

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

**December 10, 2019**

The Clarksville-Montgomery County Board of Education convened Tuesday, December 10, 2019 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, Anne Murtha, Josh Baggett, Carol Berry, Herb Nelson, Charlie Patterson, and Jimmie Garland. Also present were: Dr. Angela Huff, Chief of Staff (presiding for Mr. House); Mark Nolan, General Counsel; David Holman, Chief Technology Officer; Jim Sumrell, Chief Operations Officer; Jeanine Johnson, Chief Human Resources Officer; Elise Shelton, Chief Communications Officer; Carol Joiner, General Counsel; and Deb Cummings, Secretary, who documented minutes of the meeting. Members present of the County Commission School Liaison Committee: David Harper, Charlie Keene, Jerry Allbert, Loretta Bryant, and Carmelle Chandler.

**Point of Pride Awards**

Dr. Mason Bellamy, Level Director High Schools, presented the following high school awards:

**Charlotte Lange, Sara Lange and Emily Mayes**, Rossvie High School, and **Nina Chong and Amanda Bean**, Clarksville High, as one of the National Merit Scholarship program semifinalists.

**Charlotte Lange**, a RHS senior, earning a perfect score of 36 on her ACT.

**Ashley Song**, Rossvie High, United States Senate Youth program award.

**Kendall Maynard**, Clarksville High, TSSAA Girls Golf Championship, individual state runner up large school division.

**Bryan Feldman**, Clarksville High, TSSAA AF Bridges award 2018-2019, Principal of the Year Athletic District 5.

**Blakely Wilkinson**, Clarksville High, and **Christian Solberg**, Northwest High, recognized as Congress of Future Medical Leaders.

Dr. Mary Gist, Director Middle Schools, recognized **Kim Rollins**, Northeast Middle School counselor, who recently received the Tennessee Association of Counselor Educators and Supervisors Outstanding Field Supervisor award.

Ms. Jeanine Johnson congratulated the CMCSS Health and Safety Department for their work in receiving a **StormReady** certification from the National Weather Service. CMCSS is now considered a **StormReady** district.

**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 Mrs. Berry, the Board approved the Consent Agenda 7 - 0. Consent Agenda consisted of:

- November 12, 2019 regular session minutes
- Surplus Property, Technology - Servers, 1<sup>st</sup> Read, 12/03/2019
- Resolution – Lease of Computers, 1<sup>st</sup> Read, 12/03/2019
- Resolution – 2019-2020 Budget Amendments, 1<sup>st</sup> Read, 12/03/2019

### **Policy Monitoring**

The policy monitoring report for Executive Limitation 1 – Global Executive Constraint was interpreted by Dr. Huff. The Superintendent/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. Every effort will be made to ensure that the District is in compliance with local, state and federal law and Board policy. A motion was made by Mr. Baggett to declare full compliance for this reporting period of EL-1 and was seconded by Mr. Nelson. Motion passed 7 – 0.

### **Report**

Goal # 5 – Develop and support multiple pathways into the teaching profession was jointly presented by Melissa Izzat, Director of Educator Quality, Human Resources and Michael Thorpe, Employee Process Coordinator, Human Resources. Ms. Izzat discussed some of the recruitment challenges the district is facing which include licensure, the lack of candidates, and late contract offers resulting in missed hiring opportunities. Since July 2019, there have been 342 new teachers hired. CMCSS is experiencing teacher shortages in special education, math, science, elementary and ELL. Sixteen positions were unfilled at the start of 19-20 school year and currently there are thirty open positions. Alternative pathways being explored are Clarksville Teaching Fellows, Early Learning Teacher Residency, iTeach and additional job embedded university supports. The certified retention rate for 2018-2019 was 87.7% as compared to 87.2% for 2017-2018.

Mr. Tharpe continued the presentation reporting on previous recruitment efforts which have been out of state and in state job fairs, CMCSS job fairs, relocation incentive and Praxis reimbursement. For 2019-2020, recruitment focus has been on specific career job fair presence, extending early employment offers, minority recruitment and revitalized recruitment campaign with a community focus and improved technology and efficiencies. The minority recruitment team is comprised of ten team members of CMCSS district level administrators and teachers. Their concentration will be on four TN HBCU campuses : TN State University, Fisk University, Le Moyne-Owen College and Lane College.

Ms. Izzat shared that the recruiting efforts are being enhanced using the Educator Preparation Report Card to collect data in four domains: candidate profile, employment, satisfaction and provider impact. CMCSS will use this data to focus recruitment efforts and candidate outreach. In addition, much information was provided on the provisional special education licensure program which will allow a pathway for educators seeking to add a special education endorsement to their license.

The entire presentation may be viewed here : <http://www.cmcss.net/wp-content/uploads/2019/12/Goal-5-Develop-and-Support-multiple-pathways-into-the-teaching-profession-12102019.pptx>

### **Comments**

#### **Ft. Campbell Liaison**

From Ft. Campbell to CMCSS, wishing the district a very happy holiday season.

### **Board Members**

Mr. Garland commented he attended the County Commission meeting last evening and extended his appreciation to the commissioners for supporting education in this community. Ms. Murtha and Mr. Garland agreed there is still work to do in our schools and stated the CMCSS Board as a union is committed to making a difference. Thanks was also given to Mr. House, Mayor Durrett, Mr. Sumrell and their staffs for the dedication, planning and perseverance to the building capacity efforts.

Director's Comments

Dr. Huff reported on the County Commission meeting commenting that four resolutions were approved and one was deferred. The commissioners requested more information on the Emmanuel Family Life Church resolution to include an appraisal, property survey and building inspection. The resolution will go back the commission in January 2020.. In addition, the commission asked CMCSS by resolution to convey the Kirkwood property back to county ownership. This resolution will be on our CMCSS study session agenda on January 7 for discussion.

In closing, a video was shared regarding opportunity culture and multi classroom leaders (MCL's).

Items on the agenda having been completed, Chair Margaret Pace adjourned the meeting at 7:06 p.m.



Margaret Pace  
Board Chair



Millard L. House II  
Director of Schools



Deb Cummings  
Board Secretary