

**Teacher Advisory Committee Meeting  
West High School Library  
Thursday, January 25, 2018**

**Present:**

Bob Thomas, Superintendent  
August Askins, Holston Middle  
Tiffany Holmes, Lonsdale  
Michelle Keaton, Paul Kelley Academy  
Katheryne Cohen, West Haven  
Antoinette Williams, Farragut Intermediate  
Merry Anderson, Karns Middle  
Jim Porter, Powell High  
Amy Cox, Halls Elementary  
Ali Umbarger, Sunnyview  
Natalie Dowling, Carter High  
Kelly Farr, Mount Olive

**Guests:**

Dr. Kelly Drummond, KCS Human Resources Department  
Cheryl Hickman, KCS Secondary Education Department  
Julie Thompson, KCS Elementary Education Department  
Dr. Jean Heise, KCS Humanities Department  
Joni Joyce, KCS Finance Department  
Gary Spencer, KCS Finance Department  
Joe Snyder, KCS Finance Department  
Rodney Russell, KCS Consultant  
Beau Stanley, KCS IT Department

**Not Present:**

Jarrod Pendergraft, South-Doyle Middle

**Superintendent Bob Thomas**

- Superintendent Thomas welcomed everyone and thanked them for being at the meeting.
- Superintendent Thomas introduced Rodney Russell to discuss and share information regarding the pilot for TIGER.

**TIGER Pilot Discussion:**

- Rodney Russell talked about the TIGER model and the progress of it in the selected pilot schools.
- TIGER allows the evaluator to collect evidence about a staff member's practices throughout the year.
- Mr. Russell asked the committee if any of the schools piloting TIGER would want to go back to TEAM. The committee said that they would not want to go back to the TEAM model.
- Mr. Russell asked the committee to comment on their experience with the TIGER model.
- The committee stated that the TIGER model is less stress on the staff and their evaluators.
- Committee member asked if the number of evaluations vary by level of effectiveness. Mr. Russell stated yes the number of evaluations do vary by level of effectiveness. Mr. Russell did go into more detail regarding the different levels of the TIGER model.
- Committee member stated that the lead teacher work load is less because there is usually not a follow up conference.
- Committee members stated that the open rubric is working very well and not overwhelming.
- Overall the committee members are pleased with the TIGER model and it seems to be received in a positive manner throughout the district at the selected pilot schools.

**Budget Discussion:**

- Superintendent Thomas introduced Gary Spencer, Director of Finance for Knox County Schools.
- Gary Spencer gave the committee an over view of the budget process.
- Mr. Spencer stated that the operating budget is made up of 50% Tennessee sales tax and 50% local sources.
- Mr. Spencer talked about the total operating budget and that 88% of the budget is staff.
- KCS finance team projects out what revenue will be needed for the next year. They typically come within 1 or 2% of what the numbers actually look like.
- The finance team looks at a staffing formula that the district can afford. Mr. Spencer stated that money drives staffing plus adding two new middle schools in the fall.

- Superintendent Thomas asked Mr. Spencer what the cost will be for adding two new middle schools as it relates to the budget. Mr. Spencer stated that it would cost roughly 4.5 million to open the new middle schools.
- Mr. Spencer stated that they are doing everything that they can to make it less of an impact on Karns, Carter and Holston Middle Schools in regards to losing positions.
- Committee member asked about positions being cut and ask if the teachers being cut have an opportunity to be picked first for interviews. Dr. Kelly Drummond stated that it would not be possible to do that at this time because it is hard to know who is being cut.

### **Master Scheduling and Staffing Discussion:**

- Beau Stanley, IT Specialist discussed master scheduling.
- Mr. Stanley shared that KCS is funded by how accurate and complete Aspen is.
- Mr. Stanley stated that it is very important that each student is scheduled for the number of minutes that is required in Aspen.
- Master scheduling looks very different between each school within the district.
- Committee member asked about snow days and how that works in Aspen. Mr. Stanley stated that if it got to that point they would apply for a waiver or have to make the days up.
- Mr. Stanley stated that master scheduling is forecasting in May for the next school year and a lot of things change when school starts in August. He stated that more students show up than expected and it shifts the numbers.
- Committee member asked about schedules and who makes the decisions regarding school schedules. Mr. Stanley stated that principals, along with Central Office staff make the decisions regarding schedules.
- Cheryl Hickman, Director of Secondary Education shared that there are many factors that play into the master schedule decision.
- Julie Thompson, Director of Elementary Education explained the scheduling process for elementary schools and adding teachers depending on BEP levels and how many students can be in each class.
- Committee member asked about scheduling classes for honors/AP courses. Ms. Hickman stated that those classes are scheduled by student requests and teacher recommendations.
- Committee member stated that it would be ideal for all students to be offered AP or honors courses.
- Committee member asked how staffing decisions were made for encore classes. Dr. Jean Heise, Supervisor of humanities stated that they work with a staffing formula and it also depends on enrollment.
- Committee member asked why encore teachers have half days at different schools. Dr. Jean Heise explained that they follow a staffing formula. They follow a 7:1 ratio. Seven (7) classroom teachers equal one (1) encore teacher.
- Mr. Spencer and Mr. Stanley both stated to the group that errors in the Aspen system has dollar signs next to it. They emphasized the importance of attendance being accurate.
- It was discussed that each school would receive a letter grade for attendance.
- The committee discussed ways to help receive an extra 4.5 million for the opening of two new middle schools.
- Committee member asked about text book adoption. She stated that some chemistry teachers are teaching with 2004 books. The committee discussed what happens to textbooks when they are sent back to Central Office. Staff responded by saying they are surplus.
- Committee member asked if the state will fund the new standards for science and social studies. Mr. Spencer responded that he did not think that they would.
- Superintendent Thomas shared with the group that his team reviewed and took out \$900,000 from the Leadership Academy.
- Mr. Thomas also shared his plan to increase teacher's contracts to 216 days at priority schools. He stated that the \$900,000 savings from the Leadership Academy does not cover it.

- Mr. Thomas discussed with the committee about year-long reading course. Member asked about budget import for the reading course.
- Mr. Spencer and Joe Snyder, Budget Director stated that high performing schools cost less while low performing schools require higher costs in regards to budgeting.
- The committee discussed school coupon book money and Mr. Spencer stated that principals announce before the money is received what it will be spent on at their school.
- The committee discussed fee waiver money throughout the district and how some schools cannot collect the fees. Mr. Spencer stated that as long as the principal has made an effort to collect the fees, KCS will cover the cost of the fees.
- Committee member asked Mr. Thomas about the role of the School Board in regards to approving the budget. Mr. Thomas stated that he recommends the budget to the Board, they approve it, County Mayor reviews and then County Commission approves.

**Fine Arts Funding Discussion:**

- Dr. Jean Heise stated that the fine arts program is funded pretty well.

**Closing Remarks:**

- Mr. Thomas thanked his staff from Central Office for being there and answering the committee's questions.
- Mr. Thomas thanked committee members for doing an excellent job every day.

**Next Meeting**

- Next Meeting will be Tuesday, February 27 at 4:30 pm in the West High School Library