

**Teacher Advisory Committee  
West High School Library Classroom  
Wednesday, February 24, 2016**

**Attendees**

Dr. Jim McIntyre, Superintendent  
Dr. Rodney Russell, Director of Human Capital  
Lauren Hopson, KCEA President  
Eric Agular, Chilhowee Intermediate School  
Merry Anderson, Karns Middle School  
Jannice Clark, Kelley Volunteer Academy  
Tanya Coats, Farragut Intermediate School  
Laura Davis, West High School  
Rebekah Ellis, L&N STEM Academy  
Kelly Farr, Mount Olive Elementary  
Jessica Helman, Vine Middle Magnet School  
Jessica Holman, Principal, Inskip Elementary  
Beth Howard, AP, Hardin Valley Academy  
Heidi Knapczyk-Walsh, Christenberry Elementary  
Wanda Lacy, Farragut High School  
Ryan Milani, Career Magnet Academy  
Jarrod Pendergraft, Halls Middle School  
Dr. Kitty Pruett, Northwest Middle School  
Jessica White, Cedar Bluff Middle School  
Lee Anna Wright, Northwest Middle/Ridgedale  
Jennifer Sullivan, Administrative Assistant

**Not in Attendance**

Chris Beatty, Powell High School  
Annette Benson, Corryton Elementary  
Laurie Price, Bearden High School  
Lynne Fugate, Board Member

**Guests**

Dr. Elizabeth Alves, Chief Academic Officer  
Bob Thomas, Assistant Superintendent of Administrative Services

**Greeting & Introductions**

- Everybody introduced themselves, including guests.
- Discussion regarding Superintendent's resignation
- Superintendent's priorities for the remainder of his term were stated as
  - Following through on the DEO Task Force recommendations

- Presenting a budget that is aligned to the district's educational priorities
- Assuring a smooth transition for the interim superintendent and setting the permanent superintendent up for success
- TAC member will prioritize agenda items for the remaining meetings

### **Teacher Autonomy**

- The District's goal is to treat teachers as professionals
- Some see a need for consistency and clear parameters throughout the district
- This topic is somewhat philosophical but can have some concrete implications
- (Members were given time to discuss constraints on autonomy in small groups)
- Some feel that there is a concern with communication and deadlines, specifically with the fine arts portfolio this spring
- Pacing guides are a perceived constraint as well: Meant to be guides not evaluation tools. Consistency at the building level is desired
- A few feel as if they are losing autonomy regarding lesson planning, they feel tied to readers and Teacher's Editions, others did not feel this constraint
- Variables differ greatly within each school---how do you make one "rule" to apply to experienced teachers vs. novice teachers
- Teachers need to earn the trust of their administrators
- Sometimes it is a process and once you are used to the process, you are usually given more autonomy
- From an administrator's point of view---there are non-negotiables and there are other variables---time and success in growth earns trust and more autonomy
- Overall, most feel they have autonomy. There are pockets of schools throughout that feel micromanaged
- Time is a constraint for some---not enough time to cover all that is expected
- RELATIONSHIPS are key! Relationships between teacher and student, teacher and administration, administration and district personnel
- Other key concepts: Differentiation, professionalism, principal training, communication and earned autonomy

### **Professional Development**

- Past 5 years PD has changed, the district is trying to promote consistency, collegial learning, sharing best practices, and teacher's choice of PD

- One big change is the move from a whole day of scheduled PD to half day scheduled (Collegial purposes) and half day in classroom (Putting new ideas in action)
- The question to ponder is: What is our current state of PD and where do we want to be?
- What is our PD learning framework? What does it mean? Why is it important?
- Move away from just attending PD to be compliant and toward a growth mindset
- How do we meet all levels of need as well as all areas of need? These questions are being discussed and defined currently
- We are searching for the greatness within our district to use as models as well as viewing outside examples.
- Ideas:
  - Independent PD---one teacher submits a growth plan and then that person gets the help they need (i.e. a teacher can get help on specific issues he/she is having by matching up with someone who has experience and has achieved success with new idea or mandate)
  - Some worried that offerings are getting too watered down due to having too many sites with the same content. The presenters are not always the highest quality at every location---consider fewer sites.
  - Most enjoy the time they get to network and share best practices with those who teach the same subjects
  - PD Request for Secondary level: Unpacking of ELA & Math Standards focusing on maintaining rigor....what does this look like? Do we do it by grade level or concentration (algebra, geometry, etc.), or keep everybody together to enable vertical planning?
  - Reduce sites with same topic but alternate from year to year where that PD is located...move it around the district for fairness

### **Funding/BEP**

- Budget picture looking better this year
- Governor put more money into BEP without a new tax
- Funding for 12 months of insurance now rather than 11 months
- Insurance may be going up but Bob Thomas doesn't have good information yet
- BEP projected funding expected to be reduced due to the fact that Knox County Schools is not expected to meet the 1% growth
- Sales tax is up this year
- Property taxes will most likely stay constant
- APEX is not a cost in the FY17 budget
- Early Literacy will be phasing out so funding will begin to go away

- The Superintendent is making salary increases for teachers and instructional technology high priorities
- The budget should be complete in a few weeks and presented to the Board in mid-March
- TAC Members expressed that they would like Bob Thomas to come to the March meeting so that they can have more time to discuss other budget/funding items

**Closing remarks**

- Topic priorities for remaining meetings were discussed and are: Funding/budget/BLTC/Staffing allocations/Textbooks/TAP, Special Education, ELL

**Next Meeting**

The next meeting is scheduled for Wednesday, March 29, 2016