

**Teacher Advisory Committee Meeting  
West High School Library  
Thursday, January 19, 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  
Kelly Farr, Mount Olive Elementary  
Blair Harrison, Pond Gap Elementary  
Jessica Helman, Vine Middle  
Lauren Hopson, KCEA  
Beth Howard, West Valley Middle School  
Wanda Lacy, Farragut High  
Ryan Milani, Career Magnet Academy  
Jarrod Pendergraft, Hall Middle  
Jim Porter, Powell High  
Kitty Pruet, Northwest Middle  
Nicole Sanders, Christenberry Elementary  
Jessica White, Cedar Bluff/Hardin Valley  
Antoinette Williams, Farragut Intermediate  
Lee Anna Wright, Northwest Middle/Ridgedale

**Guests:**

Patti Bounds, KCS Board Chair  
Gus Paidousis, KCS Chief of Security  
Brian Hartsell, KCS Supervisor Student Enrollment  
Melissa Massie, KCS Director Student Support Services  
Carly Harrington, KCS Director of Public Affairs  
Amy Cox, KCS Teacher

**Interim Superintendent Buzz Thomas**

- Welcome and Introductions of Committee Members and Guests
- Introduced Lorin Bradley as Dr. Clifford Davis's new assistant
- Briefly discussed having budgets at the school level and will pilot at a couple schools
- Discussed having Amy Vagnier, Director of Curriculum and Instruction with Maryville City Schools come to a TAC meeting and speak to the committee about the TigerModel evaluation system
- Knox County Schools Board of Education is on board with an evaluation system like Tiger

**Evaluation System Subcommittee Update – Wanda Lacy**

- The model is designed to promote teacher growth and to ensure all teachers provide quality instruction that aligns with district goals and curriculum
- Members of the committee liked the idea of the growth and development model
- As part of the evaluation process let teachers observe other teachers in the classroom
- Consider having evaluation scores be determined by a team and also those scores be outside the classroom as well
- Still use Rubrics scale, but add some of the Tiger components to it
- With this model, have three or four peers evaluating each other and then still have administrators evaluate every three years

**Discipline and Safety of Students and Staff**

- Elementary students continue to touch teachers. Examples include, pulling arms, smacking, hitting, etc.
- Students are telling teachers that "You can't do anything to me"
- Missy Massie, Director of Student Support Services states that each child needs to be evaluated if student continues to be a problem

- Principal can suspend a student for up to ten days for behavioral issues
- School system needs new programs for students who have disabilities and behavioral issues
- Knox County Schools follows a process for students with disabilities and behavioral issues and teachers think they should have a better understanding of the process and have an explanation of the steps being taken for each child.
- The process that they follow includes collecting data from several different sources regarding the child and teachers want to know what data is being collected to have a better understanding of how to help the child
- Students who are high profile seem to get the most support in our system.
- Teachers want more students that show signs of disabilities or behavior problems to get the support they need.
- Once a child is transferred to a new school for behavior issues, they do not always come to the new school with a behavior plan
- Behavior plans are specific to each child and every situation is different
- Behavior plans may not work right away
- A lot of extra paperwork for behavior plans
- If unsure of how to handle a child with a behavior plan, ask for help
- Teachers and staff want training on how to handle children with behavior issues and disabilities
- Vine Middle feels that they get the “catch all” for behavior problem students
- KCS uses the Vanderbilt TRIAD program – They provide a trainer for in-service sessions
- Missy Massie, Director of Student Support Services stated that her Special Education department just went through an audit and didn’t receive any feedback from the state. She states that can be great and also scary. She wanted some feedback to try to improve our Special Education department

#### **Advice from Committee Members**

- We need to think about how we communicate
- Be very careful how we communicate with students and coworkers
- More presentations on how to handle a behavioral student
- What happens when a student assaults a teacher? What is the process for the teacher and student?
- Make sure that if a teacher is assaulted by a student that the teacher is included in the conversation about discipline and moving that student to a new classroom or school
- Need new videos produced about drugs and violence
- Missy Massie is in the process of developing new videos of IEP parent rights, so that the whole team does not have to spend time while rights are reviewed with parents
- Train teachers how to deescalate a student’s behavior
- Have basic training for teachers and support staff on how to handle children that are addicted to meth before they reach the 5<sup>th</sup> grade
- Question and answer session with our Central Office staff
- Chief Paidousis offers to come to each school and talk to teachers and support staff about handling violence
- Hire more teachers and teaching assistants
- Overall classrooms are understaffed
- Quicker process for special education students
- Have an administrative day for more specialized training
- It is very hard to retain a student in KCS
- Send out a survey about signing bonus to get more teachers and support staff interested in working with special education students

#### **Next Meeting**

- Thursday, February 23, 2017 – 4:30 pm West High School Library