

**Teacher Advisory Committee Meeting
West High School Library
Tuesday, November 29, 2016**

Present:

Buzz Thomas, Superintendent
Eric Aguilar, Chilhowee Intermediate
Merry Anderson, Karns Middle
Chris Beatty, System-wide
Jannice Clark, Kelley Volunteer Academy
Laura Davis, West High
Rebekah Ellis, L&N STEM
Kelly Farr, Mount Olive Elementary
Jessica Fine, Cedar Bluff/Hardin Valley
Catherine Harrison, Pond Gap Elementary
Jessica Helman, Vine Middle
Lauren Hopson, KCEA
Beth Howard, West Valley Middle
Wanda Lacy, Farragut High
Jarrod Pendergraft, Halls Middle
Jim Porter, Powell High
Kitty Pruet, Northwest Middle
Nicole Sanders, Christenberry Elementary
Antoinette Williams, Farragut Intermediate
Lee Anna Wright, Northwest Middle/Ridgedale

Guests:

Patti Bounds, KCS Board Chair
Terry Hill, Board Member
Clifford Davis, KCS Chief of Staff
Rodney Russell, Supervisor HR
Sarah Searles, Supervisor Library Services
Media

Interim Superintendent Buzz Thomas

- Welcome and Introductions of Committee Members and Guests
- Thanked Committee Members for all they do
- Recognized Merry Anderson for her good reporting to the Board of Education on the committee's discussion regarding the proposed resolution by Amber Rountree in Opposition to TCAP Scores Being Used for Student Grades and Teacher Evaluations 2016-17
- Said that general meeting notes would be taken at these meetings but they would not be copious

Evaluation System

- Superintendent has asked the Commissioner of Education, Candace McQueen to grant KCS a waiver to adapt a new evaluation system beginning in the 2017-2018 school year.
- The waiver has been granted
- Members were asked to sign up if they would be willing to serve on a sub-committee to review and evaluate systems that would replace the TEAM model currently used
- Rodney Russell will be leading the sub-committee of TAC members through this work
- Terry Hill asked if TAC members would have to do serve on their own time – it was determined that payment for subs would be provided
- Rodney Russell stated that he is pleased to lead this work and that this is a great opportunity as we become the best schools in the South
- Sub-committee members would be selected so that elementary, middle, high, special education and special areas would all be represented to do this work

(The following are comments made by the Superintendent, Rodney Russell and individual committee members)

- Need to reduce administrator time on completing evaluations
- So much paperwork on both sides – need for less time and less stress
- Allow Administrators to be more visible
- Allow Administration to know what is really going on in the building

- Minimum requirements for number of observations
- Customize an evaluation system for KCS that can be shared with the State Department
- Need feedback from content people for the fine arts
- Folks must be trained before they are allowed to administer an evaluation
- Evaluators must know the area content – example the evaluator did not know what a speech pathologist did but was doing their evaluation
- TEAM Rubric does not address what a librarian or special area folks do
- Feedback is needed not just a number
- Folks were told that they are not going to be a 5 but a rock solid 3
- With this model you get a canned lesson that is pulled out for the observation

Textbooks

- Superintendent opened discussion around textbooks, how they are adopted, are there enough books for classrooms, concerns of the committee, what is right and what is wrong

(The following are comments made by the Superintendent, Sarah Searles and individual committee members)

- Textbook sets are old and there are not enough in classrooms
- Requests for textbooks go to a committee for approval
- Cost of textbooks has not come down with on-line books
- We are stuck between textbooks and google
- Math books are outdated and were ordered 6-7 years later than they should have been
- Textbooks often are not aligned with standards
- A new class was offered with 26 torn and in very bad shape textbooks – no way to get new ones
- Textbooks still not provided this late in the semester
- Not spending enough money on textbooks
- No textbook for a new World Religion class – need teaching materials that are more concrete
- Teachers are getting lost and worn down preparing without appropriate materials
- Teaching the same Science class for 11 years with the same textbook – now does not use the book
- Concern for new teachers using such old books or not having books
- Music teacher using the same book she had when she was a student
- Teacher is asked to sign a paper saying that they issued a textbook to students
- Students without technology at home are struggling with assignments (public library is not always an option)
- All subjects need a primary teaching reference source
- Complaints about the size of textbooks
- Teachers make so many copies because they do not have the textbook as a resource
- To be college and career ready you have to know how to use a textbook not just technology
- It is a budget issue
- This issue says so much about teachers and what they do without
- Teacher textbook is important to understand the content behind the text
- Some content areas remain true – Math, Writing, History
- Textbooks are currently adopted by teacher groups
- Evaluation rubric states textbook used, but the teacher found the resource
- Could schools decide what they need and have a budget for ordering
- Classrooms have brand new books, but are not used because they are not relevant to the course
- \$833,00 budgeted for textbooks
- K-12 cost just for Math would be 6 million

Superintendent Thomas Wrap-up

- We are looking to get budget decisions to the schools and let them make the choices
- He is focused and determined
- Asked committee members to email him a few stories regarding the issues shared
- Not sure what our revenue looks like yet, but posed this question to the group- What would you choose if you had the option of a 4% raise or a 2% raise with the other 2% going for textbooks?
- Going to ask Leadership how can we manage textbooks in a smarter way
- Has asked the accountability department to evaluate the following items for the budget
 - 1 to 1 technology

- Coaching models
- Pre K
- Summer School programs / Bridge for 8th and 9th
- Rodney Russell will be contacting those that signed up to form the sub-committee and will set dates in the near future to begin the evaluation work

Next Meeting

- January 19, 2017 – 4:30 pm West High School