

## **Parent Advisory Meeting Notes**

October 4, 2018

The Parent Advisory meeting held on October 4, 2018, with 21 parent representatives in attendance.

### **Dr. Angela Huff, Chief of Staff**

Opened the meeting. Dr. Huff introduced herself and explained her position and how it came about. There were two Elementary Directors last year and this year there is only one, which is how the new Chief of Staff position is funded.

### **Mr. House, Director of Schools**

Welcomed the group and thanked the parents for their feedback and time. Reminded group that the feedback provided last year had a significant impact on decisions made by the district.

### **Shara Sohn, Substitute Staffing Representative**

Explained her role and responsibilities. Provided information on substitute teachers. There are some misconceptions about the substitute program that need to be cleared up. The following statements are true:

- No degree is required
- Parents are allowed to substitute and might even be able to work at specific schools

### **Dr. Kimmie Sucharski, Director of Accountability**

Tennessee ESSA Plan (TNReady Reset) PowerPoint is available here:

[https://portal.cmcss.net/docs.aspx?doc=externalDocument\\_39.pptx](https://portal.cmcss.net/docs.aspx?doc=externalDocument_39.pptx)

Tennessee did a reset regarding proficiency and standards. Mastery used to be 21. Now 21 is proficient. Two big pieces of information, which are often confused; achievement and growth (value added). Often, children can experience a lot of growth and still not be on grade level. Achievement is determined by whether a student met the target.

Presented value added for all grade levels, broken apart by subject. Presented achievement results from 2016 through 2018. We achieved better proficiency than the state.

- Graduation rate for the state: 89.1%
- Graduation rate for CMCSS: 94.2%

The six percent might be students returning for a fifth year, students with disabilities, students who left the system and were still counted in our data, and GED students.

Sixteen out of thirty-eight CMCSS schools have been identified as reward schools (top 5% in entire state).

### **Dr. Sean Impeartrice, Chief Academic Officer**

#### **Melinda Harris, Barksdale Principal**

#### **Helen Nicholas, Barksdale Assistant Principal**

Provided an update on the Spanish Immersion Program.

Spanish Immersion PowerPoint is available here:

[https://docs.google.com/presentation/d/1eSMSUMXFPA8M4VMo9egHXuwHgIde11Mz1186\\_6NGysY/edit#slide=id.g437f004118\\_0\\_0](https://docs.google.com/presentation/d/1eSMSUMXFPA8M4VMo9egHXuwHgIde11Mz1186_6NGysY/edit#slide=id.g437f004118_0_0)

## **Jeanine Johnson, Chief Human Resources Officer**

Employee retention update.

Certified Retention for 17/18= 85.8%

Classified Retention for 17/18 + 87.5%

### **Question of the month: What can all stakeholders do to help improve employee retention?**

- ✓ Help employees feel valuable. Do they feel respected? Do they see themselves as an integral part of the success of the whole group?
- ✓ As long as teachers get paid adequately, benefits are good, and they have support; that should keep them. Everyone wants to feel important and valued.
- ✓ Support the teachers with parents volunteering in classroom.
- ✓ Decrease number of students in classrooms, provide more training, provide more EA's, provide more assistance for students performing below standards, and provide more assistance for students performing above standards.
- ✓ Support and show appreciation to those employees. I feel the emotional aspect plays a significant role in one's personal satisfaction and therefore would be helpful in retention.
- ✓ More funds for teachers to use in the classrooms. That way they aren't dipping into their personal funds.
- ✓ Stricter disciplining action toward the students. Parents should have to sit in class with the child if constantly acting out.
- ✓ Be actively involved in the schools and offer support wherever needed. Offer help to maintain a work/home life balance.
- ✓ More resources & funds for the teachers to use in their classroom. Our teachers spend hundreds of dollars of their own money for their classroom. Should not be up to PTO/PTA to provide.
- ✓ More funds for the classrooms, to help the teacher buy her aids.
- ✓ Employee retention boils down to employees feeling valued and supported. Money is a very small part, but if teachers feel that their opinions aren't valued or the expectations are unattainable; they will not stay. Parent support of teacher is huge as well. As a former teacher with a young family, I know the dedication and countless hours after school and on weekends that are expected.
- ✓ Increase the "family" atmosphere. Help to strengthen the "family" feel between co-workers and parent/teachers.
- ✓ Know your employee, let your employee know they're more than just a person showing up to do a job. Many relationships are formed at school, but if you don't take time to know employees, you may miss out on so many other skills & qualities they may possess.
- ✓ I feel all is being done to improve retention. There is no way to control employees moving or retiring. Possibly an incentive bonus for teachers based on time of service (if one is not currently implemented).
- ✓ Continue to strongly support your teachers & employees so that they know the district "has their back." Unfortunately there can be some misbehaving children, and the parents back up their child. It is a relief for an employee to know that their employer supports them.

The meeting notes from each meeting are posted on the CMCSS website under the "Students and Parents" tab.

Contact Information:

[Angela.huff@cmcss.net](mailto:Angela.huff@cmcss.net)

[April.sparks@cmcss.net](mailto:April.sparks@cmcss.net)

[Deborah.cummings@cmcss.net](mailto:Deborah.cummings@cmcss.net)

[Shara.sohn@cmcss.net](mailto:Shara.sohn@cmcss.net)

[Kimmie.sucharski@cmcss.net](mailto:Kimmie.sucharski@cmcss.net)

[Sean.impeartrice@cmcss.net](mailto:Sean.impeartrice@cmcss.net)

[Jeanine.johnson@cmcss.net](mailto:Jeanine.johnson@cmcss.net)