

**Parent Communications Meeting  
February 7, 2013**

**1. Department Highlights**

Chief Communications Director Elise Shelton explained that the group would be hearing from CMCSS department heads in February and March. They will be sharing their department's highlights. She commented that last year's AdvancEd final report along with this year's National School Public Relations Association communications audit results had both noted the need for CMCSS to do a better job of "telling our story". The department heads sharing highlights is one way we can do this.

**Jeanine Chester, Chief Human Resource Officer**, presented her department highlights:

- 2100 teachers, 1676 classified employees, and 194 administrators
- Largest employer in Montgomery County outside of Ft. Campbell.
- Voted "Best Employer" in last year's Leaf Chronicle survey
- 87% employee retention rate. Mentors are provided to work with new teachers.
- Professional development opportunities exist for all classifications
- CMCSS is ranked 23 out of 126 in the state for average teacher salary
- Market analysis is done each year for select job classifications to stay competitive with what other industries are paying same type of classifications
- Benefits – there was no premium increase this year for insurance
- On-Site Clinics available free of charge to employees with district's insurance
- Safety/Risk Management department. Safety protocols have been tightened in the last few months. 100% of our schools were "safe schools" in the most recent audit.

**Danny Grant, Chief Financial Officer**, presented highlights of the areas he is over including Business/Finance which includes Payroll, Purchasing, Accounting; Child Nutrition Department; Warehouse and Textbook Processing

- Audit results for four of the past ten years resulted in NO findings.
- \$275 million budget this year
- 37 campuses plus Operations, Greenwood, and Central Office
- For past eight years, textbooks have been in schools on the first day of school

Child Nutrition: Our Child Nutrition department is a leader in food service industry in the region and at the national level

- The department's focus is "you can't teach a hungry child".
- Approximately 50% of students in our district qualify for free and reduced lunch.
- Child Nutrition is 100% self-funded – no money comes from local funding
- US Healthier Schools – only 4% of schools nationally received this designation. CMCSS had 17 schools that met the criteria and received this designation.
- Farm-to-School program. This is a program where our Child Nutrition department purchases locally grown produce in season, providing fresher food and helping local farmers. Future program may include a hydroponic greenhouse at one of our high schools.

- Universal breakfast program is offered in schools with high free/reduced rate. CMCSS' in-House bakery was started last year at Richview Middle School. The bakery allows us to provide fresh, nutritious, high-quality products to all schools. This program is looking for space to expand. We are the first district in the state to have an in-house bakery.
- State inspections – a score of 70 is required to pass. Our lowest score was 95. All schools are 95 or higher.

**Elise Shelton, Chief Communications Officer**, presented her department's highlights:

- Leadership CMCSS program, based on the Leadership Clarksville format. Individuals apply for this program. Once accepted, they spend six half-days in different CMCSS locations learning about the district.
- Fund raising – City Saver program put \$200,000 in schools. Additional funds of \$110,000 were raised last year.
- Teacher Warehouse – This is a warehouse of supplies for our teachers to use free of charge. Items are donated by businesses and individuals to help teachers supply their classrooms at no cost to them. Teachers saved \$50,000 last year.
- Pass & Go Program – This program is sponsored by Wyatt-Johnson and Premier Medical to encourage students in high school to take Advanced Placement classes. Wyatt-Johnson donates a car to be given away and Premier Medical has supplied laptop computers and other items. Students receive a key for every AP class they pass. One of those keys will start the car.
- Copy center – CMCSS has a copy center and does a large volume of our own printing resulting in huge savings on copy needs.
- Focus Videos and You Tube – We produce our own videos to help tell the stories of what is going on inside of schools. These can be viewed on our website and on YouTube
- Facebook Page – CMCSS has a Facebook page which enhances communication with stakeholders.
- AdvancEd Accreditation designated CMCSS as “highly functional” for stakeholder engagement.
- Sunshine Award – A Missouri entity that rates governmental agencies and departments on their transparency rated CMCSS “A-”. We were only district in the state to get an A.

Following each department's presentation of highlights, the group was asked to discuss which of the highlights they felt were important for others to know. Most felt all of the highlights were important and needed to be shared with all stakeholders.

Dr. Worthington added that from 2004-2012, six out of those eight years, CMCSS had finalists in the State Department sponsored Teacher of the Year competition. We have also had two Principals of the Year.

### **February Question of the Month Discussion**

**Does the current Student Code of Conduct reflect our community's values and expectations for ethical and lawful conduct and responsible citizenship? If not, what should be included or eliminated?**

Parent comments included:

- Teachers are not held to the same standards as students
- Principals should have some discretion on student discipline.
- Issues with student's assignment to ISS being delayed because ISS is full.

Dr. Worthington talked about progressive discipline and the difference between detention and ISS. Detention is held before or after school or sometimes on Saturday. Students in detention do not lose their privilege to attend sports events, dances, etc. When a student is assigned to ISS, they may not participate in extra-curricular activities. There was discussion about the cell phone policy. Students caught with cell phones go straight to ISS rather than detention.

Dr. Worthington commented on the evolving use of technology with I-Pads, cell phones, and other devices being used in classrooms in other places. On-line textbooks may be available in the future. Right now, the process we use to acquire textbooks is legislated, and we do not have much choice.

As follow-up information from previous safety discussions, Dr. Worthington said that the "buzz-in" systems that need to be installed at some schools are currently on backorder due to the increased demand for the systems.

A question was asked about whether SRO or other officers would be available after this year for schools that do not have them currently assigned. Dr. Worthington stated that the County Commission is discussing this topic right now. There is a proposal for eight officers to be trained over the summer and be in place for next school year. Right now, there are over 90 off-duty officers providing coverage on a rotating basis. One of the parents commented that the SRO officer at her child's school is a real asset to the school and has a positive impact on students.

The new sheets for the Question of the Month boxes in the schools will be sent to the members of the parent group in the next day or two following a suggested change to clarify the meaning. The March question is:

**How can stakeholder engagement be improved so that stakeholders feel informed and know how they can support student achievement? A "stakeholder" is someone who has an interest in the school. For example, parents, guardians, extended family of students, and community members are those who have an interest in our students' educational opportunities.**