

**Teacher Advisory Council
Meeting Minutes
10-24-2019**

Present:

Bob Thomas – Superintendent
August Askins - Holston Middle
Elishia Basner - West Hills Elementary
Dave Brooks - Adrian Burnett Elementary
Amy Cox - Halls Elementary
Rachel Evans - South-Doyle Middle
Natalie Dowling - Carter High
Sherry Fischbach - West Valley Middle
Anthony Hancock - Bearden Middle
Tiffany Holmes - Lonsdale Elementary
Lucius Irvin - South-Doyle Middle
Doug James - Austin East High
Michelle Keaton - Paul Kelly Academy
Whitney Parson - Farragut High
Stacey Reece - West High
Lynn Shuryan - Norwood Elementary
Laurie Smith - Cedar Bluff Elementary
Michelle Staal - Northwest Middle

Not Present:

Megan Christian - Bearden High
Tanya Coats – KCEA
Stephanie Lewis - Gap Creek Elementary
Ali Umbarger - Sunnyview Primary

Guests:

Renee Kelly-Chief of Staff
Ron McPherson – Assistant Superintendent, Finance
Jon Rysewyk - Superintendent of Curr. & Instr.
Keith Wilson – Director of CTE
Shannon Jackson – Exec. Dir. Teaching & Learning
Gary Petko – Mathematics Supervisor

Superintendent Bob Thomas

Superintendent Thomas welcomed members and guests

- Superintendent introduced Ron McPherson-Assistant Superintendent, Chief Financial Officer
 - Mr. McPherson expressed appreciation for all that teachers do
 - Members questioned any forecast on raise
 - Answered: Teacher compensation is always a matter of focus. The recent 4% raise was a team effort
- Superintendent introduced Jessica White attending on behalf of Megan Christian
- Superintendent introduced Paula Hancock attending on behalf of Tanya Coats
 - Ms. Hancock shared that PECCA met the previous day – the team is currently working on a MOU. There is still hope for another 4% salary increase. Looking at BEP data, KCS is currently in the top 26 school districts for teacher compensation. The goal of the MOU currently underway is to be in the top 20's
 - Benefits enrollment currently open with no rate increase for the coming year and the projections are that rates will stay the same in the following year
- Superintendent introduced Renee Kelly-Chief of Staff
 - Ms. Kelly addressed the council with thanks for serving and explained role of Chief of Staff
 - Support students and teachers
 - Increase Achievement
 - Eliminate Disparities
 - Create a positive culture
 - Ms. Kelly expressed the need for Council Members to share thoughts, commitment and ideas

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Presentations

Presentations were given in response to questions from September meeting

- ESPOs (Early Post-Secondary Opportunities) & CTE Overview - John Rysewyk
 - Mr. Rysewyk led a PowerPoint Presentation
 - ESPOs include courses and exams that make it possible for students to earn college credits or certifications while still in high school
 - Graduates who participate in ESPO through dual enrollment, advanced placement and CTE classes are more likely to qualify for Tennessee Promise and are prepared to be successful in education and training and are more likely to attend and have success in college
 - ESPO are currently being offered in High School and growing in Middle School with goal of movement into Elementary Schools
 - Graduation rate in Knox County is currently around 90%
 - The goal is to have students not only graduate, but display readiness for college, jobs, or military
 - An educated work force is a key component to building industry in the community
 - 6 out of 10 jobs will require 2 years or more of post-secondary education
 - Drive for 55 -Statewide goal to have 55% percent of Tennesseans obtain a degree or certificate by 2025
 - Knox County Schools' vision to prepare students by offering:
 - Strong CTE programs in every school
 - Advanced academic programs in every high school - AP, IB or Cambridge
 - Path-aligned dual enrollment options
 - Exposure and preparation programs in feeder middle schools
- CTE - Keith Wilson
 - Mr. Wilson posed the question: What does high quality CTE mean?
Answer:
 - Blend of academics along with CTE
 - Providing meaningful CTE Partnerships - asking community partners to provide time and talent rather than or in addition to monetary and supply donations
 - CTEs allow students to earn certifications through Dual Enrollment
 - CTEs are moving from just industrial programs to include advanced academic coursework
 - Metrics not required for graduation but indicators that graduates are ready for Post-secondary education and workforce:
 - ACT score of 21 or higher (or)
 - Completing 4 ESPOs (or)
 - Completing 2 ESPOs + earning one or more industry certification (or)
 - Completing 2 ESPOs+ designated score on TBD or ASVASB AFQT
 - CTE Track would be an elective selection beginning as early as Freshman year
 - Student may choose classes in line with interests
 - Students may or may not pursue further education or certifications in the same path but will have developed useful skills and gained confidence

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- Dual enrollment is meant to prepare students for college, not replace. Research shows that student involvement in dual enrollment advances academic opportunities and results in higher success rate in Freshman and Sophomore years with an overall greater retention probability
- Advanced Academic ESPO Opportunities – Shannon Jackson
 - Shift in philosophy shows that students who take AP Courses learn how to handle college rigor while benefitting from support of high school teachers and parents rather than while potentially away from home and in a much larger setting
 - University of Tennessee studies on retention of students from Freshman year through graduation show a common denominator in success in students who took at least 1 AP class in high school
 - Advanced Placement and Pre-AP will eventually expand into middle school
 - Students who take Advanced Placement classes stand out on college applications
 - Students who take Advanced Placement classes earn college credit and are able to skip introductory courses in college
 - Pre-AP Courses in Middle School build important skills and confidence as well as critical thinking skills which result in increased performance in other academic areas
 - The first Middle School pilot cohort began in 2018; second in 2019. Beginning in 2020, all schools can participate
 - Cambridge International is the oldest advanced program of study. KCS is not currently using, however, Carter High and South Doyle High will be attending training November 2019

Council Questions and Discussion

- How will staffing accommodate for additional programs?
 - If staff numbers are aligned only with student number, members expressed concern that there will not be adequate number of staff to offer enough classes to accommodate scheduling
 - Jon responded that options and staffing are being explored, and community partnerships and commitments are being sought
 - Vine and Austin East are looking at programs on pause. There is focus on Holston Middle programs to feed into High School programs
- Will students be able to transfer to other schools based on availability in their school zone and programs of students' interest in programs in other zones?

Mr. Rysewyk responded:

 - It will be easier in some places than in others. We will need to think differently
 - We will work within state requirements with STEM, Computer Science and CTE teaching
 - Distinguished Professionals will likely be a part of the solution
 - Students will have help when making elective choices while keeping in mind that students should not be pushed to make career decision in middle school. But the goal is for students to have experience and be exposed
 - In some cases, students know early or respond to exposure to the programs available
 - These can be valuable experiences, but the goal is for students to have more education post-secondary

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- Small school as opposed to large schools' offerings
- Choice of offerings determined by student numbers rather than the needs of the student
- Schedule offerings need to be in several blocks, so the general staffing formula is not truly practical. Small schools may appear to have a lack of interest in programs, but this is really due to a course being offered in only one time slot option forcing a student to decline due to creating a schedule that fulfills other requirements
 - Acknowledged the need to think out of the box to address some of the issues that will arise
 - Quest online courses may be an answer to at least some of these questions
 - A teacher in a school conducting a class will be streamed. Students in other schools under supervision will log in and take course
 - A full catalogue of classes will be offered
- Will there be options to offer more Art Programs starting in middle school?
 - Chamber is helping to connect business partners with schools
 - Federal laws/funding rules affect how programs are planned and structured
 - Staff is making an effort to find ways to eliminate disparities through exposing students of color and economically disadvantaged students so they may see themselves as taking these classes
- Math Proficiency – Gary Petko K-12
 - Initiatives
 - Math content has shifted levels. When this happens, teachers need support with new math materials they may not be familiar with or lack experience in
 - New job market requires different type of thinking and understanding
 - Math needs to be understood in the context of everyday life, not just a series of memorized facts
 - ELA – Read About it, Talk About it, Write About it
 - State Department Standards have changed. K-Algebra 2
 - Instructional Focus Document
 - Rubric of Standards
 - Evidence of Learning Statement
 - Student Responsibility
 - Does the introduction of Algebra in Middle School make students more ready for college?
 - Algebra concepts are introduced in upper elementary in order to teach students the context before teaching the procedure
 - Textbooks now moving toward alignment with the new standards.
 - Professional Development helping teachers to “teach outside the textbook”

Superintendent Thomas-Wrap Up

- Items planned for November Agenda
 - RTI will move to November
 - Janice Cook will be available to discuss behavior concerns brought up at September Meeting
 - Strategic Plan discussion will continue at November meeting
- ❖ **Next Meeting-Thursday, November 21**