

KNOX COUNTY SCHOOLS

ANDREW JOHNSON BUILDING

Dr. James P. McIntyre Jr., Superintendent



To: Chair and Members
Knox County Board of Education

From: Dr. James P. McIntyre, Jr.
Superintendent

A handwritten signature in black ink, reading "James P. McIntyre, Jr.", followed by a horizontal line.

Date: January 6, 2015

Subject: Personnel Appointments

As we begin the new year, I have made several organizational and personnel changes to address the educational needs of the Knox County Schools.

Russ Oaks is appointed Chief Operating Officer

I have appointed Russ Oaks as Chief Operating Officer. This is a new position, but has been budgeted and unfilled for the past two fiscal years. This position will bring some much needed additional expertise and oversight to the operational areas of our school district, as this position will take over supervision of Enrollment, Transportation, Security, Nutrition Services, Information Technology, Maintenance, and Facilities. Mr. Oaks will report directly to the Superintendent, and will continue with his duties as Chief of Staff until a successor is appointed.

Mr. Oaks joined the Knox County Schools in 2001 as the communications supervisor. Prior to joining the Knox County Schools, he served for 20 years as an Armor Officer and Public Affairs Officer in the United States Army where he held many and varied leadership positions gaining broad experience in organizational leadership, operations, and management. Since 2009, he has served as the Chief of Staff for the Knox County Schools, where he has worked closely with all departments and all aspects of the school system.

Mr. Oaks hold a Bachelor of Arts degree in Liberal Arts from the University of Tennessee and is a graduate of the Army's Command and General Staff College at Ft. Leavenworth, Kansas.

Bob Thomas will remain in his role as Assistant Superintendent for Administrative Services, and will continue to oversee Finance, Payroll, and Human Resources. I have directed Mr. Thomas to concentrate his efforts on significantly improving systems and structures in the finance area, and to implement the comprehensive plan for fiscal process enhancement that he developed last month.

Daphne Odom is appointed Executive Director of Innovation and School Improvement

I have appointed Dr. Daphne Odom as Director of Innovation and School Improvement. In this role, Dr. Odom will manage and support the district's portfolio of innovative efforts, such as facilitating magnet school programs, specialized career and STEM programming, supporting improvement in our Priority Schools, as well as coordinating our Charter School relationships. Dr. Odom is currently serving as the co-principal of Beaumont Magnet School, and will transition to this existing, budgeted position in the coming months.

Dr. Odom holds a Bachelor of Arts degree in Elementary Education, a Master of Science degree in Elementary Education, an Education Specialist degree in Curriculum and Instruction and a Doctor of Philosophy in Education Leadership and Policy all conferred by the University of Tennessee.

Other Key Positions

In addition, we are currently seeking applicants for the vacant budgeted positions of Chief Accountability Officer and Director of Community Relations. We hope to fill these critically important roles with dynamic leaders this spring.

Please let me know if you have any questions.

cc: KCS Executive Team