. The national winner will be announced in April 2019. Dr. Mason Bellamy presented awards to both Mark and Shannon. Principals Christy Houston and Erin Hedrick were also in attendance.

Dr. Jean Luna honored the Kenwood Knights Robotics teams who recently competed in a VEX State Qualifying tournament. Team 98706W was awarded the Judges' Award for their outstanding interview and overall robot design. Team 98706S was awarded the Excellence Award given to the overall top team and the highest honor in the competition. Team 98706K made it to the semifinal round of the tournament. Abraham Wolfe is the VEX Robotics Head Coach.

Rossvie High student Joseph Bierman has been selected to represent Tennessee as a nominee for the National US Presidential Scholars Program from more than 100 applicants. In addition, Joseph was recognized for the General Academic Component. Ashley Rands of Rossvie High was recognized for the Career Technical Education component. Dr. Luna presented awards to these students.

Rossvie High Zaden Webber was congratulated by Dr. Luna as a finalist for Mr. Tennessee Football and was one of only three kickers recognized.

Dr. Luna announced CMCSS had one school and two individuals receiving the A.F. Bridges State Award of Excellence for Middle Tennessee Class AAA. Montgomery Central High was awarded the A.F. Bridges State Award of Excellence. Dr. Schanda Doughty, principal of Rossvie High, received the A.F. Bridges Athletic District 5 Principal of the Year award. Shannon Cummings, athletic director and assistant principal of Clarksville High, received the A.F. Bridges Athletic District 5 Athletic Director of the Year Award.

Montgomery County Soil Conservation District together with the Kiwanis Clubs of Clarksville awarded Danny Boner, Montgomery Central High agriculture teacher, the 2018 Agriculture Educator Award. The certificate was presented by Dr. Luna.

One Rossvie High and four Rossvie Middle School students were chosen for the Organization for American Kodály Educators National Youth Choir that will take place in Columbus, Ohio March 20-23, 2019. They include: **Hailey Westerman** for the American Kodály Educators National Women's Chorus. Her teacher is **Danny Chartrand**. The middle school students are: **Cassidy Mahar, Grace Allensworth, Macy Izatt, and Daniel Casteneda**. Their teacher is **Kristina Waugh**.

Major Randy Davis, instructor at Northwest High, was selected as the national JROTC Teacher of the Year by the U.S. Army. He was accompanied by Colonel Taliento and Dr. Theresa Muckleroy.

Mr. Walter Braem, teacher at Northwest High, is the 2019 winner of the Southeastern Theatre Conference Innovative Playwriting Instruction Award. SETC awards a one-year SETC membership and provides travel to the annual conference in Knoxville.

Public Conversation

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

Approval of Consent Agenda

On a motion by Mr. Baggett and seconded by Mr. Patterson, the Board approved the Consent Agenda 7-0. Consent Agenda consisted of :

- November 13, 2018 regular session minutes
- Teacher Tenure Considerations – Fall 2018, 1st Read, December 4, 2018
- Resolutions (3) Phase II Design Fees, 1st Read, December 4, 2018
- TDEC – Air Monitoring Station, 1st Read, December 4, 2018
- Resolution – 2018-2019 Budget Amendments, 1st Read, December 4, 2018

Policy Monitoring

The policy monitoring report for Executive Limitation 1 – Global Executive Constraint was interpreted by Mr. House. The Director of Schools has ensured that the appropriate measures have been taken to avoid violations of this policy during this reporting period. A motion was made by Mr. Kittrell to declare full compliance for this reporting period of EL-1 and was seconded by Mr. Patterson. Motion passed 7 – 0.

Reports

Goals #6 and #7 - Continue focus on recruitment and diversity and boost social media presence for employee recruitment were presented by the Human Resources team, Dr. Phyllis Casebolt and Michael Tharpe joined by Dr. Tracy Hollinger and Melissa Izatt. Mr. Tharpe reported that the certified retention rate for 2017-2018 was 87.2% and number of educators hired 2018-2019 was 377. Classified retention rate 2017-2018 was 85.8% and number of employees hired 2017-2018 was 238. There were 478 subs hired school year 2017-2018 as opposed to 365 hired for 2018-2019. Mr. Tharpe also explained the diversity recruitment plan for HBCU (historically black colleges and universities). Next steps include identifying five administrators to serve on the minority recruitment team, build relationships with teacher candidates and HBCU education department officials, and mailing each candidate a packet to cover Clarksville housing and community information prior to CMCSS teacher job fairs.

Dr. Casebolt shared the ongoing recruitment efforts of the HR department. She commented that CMCSS was invited by TDOE to participate in the Human Capital Network which will be primarily focusing on providing equitable access effective teachers. CMCSS Careers Facebook page is another powerful recruitment tool used to disseminate information regarding certified, classified, and substitute positions. Next steps in the recruitment process will be to continue monitoring data to identify trends and effectiveness of recruitment strategy, explore expanding social media presence to other platforms such as Twitter, and increase social media applicant tracking capabilities through recruit and hire.

Comments

Director of Schools Report

Mr. House notified the Board that all Quarterly Reports have been placed in the Dropbox.

Mr. House spoke regarding the upcoming annual Fishbowl activity with all administrators and commented this is an excellent opportunity for the executive team to learn valuable real-time feedback from principals and administrators.

Other items of interest covered by Mr. House included:

- Individual departmental budgets are being compiled and submitted to Finance; very busy time.
- Continued focus to ensure equitable resource measures are in place for our students as equity will remain the forefront of our work.
- Recent security stakeholders meeting was held with our community partners to engage in discussions on how we can expand and do a better job protecting students to possibly include additional kiosks, receiving precinct updates, security audits, and enhanced security improvements.
- Collaboration continues with CMCSS managements, the County Mayor and commissioners to move the Kirkwood project forward as we plan for future growth within the district.

With the holidays fast approaching, Mr. House extended his best wishes to everyone for a Merry Christmas and Happy New Year. He closed by saying it has been an amazing first half and that he is looking forward to 2019 and all that is to come.


Items on the agenda having been completed, Board Chair Margaret Pace adjourned the meeting at 6:57 p.m.



Margaret Pace
Board Chair



Millard L. House II
Director of Schools



Deb Cummings
Board Secretary