

**Teacher Advisory Committee Meeting
West High School Library
Thursday, February 23rd, 2017**

Present:

Buzz Thomas, Superintendent
Eric Aguilar, Chilhowee Intermediate
Merry Anderson, Karns Middle
Chris Beatty, System-wide
Annette Benson, Corryton Elementary
Jannice Clark, Kelley Volunteer Academy
Laura Davis, West High
Rebekah Ellis, L&N Stem
Blair Harrison, Pond Gap Elementary
Jessica Helman, Vine Middle
Beth Howard, West Valley Middle School
Wanda Lacy, Farragut High
Ryan Milani, Career Magnet Academy
Jarrod Pendergraft, Hall Middle
Jim Porter, Powell High
Kitty Pruett, Northwest Middle
Nicole Sanders, Christenberry Elementary
Jessica White, Cedar Bluff/Hardin Valley
Antoinette Williams, Farragut Intermediate
Lee Anna Wright, Northwest Middle/Ridgedale

Guests:

Dr. Jon Rysweyk, KCS Chief Academic Officer
Dr. Kelly Drummond, KCS Director of Human Resources

Not Present:

Kelly Farr, Mount Olive Elementary
Lauren Hopson, KCEA

Interim Superintendent Buzz Thomas

- Welcome and Introductions of Committee Members and Guests
- Superintendent Thomas introduces Dr. Jon Rysweyk, Chief Academic Officer and Dr. Kelly Drummond, Director of Human Resources
- KCS is a high achieving district
- The goal is to be the best school district in the South and also be a great place to work
- KCS honored nearly 200 teachers during its 2017 – 2018 Teacher of the Year celebration
- Teachers of the year were Heather Palmer from Dogwood Elementary, Mary Sue Pruitt from Farragut Middle School and Karen Latus from Bearden High School

Rezoning:

- We have been intentional about two things. Listening to the public, and then, doing what they asked
- We have had six big meetings to listen to our communities
- A preliminary rezoning draft will go out in the next couple of days and we feel like we have done what our communities have asked us to do

Budget:

- Our main focus for our budget this year is compensation and benefits for our teachers and support staff
- We are also pushing for a compensation increase for our classified employees
- Bus Drivers are underpaid. They are in control of the safety of our children to and from school everyday
- Buses travel 20,000 miles per day

- Thank you for being the champs that you are

Sub Committee Evaluation System Update from Laura Davis:

- We have visited other school districts such as Lenoir City, Alcoa and Maryville that are happy with the TIGER evaluation system
- Currently working on a draft to present to the Teacher Advisory Committee
- Teachers do not want to completely change the TEAM model we are currently using
- Want more flexibility to our current TEAM model, such as a level 4 teacher can get some of the level 5 benefits
- Add additional artifacts into our school
- Apply for flexibility from the State
- Give some schools the option to try the TigerModel
- More flexibility options to help improve our numbers
- 68% of teachers are not happy with our current evaluation model
- The TigerModel provides more feedback rather than just a number
- Many teachers in surrounding districts have spoken very highly of TIGER
- Feedback will help us grow in the classroom
- Superintendent Thomas asks if we can get away from numbers.
- Response to Buzz's question was numbers are offensive
- TigerModel looks rigid on paper, but it really isn't
- Feedback is so specific that teachers will not need numbers for their evaluations
- TigerModel seems to be more open, flexible and holistic
- Teachers want to be trusted by their Administrators and lead teachers
- At this time we have not been able to talk to any support staff about the TigerModel, therefore we do not have any feedback regarding support staff using TigerModel
- Guidance staff have been happy with the TigerModel
- Teachers want training for this model to be deeper and more thorough

Staffing:

- The question was asked if staffing reduction decisions were made on the number of students at a school
- Superintendent Thomas responded that the reduction in staff is mostly determined by a formula
- The formula includes enrollment, economic status and the number of transfers
- Teachers want support instead of a pay increase
- Superintendent Thomas states that we are working toward site based decision making and budgeting
- Teachers say that they feel like they are in a "black hole" and cannot get interviews for other teaching positions at different schools
- Superintendent Thomas stated that we need to build a pipeline at an early age to see teaching as a great profession
- KCS will be adding Assistant Principals for Elementary Schools who currently only have a Principal
- Teachers depend on their Assistant Principals and Teaching Assistants for support in their classroom.
- A Question was asked "How do we decide who to RIF"
- The process for eliminating a position is to first look at enrollment; Second at the position not the person and then it is the Principals call whether to RIF a position

Closing Remarks:

- Classrooms need more science text books
- Superintendent Thomas is very encouraged by all the work that is being done on the evaluation system
- We want KCS to be where everyone wants to work

- Last year we had a third less arrests in schools, 500 less kids got suspended and 91% of our kids graduated high school

Next Meeting

- Next Meeting will be Thursday, March 23rd - 4:30 pm West High School Library