

December 2011



State Releases 2011 Report Card data

The Tennessee Department of Education has released the 2011 data on the State Report Card results on pre-K-12 education.

[The Tennessee State Report Card](#) includes state, district, and school-level information on achievement, demographics, and discipline. The Tennessee Education Improvement Act of 1992 established accountability standards for all public schools in the state and required the Department of Education to produce a Report Card for the public to assess each year.

The Knox County Schools (KCS) earned all “B” achievement grades in reading, math, science, and social studies). The State of Tennessee posted C, B, C, and B grades respectively. Achievement grades are based on how well students performed on the TCAP assessments against the curriculum standards.

In overall value-added results, the KCS earned C, B, C, and B grades for reading, math, science, and social studies. The State of Tennessee posted D, B, D, and C grades respectively. Value-added data measures student growth within a grade and subject, which demonstrates the influence the school has on the students’ performance.

Additional highlights of the data show:

- * The KCS remained consistent from 2010 to 2011 in overall achievement results, posting “B” grades in all categories.
- * KCS’s overall scores were either higher or on par with the State of Tennessee in every category.
- * Two schools earned straight As in achievement and value-added: A.L. Lotts Elementary and Rocky Hill Elementary.
- * The KCS advanced from a C to a B grade in value-added mathematics, an area that was targeted for improvement in 2010.
- * In mathematics, value-added scores were either maintained or improved in every middle school.

* In mathematics, value-added scores were improved by a 3:1 ratio at the elementary grade level.

* Opportunities for improvement in value-added category for elementary science.

* High school graduation projection of 86.61 percent. In 2010, the graduation rate was 86.6 percent, and was higher than anticipated last year due to a one-time methodological adjustment (the unadjusted rate would have been 84.8%). In 2009, the graduation rate was 81.4 percent.

* As a district, ACT scores were significantly above the predicted scores in every reported category (composite score, English, math, and reading).

“Our state report card results show that our improvement efforts are resulting in steady academic progress,” said Dr. Jim McIntyre, Superintendent of the Knox County Schools. “With rigorous new educational standards in Tennessee, this data serves as a valuable indicator of the growth we have achieved, as well as identifying areas where we need to focus additional attention.”

Austin-East no longer eligible for Achievement School District

The Knox County Schools has been informed by the Tennessee Achievement School District (ASD) that based on its current accountability status, Austin-East Magnet High School is no longer facing imminent state takeover.

The school, which had missed academic benchmarks in prior years, has made significant improvement in several areas in the past few years, including graduation rate,

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Austin-East principal Benny Perry (r) discusses the school's programs and progress during Gov. Bill Haslam and Education Commissioner Kevin Huffman's visit to Austin-East recently.

adequate yearly progress in English/language arts, and has also produced a National Merit Scholar.



Barbic

“Although Austin-East was initially identified as an Achievement School District (ASD)-eligible school, it has met the required performance benchmarks and – as of this time – is no longer considered ASD-eligible,” said Chris Barbic, Superintendent of Tennessee’s ASD in a letter to the Superintendent of the Knox County Schools. “It is clear that the time and effort you, Mr. Benny Perry, and the rest of your team are investing is making exactly the kind of impact

we all want to see for students enrolled at the school.” ([Download letter from Barbic](#)).

The Achievement School District was established in an effort to turn around the State’s lowest performing schools by allowing the state to take them over and govern them through the ASD. Schools are identified based on a definition including the U.S. Department of Education’s Persistently Lowest Achieving status, the state accountability status and a statewide lowest five percent designation.

Superintendent sites A-E Leadership, staff, students, parents, community for success

“Austin-East has done an enormous amount of work to improve its academic culture and instructional focus, and we are clearly seeing the results,” said Dr. Jim McIntyre, Superintendent of the Knox County Schools. “My congratulations to Austin-East’s leadership, staff, students, parents, and tremendously engaged community for this accomplishment. We must now sustain this academic momentum and continue the focused school improvement effort that has occurred at Austin-East to ensure high quality instruction and student success.”

Below, Superintendent McIntyre with Knoxville Mayor Brown discusses strategy with the Austin-East administration during his visit last fall.





Reason to Celebrate: A-E and Knox County School administrators and Board of Education members with Gov. Haslam and Commissioner Huffman just after their meeting this fall at the School.

Tennessee submits NCLB waiver

The State of Tennessee has submitted a waiver application for certain requirements of the Elementary and Secondary Education Act, most commonly known as No Child Left Behind (NCLB). The waiver is an effort to keep schools and districts focused on the ambitious, yet achievable goals of Tennessee's winning Race to the Top program.



To track schools' progress, the U.S. Department of Education required that Tennessee identify three groups:

- Reward schools: Ten percent of schools throughout the state with the highest achievement or overall growth.
- Focus schools: Ten percent of Tennessee's schools with the largest achievement gaps.
- Priority schools: The bottom five percent of the state's schools in terms of academic performance.

Collaborative Conferencing update

On June 1, 2011, Governor Bill Haslam signed into law the Professional Educators Collaborative Conferencing Act (PECCA), effectively replacing collective bargaining with collaborative conferencing in the State of Tennessee.

Upon submission of a written request to conduct collaborative conferencing by 15 percent or more of the professional employees in the district, Boards of Education must establish a "Special Question" committee for the purpose of conducting a confidential poll of eligible employees to determine if a majority of the employees desire to participate in collaborative conferencing.

In the Knox County Schools, the results of the Special Question poll showed that more than 50% of eligible professional employees indicated an interest in engaging in collaborative conferencing. In addition, only the Knox County Education Association was selected by 15% to represent them in the collaborative conferencing process.

In accordance with the Professional Educator Collaborative Conferencing Act, the Knox County Schools will begin collaborative conferencing once required training has been developed by the Tennessee Organization of School Superintendents and team members have been trained.

For more information, please contact Dr. Rodney Russell at 594-1922.

Special Question Poll Results:

Knox County Schools
 Special Question Poll 2011
 Vote Totals
 Electronic Election
 November 17-22, 2011

Eligible Professional Educators: <u>4,302</u>	Ballots Cast: <u>2573</u>
Percent of Eligible Voters: <u>59.80</u>	Challenged Ballots: <u>2</u>

Response to Question 1:

Shall the professional employees of this LEA (Knox County Schools) undertake collaborative conferencing with the board of education?

Total Yes votes cast: <u>2466</u>	Percent of Eligible Voters: <u>57</u>
Total No votes cast: <u>105</u>	Percent of Eligible Voters: <u>2.4</u>

Response to Question 2 (Slightly different question based on yes or no answer to question one):

If YES, which of the following professional organization would you like to represent you in collaborative conferencing?

If NO, which of the following professional organizations would you prefer to represent you in collaborative conferencing?

	Number of Votes	Percent of Total Vote
Knox County Education Association:	<u>2073</u>	<u>81</u>
Professional Educators of Tennessee:	<u>232</u>	<u>10</u>
Unaffiliated:	<u>208</u>	<u>8</u>
None of the above:	<u>26</u>	<u>1</u>

Spotlight on APEX

What is the teacher leadership rubric and how does it work?

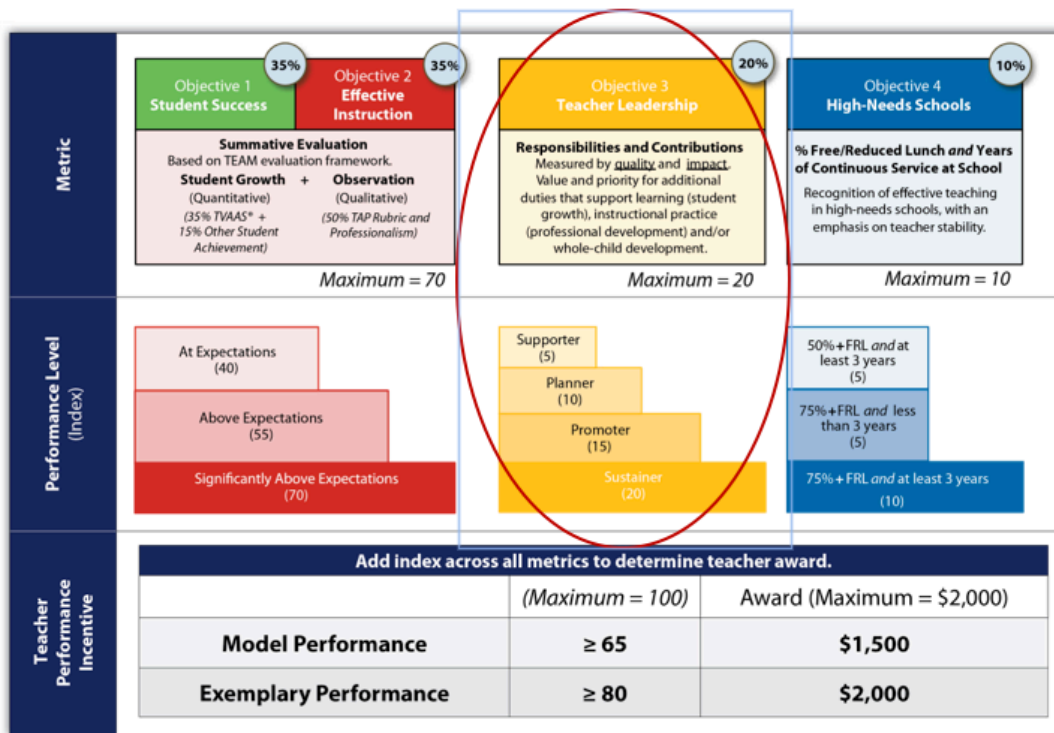
The teacher leadership rubric is organized by roles and responsibilities within each of four performance levels, including Sustainer, Promoter, Planner and Supporter.

Performance Level	Roles/Responsibilities
<p>Sustainer – 20 Exemplary teacher leader who sustains <i>multiple</i> key leadership roles within the school community and beyond. These teachers help shape and direct the professional growth of their peers and broadly impact student growth.</p>	<ul style="list-style-type: none"> • Multiple roles combining those within the Promoter and Planner levels such as: <ul style="list-style-type: none"> o PLC Leader <u>AND</u> Department or Grade Level Chair o Mentor <u>AND</u> PLC Leader or PD Facilitator o Mentor <u>AND</u> Department or Grade Level Chair o Department or Grade Level Chair <u>AND</u> Leadership or Data Team o Department or Grade Level Chair <u>AND</u> PD Facilitator o Lead Mentor (of other Mentor Teachers) o BLTC <u>AND</u> PD Leader o Other combinations of Promoter and Planner roles
<p>Promoter – 15 Model teacher leader who promotes and delivers high-quality, time intensive support to the school community and beyond, primarily focused on student growth, as well as professional development and growth.</p>	<ul style="list-style-type: none"> • Department Chair • Grade Level Chair • Professional Development Leader • Quality Teaching Institute Leader • Mentor Teacher • Lead Teacher • Leadership Team Member • Combinations of Planner and Supporter roles
<p>Planner – 10 Established teacher leader who plans PLC, SLC, and other leadership activities to support student growth and some professional development within a school. May be leading a specific committee to help achieve school objectives.</p>	<ul style="list-style-type: none"> • Team Leader • SLC Leader • Building Level Technology Coach • Professional Learning Community Leader • Chair/Officer of academic committee/taskforce (SACS, TSIPP, etc.) • Data Team Member • Parent-Teacher Association Board Representative
<p>Supporter – 5 Emerging teacher leader who primarily supports student life and work culture in a school. Limited</p>	<ul style="list-style-type: none"> • Professional Development Workshop Facilitator • Student Activity Sponsor (only uncompensated roles, includes sponsors of multiple activities) • Chair/Officer of non-academic committee/taskforce

Performance Level	Roles/Responsibilities
responsibilities in areas of professional growth and development.	<ul style="list-style-type: none"> Member of academic committee/taskforce Extended Learning Program Tutor SES Tutor

The rubric is an important component of the Teacher Performance Incentive because it defines levels of performance Teacher Leadership, one of the four objectives that frame this award, as indicated in the visual below

Teacher Performance Incentive



Knox County Commission approves redistricting plan

On Nov. 10, 2011, the Knox County Commission approved new district boundaries for the County Commission itself and the Knox County Board of Education. Redistricting is not rezoning. For the first time, the district boundaries for both elected bodies fully align. See Map below for new District Boundaries.

The process of legislative redistricting occurs every ten years following the release of decennial population data by the U.S. Census Bureau. Often times, a county will experience population growth or decline during the 10 years between censuses, and unequal distribution of population can occur, resulting in some legislative districts failing to meet one of the most fundamental democratic principles: equal representation, or "one person, one vote."

Redistricting is the mandated process occurring at federal, state and local levels that rebalances population between districts to restore equal distribution. Within Knox County, three legislative bodies with district-based representation are required to redistrict. These include Knox County Commission, Knoxville City Council and Knox County Board of Education.

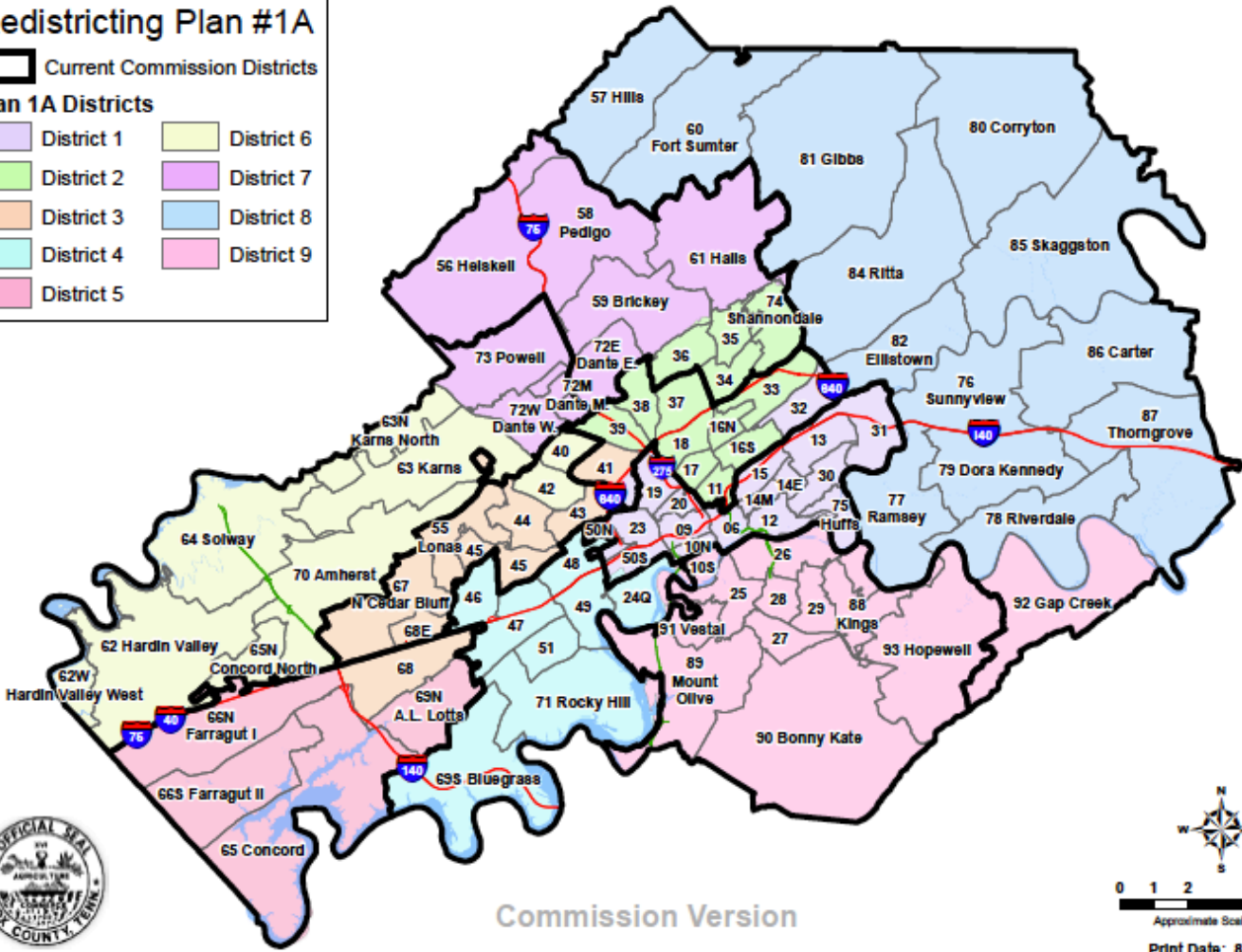
Knox County Redistricting Committee

Redistricting Plan #1A

Current Commission Districts

Plan 1A Districts

- District 1
- District 2
- District 3
- District 4
- District 5
- District 6
- District 7
- District 8
- District 9



Commission Version



Leadership Academy now accepting applications

Talented educators who aspire to be principals in the Knox County Schools are encouraged to apply to be a part of the third cohort of the Leadership Academy, a collaborative effort between the Knox County Schools and the University of Tennessee.

Applications are due by 4:30 p.m. on Tuesday, Jan. 17, 2012.

The program will run from May 31, 2012, through July 2013. The rigorous 15-month experience is intended to significantly shorten the learning curve for the increasingly complex and

demanding job of school principal. Teachers, instructional coaches, teacher leaders, counselors, assistant principals and others with educational experience and instructional knowledge are encouraged to apply. Applicants should aspire to be a school principal in the Knox County Schools within the next one to five years.

Leadership Academy fellows graduate with a master's degree or education specialist degree and Tennessee principal license. Those completing the program are not guaranteed principal jobs, but will be very competitive candidates for the openings. Fellows receive free tuition and are paid as an assistant principals while serving as Leadership Academy Fellows. In return, fellows must commit to working in the Knox County Schools for at least three years after finishing the program.

During the first summer, Leadership Academy fellows will be full-time UT students. Fellows will be placed in a Knox County school for the academic year, spending four days a week with a mentor principal, learning instructional leadership hands-on. The fifth day will be spent in coursework and seminars at UT with both professors and practitioners, learning the theory and research associated with effective educational leadership. The second summer will be spent completing capstone courses meant to culminate the experience.

The Leadership Academy is one of the components of the Center for Educational Leadership, part of UT's College of Education, Health and Human Sciences. The center is funded through a private donor and the Cornerstone Foundation. Race to the Top federal funding also assists in supporting the Leadership Academy.

For more about the Leadership Academy visit <http://cel.utk.edu/>.



KCS central warehouse saves money, time; provides convenience

Scott Whiting, Gary Jett, Bobby Russell, Bruce Sherrod, and Paul Jenkins may not be familiar names with many classroom teachers, but this quintet of KCS employees quietly plays a major role in the smooth operation of the system. They are the KCS Warehouse Operations team.

A proven savings

Prior to the beginning of fiscal year 2011-12, KCS requested Knox County Purchasing to pursue an invitation for bid seeking qualified vendors to drop ship on demand the supplies currently purchased, stored, and delivered by the KCS warehouse staff and crew.

The primary intent was to determine the feasibility and cost for vendors to provide and deliver art, office, instructional, custodial and medical supplies to individual school locations. Of the twenty bids received, only three were able to deliver all the items on the warehouse list. The evaluation team recommended that the bid be canceled because it would be more expensive to ship supplies to individual school locations direct from the vendor rather than maintain the current warehouse operation.

For the fiscal year 2011, the analysis estimated a net savings after cost of operations between \$190,000 and \$278,000 depending on vendor pricing. Some estimates have been even higher.



Warehouse workers Gary Jett, Scott Whiting, and Bobby Russell load a pallet of printing paper onto the delivery truck in preparation for the day's deliveries.



Paul Jenkins heads the warehouse operations from his office in the A.J. Building where he makes sure that supplies are ordered at the best prices available. He splits his time between warehouse operations duties and Accounts Receivable duties. Jenkins negotiates purchases with various vendors. "We try to purchase good quality supplies at the best prices," he said. Individual schools, KCS offices, and some Knox County Government departments purchase from the warehouse. He buys some items from existing bids available through county government but in most cases he calls vendors to get the most current and best price that he can. Pricing is important, but maintaining quality is just as important.

Judy Lewis who also works in the Accounting Department at the A.J. handles the day-to-day purchases and payments made by the schools and offices. She also maintains the delivery calendar on the web.

Paul Jenkins, Warehouse Operations, negotiates prices, purchase to keep the warehouse stocked with the best prices.

Daily Warehouse Operation



Bruce
Sherrod
oversees
the daily
operatio

Warehouse Manager Bruce Sherrod makes sure that there is a three month supply of items on hand. The warehouse stocks art, general office supplies, custodial supplies, medical supplies and instructional supplies.

n of the warehouse located in the Knox Central Building (formerly the Sears retail store). Currently, the warehouse stocks over 600 different items. “ I try to keep a three months supply in stock,” said Sherrod who inventories the warehouse and sends requisitions for new supplies to Jenkins.

Drivers/Warehousemen Scott Whiting, Gary Jett, and Bobby Russell alternate with two on the truck making deliveries while the third remains in the warehouse to replenish stock and pull orders for the following day. It’s hard work involving lots of heavy lifting. Five boxes of printer paper weigh nearly 250 pounds and constitutes a large portion of their deliveries. The drivers typically deliver to 4-8 schools per day on a regular schedule, returning at noon to the warehouse to reload and start out again. “However, if a school needs something right now, they can come to the warehouse and pick it up,” said Sherrod.

Importance to the Art Program

Art supplies make up a large portion of the stock and savings.

“Our art teachers purchase from the Warehouse using some of their classroom funds,” said Dr. Fred Patterson who oversees the art program for Knox County Schools. “We couldn’t survive without it,” he said. “Being able to purchase in bulk allows art teachers to purchase basic supplies for less than retail. With such a small budget for art, it stretches their budget further than anything else we could do.”

Patterson recounted that the art teachers were in a virtual panic when the district was considering direct vendor drop shipping and doing away with the warehouse. Art teachers drafted a list of essential



Art Supplies bought in bulk allow art teachers to get the most for their limited classroom budgets.

s that the warehouse supplied and signed a letter begging not to close it.

Deliveries, service, frees up maintenance foreman

Diane Ball in the maintenance department reinforces the importance of the warehouse and the warehouse delivery system. “The warehousemen/drivers deliver custodial supplies every three weeks,” she said. “If they didn’t, then our custodial foreman would have their time tied up making these deliveries. They also not only deliver our dust mops, they also pick up the used mops and clean them for us,” added Ball.

Praise from Health Services

Rita Giles, Administrative Assistant to Health Services supervisor Lisa Wagoner also had nothing but praise for the warehouse operations crew. “They are SO important to us because when the school nurse faxes medical supplies they need, Bruce and the guys deliver them in a timely fashion,” said Giles. If a school nurse needs supplies in between regular delivery route dates, the nurse can come to the warehouse and pick up the supplies. “The guys are so kind and helpful,” she reiterated.

Copier and printer paper and other general office supplies are bought in bulk and stored over a period of time. This creates a major savings by eliminating the need to order smaller amounts from vendors and have the orders drop shipped to individual schools.

Real bottom line: Doing a service for the kids

But Sherrod, who has managed the warehouse since 1997, brings the whole operation into a meaningful focus. "I feel like we are doing a service for the kids and for the system by being able to supply them," he said. "It saves money and I feel like that is helping the kids."



Art supplies purchased at less than retail stretch limited budgets for classroom teachers so that students have more opportunities.

Online form submission makes approval process faster, easier



Knox County Schools has been testing a new, online forms submission process for the last two months, and the results are promising. Using the SchoolStream application linked from the KCS Intranet, users fill out the appropriate form then select from a list of pulldown choices where the form needs to go for approval.

The form is automatically routed to each level of approval if necessary. For example, an off-campus, in-county day field trip form submitted by a teacher must go first to the principal, from the principal to a supervisor and then to a director for approval. This three step process used to take several days or even weeks as the paper made its way through the system. Depending on vacations, workloads, and other delays, the request might have been 'stuck' at one point or another along the way. Now, the approval can be given from anywhere at anytime provided the approver has access to the Internet.

The screenshot shows the 'Off-Campus Trip Approval IN-COUNTY DAY TRIP' form. The form includes fields for 'Requested by', 'Date submitted', 'Class (grade, subject, organization)', 'No. Students', 'No. Adults', 'Event and destination', 'Purpose of trip', and 'Return' date. Below the form is a table showing the approval history.

Form ID	Request Type	Requester	Date/Time	Status
PN0012028828	Request of Student, Employee or Visitor Academic/Incident and Injury Form	REBECCA KIDDER	11/2/2011 4:58 PM	Approved (Final)
PN0012028824	Request of Student, Employee or Visitor Academic/Incident and Injury Form	GAIL WOODRIF	11/2/2011 3:55 PM	Pending
PN0012028823	Request for Transportation Services Form	ANACIA HUGHES	11/2/2011 3:45 PM	Approved (Final)
PN0012028822	Request of Student, Employee or Visitor Academic/Incident and Injury Form	SCOTT CLARK	11/2/2011 3:30 PM	Approved (Final)
PN0012028821	Request of Student, Employee or Visitor Academic/Incident and Injury Form	Chad Green	11/2/2011 3:11 PM	Approved (Final)
PN0012028820	Request of Student, Employee or Visitor Academic/Incident and Injury Form	JEN HARRISON	11/2/2011 3:11 PM	Approved (Final)
PN0012028818	Request for Transportation Services Form	MICHELLE PLUMB	11/2/2011 3:14 PM	Approved (Final)
PN0012028816	Request of Student, Employee or Visitor Academic/Incident and Injury Form	ANN BOWEN	11/2/2011 3:08 PM	In Review

The pilot project allows users and administrators to store, search, report, and monitor the progress of forms as they are submitted and routed for approval. Turnaround time can be as short as same day approval.

The person submitting the form is notified via e-mail at each approval level.

In the new system, each person in charge at each level of approval is immediately notified via e-mail that a form has been submitted and is waiting their approval. The e-mail supplies a link to the form. Once the form is approved at one level, it is automatically routed to the next level and another email notification is sent to alert that approver at the next level that a form has been submitted and is ready. At each level of approval, the original submitter is notified about where in the routing

system the request is at any time.

The result: In many cases, a request that used to take days is done within hours or even the same day.

The system is also very easy to use.

"As far as the ease of use and the limited amount of training provided to the end user the School Stream form routing and approval pilot appears to be a positive step for Knox County," said Bill Parker, Director of Technology, who was instrumental in setting up the project. "With this initial success Knox County Schools will consider expanding the use of electronic forms. A real bonus, other than being paperless, is the response time a submitter gets a notification after submission of their forms. Weeks have now be reduced to days or in some cases hours."

Rick Grubb, Director of Transportation, agrees with Parker. "The application for the purpose of requesting Transportation services has performed above expectations," said Grubb. "Responsiveness and efficiency are greatly enhanced. Providing an avenue to communicate bus arrangements back to school personnel in a timely manner is immensely helpful. Our department would be very interested in adding additional data collection with the application."

Currently there are only five forms available as part of the pilot project:

- BO-174 Fundraiser Requests
- AD-H-372 Report of Student, Employee or Visitor Accident/Incident and Injuries
- PP-T-104 Request for Special Transportation Services
- CI-133 Field Trip Request - Off Campus, In-County Day Trip
- CI-133 Field Trip Request - Overnight or Out of County Trip

While schools may have left-over copies of these forms, these forms will no longer be printed by the system but will be available only online. Schools are encouraged not to use the paper forms.

Users can report a list of their forms and can track their status using the system. Forms can be saved for reference and can even be emailed to other users for informational purposes. Any form's contents can be copied and used again so that users do not have to re-enter data.

More than 1200 forms had been submitted in the first two months of the project as of early December. After the initial week of use, the approval time for most forms was same day to at most three days. The majority are now approved within one day of submission.



Join Missy Kane for the 2012 FREE eWellness Program Kickoff in January

Coordinated School Health can improve your health and give you an opportunity to win prizes! Knox County School employees are invited to its FREE eWellness Program kickoff at the Sarah Simpson Center. Covenant Health Fitness Expert, Missy Kane will help present each session.

Don't wait for KCS news: The Bulletin Board posts daily

Don't miss out on great opportunities! Be sure to visit the Knox County Schools Bulletin Board on the KCS Intranet. The Bulletin Board is an electronic publication replacing the former Administrative Bulletin. The Employee Bulletin Board is updated daily from submissions from staff throughout the system. Submissions are posted with 24-48 hours and remain on the Bulletin Board no longer than 1-2 weeks so that information is always fresh.



InTERnet vs InTRANet - What you're missing

If you are only using the InTERnet (website) for your KCS news, you are missing out. To access the KCS InTRANet, click on the link "KCS Intranet" from the main site or from the "District" pull-down on any page. You must enter your user-name and password to access the Intranet. The InTRANet contains

information provided only to you as a Knox County Schools staff member. Forgotten your password? Contact [Julie Wolfenbarger](#) at the help-desk.

KCS Intranet for Knox County Schools employees

NEW: December 2011

More Information on ESS
More about ESS
| Login to ESS | Quick Tips

Quick Login

DIRECTORIES:

AJ Building by Floor pdf Web
 AJ Building Alphabetical pdf Web
 Facility Extensions
 School & Facility Directory

Holiday School Mail Route Sched
 The school mail service will run for a week of December 19th (Wednesday Thursday; Thursday becomes Friday, resume on Monday, Jan. 9, 2012. If questions, please contact John Whaley at john.whaley@knoxschools.org

Teacher Town Hall Video
 (View Teacher Town Hall Video)

KCS in the News:

- [KCS Officials pleased with state report card](#)
- [Knox County Administrators celebrate Austin-East's improvement](#)
- [Leadership Academy applications available for next class](#)
- [Students work to put their teacher on the ballot](#)
- [KCS Superintendent embraces social media](#)