

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

Present:

Bob Thomas, Superintendent
August Askins, Holston Middle
Tiffany Holmes, Lonsdale
Antoinette Williams, Farragut Intermediate
Jim Porter, Powell High
Amy Cox, Halls Elementary
Nicole Sanders, Christenberry Elementary School
Tanya Coats, KCEA Representative
Julie Langley, Karns High
Stephanie Lewis, Gap Creek Elementary
Whitney Parson, Farragut High
Lynn Shuryan, Norwood Elementary
Laurie Smith, Cedar Bluff Elementary
Amy Cox, Halls Elementary
Jim Porter, Powell High

Guests:

Dr. Clifford Davis, Chief of Staff
Carly Harrington, Director of Public Affairs
Tammi Campbell, Ombudsman
Melissa Massie, Director of Student Support Services
Jon Rysewyk, Chief Academic Officer

Not Present:

Blaire Harrison, Pond Gap Elementary
Ali Umbarger, Sunnyview Primary
John Irvin, Gresham Middle
Rachel Evans, South-Doyle Middle
Stacey Reece, West High
Michelle Keaton, Paul Kelley Academy

Superintendent Bob Thomas:

- Mr. Thomas welcomed the committee and thanked them for being at the meeting.
- Mr. Thomas reminded the committee members about the Board meeting on Oct. 30.
- He introduced Jon Rysewyk, Chief Academic Officer and Melissa Massie, Executive Director of Student Support Services and gave a brief introduction of the material they would be sharing with the committee.

Reading Proficiency Discussion:

- Ms. Amy Cox, teacher at Halls Elementary shared information regarding proficiency levels in elementary students.
- She shared the following four (4) articles with the committee:
 - Rethinking the Resistance Against Boxed Curriculum
 - ELA K-2 Summary of Alignment & Usability
 - Never Judge a Book by Its Cover – Use Student Achievement Instead
 - McDougald & Weisskirk: Want All Students to Learn? Make Sure Their Teachers Get Great Content for Their Classrooms
- Ms. Cox stressed the importance of having high quality curriculum for teachers and students.
- There was discussion about textbook adoption for ELA/Reading.
- Mr. Thomas shared several statistics with the committee:
 - There is a 30-million-word gap between children in poverty versus wealthier families.
 - Out of 60,000 students 17,000 are economically disadvantaged.
 - 6 out of 10 students are not proficient in reading in third grade.
- Mr. Thomas shared that teachers can help get their students excited about coming to school and learning.

Discussion of Knox Initiatives:

KnoxReads:

- Dr. Jon Rysewyk shared that there are three areas of focus for his team and the district – *KnoxReads, KnoxAdvances, KnoxSupports.*
- *KnoxReads* is an initiative that strategically places support and programming where it can have the greatest impact on raising literacy levels.
- The goal is for Knox County to have 75% of 3rd grade students on or above grade level by 2025.
- Included in the initiative will be targeted interventions for students who do not meet this goal by the end of the third grade.
- Knox County Schools currently has year-long reading course to train all elementary teachers with effective strategies on how to diagnose barriers to reading for each child as well as to teach students how to read. Current focus PreK-5 and librarians.
- Every school has an instructional support position that is trained and supports literacy in his/her school.
- An additional reading facilitator and (3) educational assistants are placed at each of the district’s CUSP and Priority elementary schools to provide additional targeted support for the most at risk populations.
- Targeted supports for the 2018-19 school year for 12 elementary schools that had a reading growth scores of less than 3, but higher rates of reading achievement.
- RTI2 coaches assigned to groups of 10-12 schools to help school-level teams determine the best interventions for struggling students.
- Year-long reading course for social studies (secondary), SPED and ELA.
- Arts integrated tutoring with GSP.
- Dr. Rysewyk shared that his team is working diligently to partner with outside organizations to help support these initiatives.
- He also stated that his team wants to know what is working and what is not working, so that they can focus their efforts in finding what is successful in helping our youth read on the appropriate grade level.
- Ms. Tanya Coats ask if *KnoxReads* will start next school year.
- Committee member ask if curriculum adoptions would be looked at.
- Committee member suggested looking into support coach positions and reviewing the staff’s needs and see what those positions are doing.
- There was discussion about principal’s driving the positions and are using support coaches as they see fit.
- There was discussion about what out side partnership would look like.

KnoxReads & KCS Priorities

Increasing Student Achievement		Creating a Positive Culture		Eliminating Disparities in Education	
	Increase the focus of Personalized Learning		Creating a District where relationships matter	★	Closing achievement gaps within subgroups
★	Increase Reading Proficiency of all students.		Improving the teacher evaluation system so that is promotes a growth mindset.		Increasing professional growth of teachers in the area of cultural competence.
	Increase the percentage of students who are college and career ready		Ensuring Central Office is a place that supports all stakeholders		Increasing access to AP, IB, and Honors Courses.
	Increase Graduation Rates		Principals support students and teachers.		Addressing discipline disparities through PBIS and Restorative Practices
	Increase Post Secondary Opportunities	★	Teachers support students.		
			Schools and Communities support each other.		

KnoxAdvances:

- Dr. Rysewyk shared several initiatives for KnoxAdvances.
- Multi-year initiative to establish an advanced educational model and at least one fully developed career-ready pathway at each KCS high school.
- To ensure economic vitality of the county, each selected academic/career component must reflect the needs of the student body and the opportunities for industry and postsecondary connections in the school community.
- Across Knox County middle and high schools, there will be a more relevant and individualized approach to academics that increase ALL students’ exposure to early post-secondary opportunities.
- These programs will provide students with multiple options for career and post-secondary education upon graduation allowing ALL students to follow a trajectory that could lead directly to workforce, the military, TCAT, Community College or a 4-year university.
- The Career-Ready Pathway will allow school leadership to select 5-6 prioritized career clusters to fully develop a career-ready pathway for their school.
- For Advanced Academic Programs KCS leaders will work with school leadership to expand and introduce advanced academic programs to each KCS high school. Where applicable, programming at the feeder middle school will reflect that of the high school.
- The impact on this practice will be early post-secondary opportunities, introduce a national assessment plan for secondary schools and middle school programming.
- Committee member ask how they planned to staff the new paths. Dr. Rysewyk shared that the focus will be on the resources we have.
- Committee member ask if the KCS initiative presented came from another district. Dr. Rysewyk stated that these initiatives are unique to KCS.

KnoxAdvances & KCS Priorities

Increasing Student Achievement		Creating a Positive Culture	Eliminating Disparities in Education
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Increase Reading Proficiency of all students.		Improving the teacher evaluation system so that is promotes a growth mindset.	Increasing professional growth of teachers in the area of cultural competence.
★ Increase the percentage of students who are college and career ready		Ensuring Central Office is a place that supports all stakeholders	★ Increasing access to AP, IB, and Honors Courses.
★ Increase Graduation Rates	★	Principals support students and teachers.	Addressing discipline disparities through PBIS and Restorative Practices
★ Increase Post Secondary Opportunities	★	Teachers support students.	
	★	Schools and Communities support each other.	

KnoxSupports:

- Ms. Melissa Massie presented to the committee KnoxSupports and what the initiatives are for this initiative.
- Ms. Massie shared an initiative that provides intervention for all students in Knox County who require additional supports to perform on grade level.

- The district will partner with community stakeholders to build systematic supports for students who face challenging social, physical, emotional and economic barriers to their success as students.
- The district will support robust alternative schools and programs and assist students to successful transition to school when intervention is complete and appropriate.
- The district will create a systematic approach to tackling the issue of chronic absenteeism for students.
- The district will provide innovative personnel and programming to ensure success in schools that have traditionally under performed.
- Ms. Massie stated that one of the goals is to develop a plan for Recovery High School or program.
- Plan for monitoring and addressing chronic absenteeism.
- Move out of pilot state with PBIS and Restorative Practices (define models working the best and extend those models)
- Develop plans for alternative schools to meet Ready graduate status.
- Develop and implement a plan to address students with extreme behaviors Pre-K-5.
- Develop a comprehensive plan for academically advanced students
- Ms. Massie shared several other big ideas with the committee and asked for their thoughts.
- Ms. Massie shared that KCS is currently offering PBIS, Restorative Practices, alternative Schools, behavior liaisons, PIT teams, night alternative program, Ombudsman, TCI training and GT program improvements.
- There was discussion about a general education degree. Students will get a degree that represents their skills.
- Committee member expressed the importance of counselors and that schools need more. Ms. Massie stated that it is recognized that the district needs more support.
- Committee member ask what was being done to get the word out on initiatives. Member stated that if more staff knew about the initiatives, there would be more supports.
- Committee members ask how teachers can help with initiatives.
- Committee member ask if there is a way to streamline training to have more communication.
- Committee member stated that people are not pursuing teaching as a career anymore. Member stated that teachers need to be a better advocate for themselves.
- There was discussion about the community getting more involved and helping with initiatives.

Kn^oxSupports & KCS Priorities

Increasing Student Achievement	Creating a Positive Culture	Eliminating Disparities in Education
Increase the focus of Personalized Learning	Creating a District where relationships matter	Closing achievement gaps within subgroups
Increase Reading Proficiency of all students.	Improving the teacher evaluation system so that is promotes a growth mindset.	★ Increasing professional growth of teachers in the area of cultural competence.
Increase the percentage of students who are college and career ready	Ensuring Central Office is a place that supports all stakeholders	Increasing access to AP, IB, and Honors Courses.
Increase Graduation Rates	Principals support students and teachers.	★ Addressing discipline disparities through PBIS and Restorative Practices
Increase Post Secondary Opportunities	Teachers support students.	
	Schools and Communities support each other.	

Next Meeting

- Next Meeting will be Thursday, November 29 at 4:30 pm in the West High School Library