

# Knox County Schools

# Benchmarks

Noteworthy News about KCS

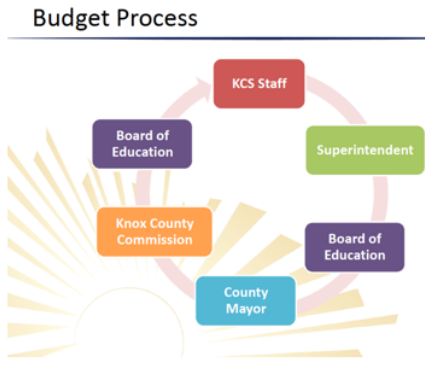


March 2012



“We should rightly celebrate our successes and be proud of what we have accomplished together to date. But quite frankly we can do better, we must do better, and with your help we will do better. The future of our children and the vitality of our community depend on our success.”

*Dr. James McIntyre  
Superintendent  
Closing remarks  
at State of the Schools Address.*



In this issue:  
Preliminary Budget Planning for 2012-13, Leadership Academy 2012-13, Dine Out for Education, Kindergarten Roundup, Principal for a Day, and more

# Investing in “Excellence for All Children”



*"We can,  
we must,  
we will do better..."*

*"We should rightly celebrate our successes and be proud of what we have accomplished together to date. But quite frankly we can do better, we must do better, and with your help we will do better. The future of our children and the vitality of our community depend on our success."*

*-Dr. Jim McIntyre, Superintendent  
2012 State of the Schools Address*

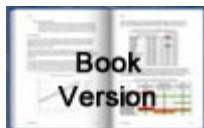
## *Remaining focused*

Knox County Schools' Strategic Plan, entitled "[Excellence for All Children](#)", continues to be a powerful roadmap to achieve our very ambitious goals for student success. While the plan identifies the correct initiatives to radically improve public education in our community, we now must remain focused through the difficult work of implementation.

## *Offering outstanding public education*

Educational investments, coupled with our continuous focus on instructional improvement, the amazing dedication and professionalism of our teachers, and the partnership of parents, businesses, and citizens of our region will allow us to offer an outstanding public education to all of our students, to significantly contribute to the future health and success of our community, and to achieve our ambitious goal of [Excellence for All Children](#).

## *Fiscal Year 2013 Budget Planning*



**Documents from  
Mid-month Workshop**

March 12, 2012

[FY 13 Preliminary Budget Memo](#)

[FY13 Budget Overview](#)

[Elementary School Staffing](#)

[Middle School Staffing](#)

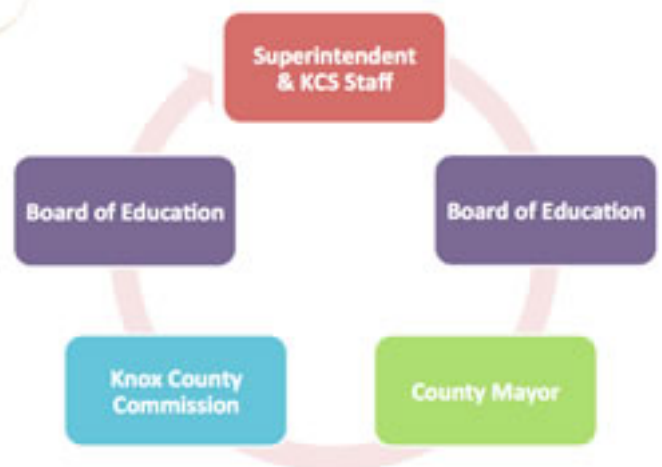
[High School Staffing](#)

[FY13 Investment Budget](#)

[Key Investments Summary](#)

[Return on Investment Report](#)

## Budget Process



\* Excellence for All Children

# Knox County Schools Key Educational Investment Proposal FY13-17

## **Instructional Technology**

**Avg. Annual Investment: \$7.2m \***

Smart boards, tablets, wireless, e-books and other established and emerging technologies can help make student learning more efficient, challenging, and engaging. Within the next five years, the Knox County Schools will provide each student with a robust technology device to be used as a learning tool.

## **Expanded Performance Pay**

**Avg. Annual Investment \$5.4m**

Our average teacher salary is ranked 37th in the state. In order to retain and recruit the very best educators and support strong student learning outcomes, we will need to build on APEX, our strategic compensation initiative, and provide our most effective teachers with additional compensation

## **More Instructional Time**

**Avg. Annual Investment: \$4.6m**

Whether through balanced calendar, extended school day / school year, or tutorial programs, our student achievement outcomes could be greatly enhanced, particularly for young people who are struggling or in our high needs schools, by students having more time exposed high quality instruction.

## **Enhanced Instructional Support for Teachers**

**Avg. Annual Investment: \$4.6m**

As our teachers are experiencing additional accountability, we must make sure that they have access to the resources and supports that will help them to successfully meet our much more rigorous expectations. More lead teachers, instructional coaches, and more high quality professional development experiences will make a profoundly positive impact on the quality of education we provide.

## **Student Supports**

**Avg. Annual Investment: \$1.5m A**

Additional interventions for struggling students and enrichment opportunities for excelling students will ensure that every student will be challenged, supported academically, and ultimately will be successful.

## **Consistently Excellent Magnet Programs**

**Avg. Annual Investment: \$1.4m**

We believe a strong portfolio of magnet schools will both increase educational opportunity for all students, and help drive instructional excellence.

## **Community Schools**

**Avg. Annual Investment: \$1.0m**

The concept of making the school the center of the community has been the focus of an innovative pilot program at Pond Gap Elementary School. This idea has proven successful in many schools across the country, and should be expanded to more schools, ensuring a broader opportunity for student success.

## **Full Day Kindergarten**

Research shows that full day Kindergarten can help set a strong foundation for future learning and literacy. This change, which would be largely budget neutral, would give us more than 300 additional hours of instruction per child.

## **Capital Improvements**

**Avg. Annual Investment: \$8.6m ^**

For our students to be successful, we must provide a safe, healthy, inviting learning environment in all of our schools. Significant and targeted investments in our facilities will help to achieve this important goal.

- Includes potential Operating and Capital investments
- ^ Not including technology investments

# Budget Basics – Key Terms

**100-90-90-90** – Located in the Knox County Schools’ Strategic Plan, 100-90-90-90 states that:

- 100% of an entering freshman class will complete high school within four years
- 90% of those will graduate with a regular diploma
- 90% of those who graduate with a regular diploma will have taken the ACT exam
- 90% of those who have taken the ACT will have scored a composite 21 or higher

**Achievement** - Achievement grades are based on how well students performed on the TCAP assessments against the curriculum standards.

**ACT** - The ACT test is a curriculum- and standards-based educational and career planning tool that assesses students' academic readiness for college.

**ADA** – (Average Daily Attendance) – The total number of students in attendance on a given day at a school.

**ADM** – (Average Daily Membership) – The total enrollment at a school.

**AP** – (Advanced Placement) - college-level courses that a student can take in high school. Students can receive college credit for taking the courses, although not all colleges grant students college credit for the courses.

**AYP** – (Adequate Yearly Progress) - A measure of a school’s or school system’s ability to meet required federal benchmarks with specific performance standards from year to year.

**BEP** – (Basic Education Program) - the funding formula through which state education dollars are generated and distributed to Tennessee schools.

**ED** – (Economically Disadvantaged) – Students in schools determined to be eligible to participate in the Free or Reduced Lunch program under the National School Lunch Act. The National School Lunch Program (NSLP) is a federally assisted meal program operating in public and nonprofit private schools and residential child care institutions. It provides nutritionally balanced, low-cost or free lunches to children each school day. The program was established under the National School Lunch Act, signed by President Harry Truman in 1946.

**ELL** – (English Language Learner) - Non-English speaking students.

**EOC** – (End-Of-Course) – Assessments for high school students that are criterion-referenced, multiple choice tests that measure Performance Indicators defined in the Tennessee Curriculum Standards.

**First to the Top** – Tennessee’s branded education reform plan submitted in the federal Race to the Top competition. In 2010, the State of Tennessee was awarded more than \$501 million in the federal government’s Race to the Top competition for its bold and innovative education reform plan.

**Fiscal Year** – A budget year that begins on July 1 and ends on June 30.

**General Purpose Fund** – funding that pays for the day-to-day operations of the school system.

**Free/Reduced Price Meals** - These children are from families who meet certain income criteria

making them eligible to receive free or reduced meals at school.

**Per Pupil Expenditure (Local, State and Federal)** - Total current operating expenditures on a per pupil basis. Some examples are instructional materials, maintenance, and transportation.

**Race to the Top** – Created by the American Recovery and Reinvestment Act (ARRA), Race to the Top provides competitive grants designed to encourage and reward states that are implementing ambitious plans in education reform.

**Report Card** - 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.

**ROI** – (Return on Investment) – A performance measure used to evaluate the efficiency of an investment or to compare the efficiency of a number of different investments.

**TAP** – TAP: The System for Teacher and Student Advancement is a revolutionary education reform that provides teachers with powerful opportunities for career advancement, ongoing job-embedded professional development, educator evaluation and performance-based compensation. TAP is now in place at 14 schools in Knox County.

**TCAP** – (Tennessee Comprehensive Assessment Program) - The TCAP Achievement test uses multiple choice questions that provide a measure of knowledge and application skills in various subject areas for grades K-8. The results of the TCAP Achievement Test provide valuable information regarding student's progress in Tennessee. The TCAP Achievement test is mandated for all students in grades 3-8. The test is not mandated for grades K-2; however,

school systems may elect to test students in K, 1 and/or 2.

**TEAM** – (Tennessee Educator Acceleration Model) - The new teacher evaluation system that was introduced across the state of Tennessee in the 2012-2013 school year. The new system supports principals and teachers working together to ensure that students benefit from the best possible instruction every day. Through a combination of frequent observation, constructive feedback, measures of student learning and aligned development opportunities, TEAM offers both a holistic view of a teacher's effectiveness in the classroom as well as a structure and roadmap for improvement at every level of our system.

**Title I** - Federally funded programs in high poverty schools that target children with low achievement.

**TVAAS (Value-Added)** - Value-added measures student progress within a grade and subject, which demonstrates the influence the school has on the students' performance. This reporting provides diagnostic information for improving educational opportunities for students at all achievement levels.



## Knox County Schools honors district-wide Teachers of the Year

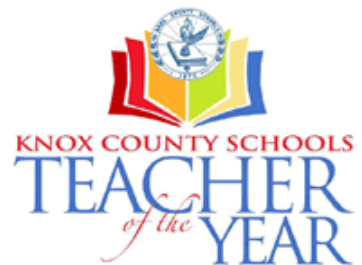
In February, Knox County Schools honored its Teachers of the Year.

"Research shows that perhaps the most important factor in student learning is the quality of the instruction the student receives," said Dr. James McIntyre, Superintendent of the Knox County Schools. "Our success, therefore, depends on having an outstanding educator in front of every classroom. After all, *Excellence for All Children* means Excellence in Every Classroom."



Dr. Jim McIntyre, Superintendent of Knox County Schools, congratulates Knox County Schools' Teachers of the Year are Cindi Ellison, Bearden Elementary; Marie Ellen Schult, Cedar Bluff Middle School, and Debbie Sayers, Hardin Valley Academy

Earning district-wide honors were Cindi Ellison, Bearden Elementary (Pre-K – grade 4); Marie Ellen Schult, Cedar Bluff Middle (grades 5-8) and Debbie Sayers, Hardin Valley Academy, (grades 9-12). Each will also be nominated for consideration in the State Teacher of the Year Award.



## Leadership Academy announces new Fellows for Class of 2012-13

The Leadership Academy has announced its next cohort class for 2012-2013. A collaborative venture between the University of Tennessee and the Knox County Schools, the Leadership Academy prepares talented individuals to become outstanding new school principals through a full-time, intensive 15-month fellowship program.



(Click image for Video Spotlight)

The program is supported through both an anonymous gift and partially through Tennessee's First to the Top funding. The class will begin work on May 31.

The Leadership Academy is a part of The Center for Educational Leadership, housed in the Department of Educational Leadership and Policy Studies in the College of Education, Health, and Human Sciences at The University of Tennessee, Knoxville.

"While we are fortunate to have strong principal leadership in our school district, our partnership with the University of Tennessee helps us to become more deliberate about identifying and developing the next generation of effective school leaders in the Knox County Schools," said Dr. Jim McIntyre, Superintendent of the Knox County Schools.

"This is so exciting to see the Leadership Academy grow to over thirty fellows. We are starting to see results with fellows who have been placed in schools in terms of student achievement, school culture and faculty involvement. The bottom line is that this program works and great leaders equal great schools," said Dr. Autumn Cyprès, Director of the Center for Educational Leadership.

Leadership Academy Fellows will spend four days a week working in a school with an experienced mentor principal. The fifth day will be spent in coursework and seminars with professors and expert practitioner partners.

To complete the program, students will participate in a project that will integrate their learning across the many curricular areas of the Academy, and will include an electronic portfolio documenting the student's proficiency in school leadership, and a public presentation about the 15-month experience.

Fellows will graduate from the program with a master's or education specialist degree and a state principal license.



**Byron Booker**  
Central High School

Mr. Booker has been in the education field since 2003 and at Central since 2004. He is an English as a Second Language Teacher, Lead Teacher, TEAM Evaluator; 2011-2012 Tennessee Teacher of the Year.



**Windy Clayton**  
South-Doyle Middle School

Mrs. Clayton has been an educator since 1997 and has been with the Knox County Schools since 2005, first as a teacher at Farragut Middle School and now as an Assistant Principal at South Doyle Middle School.



**Casey Cutter**  
Ball Camp Elementary School

Mr. Cutter has been in the field of education since 2007 and has been with the Knox County Schools since 2010 as a third grade teacher at Adrian Burnett Elementary and now as a fourth grade teacher at Ball Camp.



**Laicee Hatfield**  
Central High School

Mrs. Hatfield began as a student teacher at West High School in 2004 and has been with the Knox County Schools since that time. She is currently a Science Teacher, Lead Teacher, and TEAM Evaluator at Central.

## Leadership Academy Fellows Class of 2012-13



**Tina Miller Holt**  
West Haven Elementary School

Mrs. Holt has been an educator since 1993 and has been with the Knox County Schools since 1995 as an elementary teacher at Beaumont Magnet, Ball Camp, and Fountain City Elementary Schools. She is currently TAP Master Teacher at West Haven.





**Desiree Odom Jones**  
Austin-East Magnet High  
School

Mrs. Jones has been an educator at the Knox County Schools since 1996, teaching such classes as English, Journalism, and Creative Writing at South-Doyle High School and Hardin Valley Academy. She is currently a TAP Master Teacher at Austin-East.



**Nathan Langlois**  
Powell High School

Mr. Langlois has 15 years of experience in large urban/suburban school districts as both a teacher and an educational leader. He joined the Knox County Schools in 2011 as Assistant Principal and Athletic Director at Powell.



**Kathryn Marie Lutton**  
Fulton High School

Mrs. Lutton has been in the field of education since 2004 as a Literacy and Writing Coordinator and now English Teacher at Fulton High School.



**Jessica Schaefer Ruiz**  
Sarah Moore Greene  
Magnet Technology  
Academy

Mrs. Ruiz has been in the Knox County Schools since 2004, teaching at the elementary grade level at Green Magnet and Beaumont Magnet. She is now a TAP Master Teacher at Sarah Moore Greene Magnet.

## Leadership Academy Fellows Class of 2012-13



**Tiffany Watkins**  
Hardin Valley Elementary  
School

Mrs. Watkins has been with the Knox County Schools since 1995, teaching at the elementary grade level at Ball Camp, Christenberry, Mount Olive, West Haven, and Fountain City Elementary Schools. She is currently First Grade Teacher and KCS Mentor Teacher at Hardin Valley Elementary.

## ***Community Leaders Give Principal For A Day Accolades***

Knox County Schools hosted Principal For A Day (PFAD) on February 28, where community leaders had the opportunity to spend half a day with a principal and share their experience with Dr. Jim McIntyre, Superintendent of the Knox County Schools.

This initiative, outlined in the KCS's Strategic Plan, brings together a broad range of government, community and business leaders to participate in a half-day experience with a school principal. They met school administrators, visited classrooms, interacted with support staff, and gained perspective from inside the school walls.



**L&N STEM Academy students use hands-on learning to create robots that compete with students from other schools around the county and the region.**

*Superintendent Jim McIntyre, Knoxville Mayor Madeline Rogero, STEM Academy Principal Becky Ashe and Assistant Principal Rob Speas check out this year's competitive project: building a robot that can accurately shoot a basketball into goals of varying heights.*



**Knox County Mayor Tim Burchett peeks into a Bearden High School classroom before entering to visit with students.**

### **Some of the feedback guest principals shared about their experience**

**"I had no idea..."**

*-Knox County Commission Chair Mike Hammond (visiting Carter High School)*

**"I felt like she knew every child."**

*-Jeff Lee, General Manager at WBIR-Channel 10 (comments regarding Principal Donna Parker at Gresham Middle School)*

**"We were running all morning."**

*-9th District School Board Member Pam Trainor (regarding her visit to South Doyle Middle School)*

**"There was an incredible sense of community within a large school."**

*-Kevin Anton, Chief Sustainability Officer at Alcoa Inc. (visiting Hardin Valley Academy)*

**"They were not teaching to the test. The kids were engaged in hands on activities and learning."**

*-Lisa Hurst, President/CEO of the Boys and Girls Club of the Tennessee Valley (regarding her visit to Whittle Springs Middle School)*

**Principal For A Day guests included:**

**Kevin Anton**

(Alcoa), Hardin Valley Academy

**Amy Broyles**

(County Commissioner), Richard Yoakley

**Tim Burchett**

(Knox County Mayor), Bearden High School

**Cindy Buttry**

(Board of Ed), Bearden High School

**Chad Campbell**

(Rusty Wallace Honda), Karns High School

**Steve Diggs**

(Emerald Youth Foundation), Fulton High School

**Rick Dunn**

(Fellowship Evangelical Free Ch.), Northwest Middle School

**Christine Jessel Grider**

(WUOT) Sterchi Elementary School

**Mike Hammond**

(Commission Chair), Carter High School

**Ron Honken**

(Town of Farragut), Farragut High School

**Lisa Hurst**

(Boys & Girls Club), Whittle Springs Middle School

**Cedric Jackson**

(KICMA) Austin-East High School

**Debbie Jones**

(UT Federal Credit Union), West High School

**Indya Kincannon**

(Board of Ed), Central High School

**Michael Kull**

(Knoxville Parent Magazine), Cedar Bluff Elementary School

**Jeff Lee**

(WBIR), Gresham Middle School

**Lydia McCoy**

(News Sentinel), Adrian Burnette Elementary School

**Madeline Rogero**

(Knoxville Mayor), L&N STEM Academy

**Kim Sepesi**

(BOE, Rural Metro), South Doyle High School

**Buzz Thomas**

(Great Schools Partnership), Bearden Middle School

**Pam Trainor**

(Board of Education), South-Doyle Middle School

## Knox County elementary schools hold Kindergarten Round-up

The Knox County elementary schools will hold a district-wide Kindergarten Round-up on Tuesday, April 3, for the 2012-2013 school year.

A child entering kindergarten shall be no less than five (5) years of age on or before September 30, 2012. To register into kindergarten, enrolling students must supply:

- birth certificate (or acceptable proof of birth date)
- Tennessee School Immunization Certificate (including immunizations and health / physical examination completed and signed by a physician or licensed medical provider)
- proof of residency within the elementary school's zone

At the Kindergarten Round-up, parents will receive important enrollment information in preparation of the upcoming school year. Individual elementary school Kindergarten Round-up hours for Tuesday, April 3 are as follows:

Kindergarten  
Roundup  
April 3



Elementary school	Morning hours	Evening hours
A .L. Lotts		3:30 - 6:00 p.m.
Adrian Burnett		5:00 - 7:00 p.m.
Amherst		3:30 - 6:00 p.m.
Ball Camp		3:00 - 6:00 p.m.
Bearden Elementary		3:00 - 6:00 p.m.
Beaumont	7:30 - 9:00 a.m.	3:00 - 6:00 p.m.  (in cafeteria)
Belle Morris		3:15 - 5:30 p.m.
Blue Grass		4:00 - 6:00 p.m.
Bonny Kate		4:00 - 6:00 p.m.
Brickey-McCloud		3:30 - 5:30 p.m.
Carter		3:30 - 6:30 p.m.
Cedar Bluff		3:00 - 6:00 p.m.
Christenberry		3:00 - 5:30 p.m.
Copper Ridge	8:00 - 10:00 a.m.	3:00 - 5:00 p.m.
Corryton		3:30 - 5:30 p.m.
Dogwood		4:00 - 6:00 p.m.
East Knox County	7:30 - 9:00 a.m.	4:00 - 6:00 p.m.
Farragut Primary		3:30 - 6:00 p.m.

Fountain City		4:00 - 6:00 p.m.
Gap Creek		1:30 - 5:30 p.m.
Gibbs		4:00 - 6:00 p.m.
Green		1:30 - 5:30 p.m.
Halls	8:30 - 10:30 a.m.	3:30 - 5:30 p.m.
Hardin Valley		3:00 - 6:00 p.m.
Inskip	8:00 - 10:00 a.m.	3:00 - 5:00 p.m.
Karns		3:00 - 6:00 p.m.; also a Kindergarten Answer Session on Thursday, March 29, 5:45 - 7:00 p.m.
Lonsdale		3:00 - 6:00 p.m.
Maynard		3:00 - 6:00 p.m.
Mooreland Heights		1:30 - 6:00 p.m.
Mount Olive		3:00 - 6:00 p.m.
New Hopewell		3:30 - 5:30 p.m. (packets available after March 12)
Norwood		1:30 - 6:30 p.m.
Pleasant Ridge		3:30 - 5:30 p.m.
Pond Gap	8:00 - 10:00 a.m. (pick up packets)	4:00 - 6:00 p.m. (open house)
Powell		4:00 - 6:00 p.m.
Ritta		3:00 - 6:00 p.m.
Rocky Hill		3:00 - 6:00 p.m.
Sarah Moore Greene	8:00 - 10:00 a.m.	4:00 - 6:00 p.m.
Sequoyah		3:30 - 5:30 p.m.
Shannondale		3:30 - 5:30 p.m.
South Knoxville		12:30 - 6:00 p.m.
Spring Hill		3:00 - 6:00 p.m.
Sunnyview Primary		1:30 - 5:30 p.m.
West Haven	8:00 - 10:00 a.m.	5:00 - 6:30 p.m.
West Hills		4:00 - 6:00 p.m.
West View	8:00 - 10:00 a.m. (Spanish Interpreter available)	3:00 - 5:00 p.m.

To find the elementary school that you are zoned for, or to receive additional information, visit [www.knoxschools.org](http://www.knoxschools.org).





## Dine Out for Education Tuesday, April 17, 2012



Get ready to enjoy breakfast, lunch and dinner at one of your favorite restaurants and help The Knox County Schools as well. The ninth annual Dine Out For Education is Tuesday, April 17, 2012.

The list of participating restaurants grows daily, so please check the website for updates.

Leading the way this year are all the Aubrey's locations, Litton's, Restaurant, McAllister's Deli, Gondolier Pizza, Lenny's Sub Shop, Brixx's Wood Fired Pizza, Salsarita's Fresh Cantina, and Quizno's.

The school district partners with over 30 restaurants from across Knox County in the annual promotional activity.

The [Dine Out For Education](#) promotional event annually includes many of the school district's restaurant friends who contribute 10% of their proceeds from the day. The proceeds from previous events have purchased mobile screening vans for the school district's Hearing and Vision Departments, paid for on-line research tools for the district's school libraries, and defrayed expenses of the annual Knox County Schools Career Day.



Dine Out For Education is part of the Knox County Schools Partners In Education program. The Partners In Education program connects schools throughout Knox County with nearly 600 contributing organizations. Businesses, civic clubs, professional organizations, churches, government agencies, and even individuals are making differences in schools with their time, talent and resources.

Organizations can join this effort by contacting the Public Affairs Office of the Knox County School System at 594-1909.

# Rusty Wallace Run for the Schools April 7, 2012

**Date: April 7, 2012**

**5K run/walk: 8 a.m.**

**1 mile family fun walk: 8:15 a.m.**

**100 yard dash: 9:15 a.m.**

Now the third largest race in Knoxville, Run For The Schools was established in 2007 to help promote healthy living and also raise money for local schools. Since its inception, The Run For The Schools has raised more than \$50,000 for participating schools, and hosted fun and entertainment for nearly 10,000 community members.

Schools raise money based on their participation. Upon registration, participants receive a t-shirt (designed by a Knox County art student that includes sponsor logos on the back) and a complimentary pass to the Knoxville Zoo following the race.

An art contest for the race t-shirt is held among art students of all ages. Art teachers submit student designs and the race committee votes on

the winning design which is featured on the front of every race t-shirt.

This year, Rusty Wallace has offered to contribute financially to sponsor the event in support of Knox County Schools.



The Rusty Wallace Race For The Schools will begin at 8 a.m. at Chilhowee Park and the Knoxville Zoo. Fun, family-friendly music sets the tone and vendors giveaway items such as: first aid kits, water bottles, bandanas and more! Kids enjoy dancing and face painting as they wait for the

race to begin.

Participants may select the 5k run/walk or the 1-mile family fun walk. The 5k is held through Chilhowee Park while the family fun walk is hosted by the Knoxville Zoo. Children 12 and under may also participate in the 100-yard dash.

For more information about how your school can be part of The Rusty Wallace Run For The Schools, please visit [knoxshools.org](http://knoxshools.org) or [www.runfortheschools.org](http://www.runfortheschools.org).

# Save the Dates:

## **Spring Break**

March 19 – March 23

## **Community Forum on Budget**

Thursday, March 29 at 6 p.m.  
Fulton High School

## **Teacher Supply Depot**

Saturday, March 31  
Opens at 7 a.m.

## **Knox County Board of Education Work Session**

Monday, April 2 at 5 p.m.  
Andrew Johnson Building

## **Knox County Board of Education Regular Meeting**

Wednesday, April 4  
City/County Building

## **Kindergarten Round-Up**

Tuesday, April 3

## **Good Friday**

School is closed Friday, April 6

## **Run for the Schools**

Saturday, April 7  
Starts at 8 a.m.

## **Easter Holiday**

School is closed Monday, April 9

## **Knox County Board of Education Mid-Month Work Session**

Monday, April 16 at 5 p.m.  
Andrew Johnson Building

## **Dine Out for Education**

Tuesday, April 17  
*All day at participating restaurants*

## **Teacher Recruitment Fair**

Saturday, April 28  
9 a.m. to 1 p.m.  
Central High School

## **Knox County Board of Education Work Session**

Monday, April 30 at 5 p.m.  
Andrew Johnson Building