

**Teacher Advisory Committee Meeting
West High School Library
Thursday, April 26, 2018**

Present:

Bob Thomas, Superintendent
August Askins, Holston Middle
Tiffany Holmes, Lonsdale
Michelle Keaton, Paul Kelley Academy
Antoinette Williams, Farragut Intermediate
Laura Davis, West High School
Jim Porter, Powell High
Amy Cox, Halls Elementary
Ali Umbarger, Sunnyview
Kelly Farr, Mount Olive
Kitty Pruet, Northwest Middle School
Nicole Sanders, Christenberry Elementary School
Tanya Coats, KCEA Representative
Merry Anderson, Karns Middle
Katheryne Cohen, West Haven
Blair Harrison, Pond Gap Elementary School
Beth Howard, Farragut High School

Guests:

Dr. Kelly Drummond, KCS Human Resources
Rodney Russell, KCS Consultant

Not Present:

Chris Beatty, System wide
Jarrod Pendergraft, South-Doyle Middle
Rebecca Loveday, Farragut Middle School
Natalie Dowling, Carter High

Superintendent Bob Thomas

- Mr. Thomas welcomed everyone and thanked them for being there.

Teacher Preparation Programs:

- Dr. Kelly Drummond, Executive Director of Human Resources shared information about Teacher Preparation Programs.
- Ms. Drummond shared that there are over 30 MOU's for Teacher Prep programs.
- University of Tennessee is the top rated prep program in the state of Tennessee.
- Committee member asked about TVAAS scores and if the composite is for individual schools or the whole district.
- Mrs. Drummond shared that Human Resources is working on several MOUs for preparation programs for our teachers.
- The link for the 2017 preparation report card was shared with the committee.
- Committee member asked who was responsible for filling out the report card and Dr. Drummond stated the school principal.
- Committee member asked if the teacher preparation programs were discussing Restorative Practices and teaching in inner city schools. Dr. Drummond stated no, not at this time.
- Committee member asked about the small percentage of minority applicants and ask how many KCS is retaining. Dr. Drummond stated that there is not enough minority applicants.
- Committee member stated that we need to start talking to our young kids about becoming a teacher.
- Committee Member asked if Career Magnet Academy had a teaching program.
- There was discussion about how to encourage younger generations to be interested in education.

- There was discussion about how the best recruiters for education are the teachers inside the buildings
- There was discussion about interns and how important it is to recruit and retain interns that are in the building. Committee member suggested that interns have their own emails to feel more involved and like they are a part of the team.
- Committee member asked if the preparation programs would be willing to pay a stipend to mentor teachers.
- Committee members requested that interns have more exposure to special education students.
- Dr. Drummond stated that prep programs are aware of the need to be exposed to special education needs and how to handle a special education classroom.
- There was discussion about interns having classes on family dynamics and mental health issues.
- Dr. Drummond shared that Tennessee, North Carolina, Georgia and Kentucky is where they have focused on recruiting. Dr. Drummond shared that it is very difficult to bring minority applicants to Knox County.
- The committee discussed and shared ways to help recruit minority applicants and how to retain them in the district.
- Mr. Rodney Russell, KCS Consultant stated that if you want to attract applicants to Knox County, in high need areas, a residency program needs to be created. The program would actually partner with local universities.

Subcommittee Discussion

- Committee members talked about future subcommittees for different issues that could potentially happen throughout the year.
- The committee shared that they would be willing to branch out into subcommittees to help solve problems or give feedback on major projects.

Ideas and Thoughts for Next Year

- Committee members shared that they were not given the opportunity to help provide solutions.
- The committee shared that there was no actual solution or implementation during this year.
- Committee asked that they are used effectively.
- Committee requested that TAC members meet with Principal Advisory Committee once a year.
- Committee members would like to revisit emerging topics throughout the year instead of setting the agenda at first of the year.
- Committee members stated that they would like to know if there are hot topics or if anything rises up throughout the year, so they could help be a part of the solution.
- Members would like for the meetings to start in September and if the new members are not selected yet, the current members could still meet.
- Committee members would like for Superintendent Thomas to share any issues that are going to come up and let the committee help him work through those.
- Committee members would like to know of projects that the district is working on implementing in their schools so that they can help support and encourage the implementation.
- Committee members would like to have Board members at the meetings to hear what the committee members say about hot topics going on in the district.
- Committee members suggested that if there are changes happening in the classroom that Central Office staff come and listen to the teachers who are implementing those changes in their classroom.
- Suggested topics for subcommittee work
 - Restorative Practices
 - Have teachers that are not in TIGER model go to schools and receive data from teachers in the schools with TIGER model.
 - Portfolios and what support teachers need for their portfolios.
 - Workplace survey that went out recently.

- Suggested having the REA Department share information with the committee on how Knox County is meeting benchmarks against the state.

Closing Remarks:

- Mr. Thomas thanked everyone for their feedback on how to make things better for next year.
- He also thanked everyone for their commitment to the committee and the wonderful job that they do every day for Knox County.
- Mr. Thomas wanted the group to be aware of a change in their compensation cycle for the upcoming 2018-19 school year. He shared that beginning next school year, teacher and educational assistant pay will occur on an August-July cycle rather than the current September-August cycle. He stated that in August 2018, employees on 200, 205, 211 and 216-day contracts will receive two paychecks in the same month. This only applies to employees who worked a full school year for 2017-18 and will work a full school year for 2018-19.