

**Teacher Advisory Committee Meeting  
West High School Library  
Wednesday, November 1, 2017**

**Present:**

Bob Thomas, Superintendent  
August Askins, Holston Middle  
Tiffany Holmes, Lonsdale  
Nicole Sanders, Christenberry  
Michelle Keaton, Paul Kelley Academy  
Megan Christian, Bearden High  
Katheryne Cohen, West Haven  
Laura Davis, West High  
Antoinette Williams, Farragut Intermediate  
Rebecca Loveday, Farragut Middle  
Merry Anderson, Karns Middle  
Kitty Pruet, Northwest Middle  
Jim Porter, Powell High  
Amy Cox, Halls Elementary  
Ali Umbarger, Sunnyview  
Natalie Dowling, Carter High  
Jarrod Pendergraft, South-Doyle Middle  
Kelly Farr, Mount Olive  
Chris Beatty, System wide  
Tanya Coats, KCEA President

**Guests:**

Dr. Clifford Davis, Chief of Staff

**Not Present:**

Beth Howard, Farragut High  
Catherine Harrison, Pond Gap

**Superintendent Bob Thomas**

- Superintendent Thomas welcomed everyone to the meeting and thanked them for being willing to serve on the committee.
- Superintendent Thomas announced that Dr. Kitty Pruet (Northwest Middle) had served on the committee for four years and that he appreciated her for being committed to serve on such an important committee for several years.
- Superintendent Thomas introduced himself and also talked about the many roles he was had over the years working for Knox County Schools. He talked briefly about his family and also stated that he is pleased to be in the position of Superintendent.
- He talked about the great things going in schools across the district. He stated he enjoyed visiting different schools to see the positive impact that principals and staff are making every day.
- Superintendent Thomas discussed his priorities for the district and also announced that a new strategic plan is being developed.
  - Increasing student achievement
    - Increase the focus on personalized learning
    - Increase reading proficiency of all students
    - Increase the percentage of students who are college and career ready
    - Increase graduation rates
    - Increase the post-secondary opportunities
  - Creating a positive culture
    - Creating a district where relationships matter
    - Improving the teacher evaluation system so that it promotes a growth mindset

- Ensuring central office is a place that supports all stakeholders
- Principals support students and teachers
- Teachers support students
- Schools and communities support each other
- Eliminating disparities in education
  - Closing achievement gaps within subgroups
  - Increasing the professional growth of teachers in the area of cultural competence
  - Increasing access to AP, IB and honors courses
  - Addressing discipline disparities through PBIS and restorative practices

### **Member Introductions**

- Each committee member introduced themselves and stated how long they had worked for Knox County Schools, their current position and what school they worked at.
- Ms. Tanya Coats (KCEA President) introduced herself and thanked everyone for being there. She stated that the work this committee will do is very important.

### **Committee Members Suggested Topics**

- PBIS and Restorative Practices
  - How is it working across the district?
  - How are Principals and staff being supported through the implementation of PBIS and Restorative practices throughout the district?
- Pilot for TIGER
  - Overview of how teachers and other staff felt about TIGER
  - Concerns about the application of TIGER for support staff (counselors, social workers, etc.)
  - What kind of training is needed for administrators to evaluate support staff?
- Explore options for tests and assessments
- Staffing in general and master scheduling
- Budget
- Technology in schools
- Fine Arts funding
- Professional Development Opportunities
- Teacher retention and attractions
- Compensation for summer work
- Discuss having small groups within the committee to talk about different areas of concern across elementary, middle and high teachers and staff.
- Exit interviews for staff that are going to other schools within KCS.
- Teacher preparation programs in Knox County and surrounding counties
- English teachers want more information regarding student's computer literacy versus typing errors on state tests.

### **Closing Remarks:**

- Committee member stated that she felt like students do not get disciplined. Teachers feel like there is no consequences for bad behavior and also reported that teachers are starting to be very frustrated and have asked the question "why report it?"
- There are some confusion among the committee about what PBIS looks like.
- Committee member stated that there is a new law that is requiring counselors to spend less time on administrative tasks and more time in the classrooms supporting teachers.
- Committee member suggested that PBIS be required for Professional Development.
- Several committee members stated that preparation programs for teachers do not prepare you for the classroom.

- Several committee members are concerned about the pilot of TIGER and are eager to hear what others thought that were at the piloted schools.
- Committee member asked Mr. Thomas what is next.
- Mr. Thomas stated that his office would put together a list of topics and arrange for the appropriate staff to come to the meeting and provide more information to the committee.

**Next Meeting**

- Next Meeting will be Thursday, November 28 at 4:30 pm in the West High School Library