

**School Board Meeting**  
**February 11, 2016 6:30 PM**  
**HJSHS Library**

- I. Call to Order
- II. Roll Call
- III. Agenda Approval
- IV. Consent Agenda
  - A. January 2016 Bills
  - B. January 2016 Financial Report
  - C. January 7, 2016 Regular Board Meeting
- V. Regular Agenda
  - A. 2016-2017 School Calendar
  - B. Strategic Plan Workshop
  - C. Superintendent's Report
    - 1. Personnel
- VI. Citizens Concern
- VII. Adjournment

Humboldt City Board of Education  
(Humboldt, Tennessee)

Proceedings of Board Meeting  
(Board Minutes)

The Humboldt Board of Education met in regular session on Thursday, January 7, 2016 at 6:30 p.m. at the Humboldt Jr & Sr High School. The following board members were present for the meeting:

Terry Johnson, Chairman  
Phillip Hardee, Board Member  
Leon McNeal, Board Member  
Chuck Samples, Board Member  
Lee Williams, Board Member

Also present: Dr. Versie Hamlett, Superintendent

**OATH OF OFFICE**

Mr. McNeal and Mr. Williams were sworn in by Mayor Marvin Sikes.

15/16:001 AGENDA APPROVAL

Motion by Mr. Williams, seconded by Mr. Hardee to approve the agenda as amended, adding Discussion of Policies as VI-G to the Regular Agenda. Motion carried. Vote: Yes 5 No 0

15/16:002 ELECTION OF CHAIRMAN, VICE CHAIRMAN AND TLN REPRESENTATIVE

Nomination by Mr. Samples to elect Mr. Williams as Chairman. Nomination by Mr. Hardee to elect Mr. Johnson as Chairman. Nomination by Mr. Williams to elect Mr. Samples as Chairman. Vote: Johnson – 3, Williams – 2. Mr. Johnson will serve as the Board Chairman for the year 2016.

Nomination by Mr. Samples to elect Mr. Williams as Vice Chairman. Nomination by Mr. Johnson to elect Mr. Hardee as Vice Chairman. Nomination by Mr. Williams to elect Mr. Samples as Vice Chairman. Vote: Hardee – 3, Samples – 1, Williams – 1. Mr. Hardee will serve as the Vice Chairman for the year 2016.

Nomination by Mr. Johnson to elect Mr. McNeal as TLN Representative. Nomination by Mr. Samples to elect Mr. Williams as TLN Representative. Nomination by Mr. Williams to elect Mr. Samples as TLN Representative. Vote: McNeal – 3, Williams – 1, Samples – 1. Mr. McNeal will serve as the TLN Representative for the year 2016.

15/16:003 CONSENT AGENDA

Motion by Mr. Williams, seconded by Mr. Samples to approve all items under the Consent Agenda. Motion carried. Vote: Yes 5 No 0

December 2015 Bills  
December 2015 Financial Report  
December 10, 2015 Regular Board Meeting  
December 22, 2015 Special Board Meeting

15/16:004 2015 AUDIT REPORT

Motion by Mr. Hardee, seconded by Mr. Samples to accept the 2015 Audit Report as presented. Motion carried. Vote: Yes 5 No 0

15/16:005 2016 BOARD MEETING DATES

Motion by Mr. McNeal, seconded by Mr. Samples to approve the 2016 Board Meeting Dates as presented. Motion carried. Vote: Yes 5 No 0

15/16:006 BOARD POLICY UPDATES – 2<sup>nd</sup> READING

Motion by Mr. Williams, seconded by Mr. Hardee to approve the following policies as presented. Motion carried. Vote: Yes 5 No 0

- 1.108 Nepotism
- 1.400 School Board Members
- 1.704 Charter Schools
- 4.600 Grading System
- 5.602 Staff Time Schedules

15/16:007 EMEETING

Motion by Mr. Williams, seconded by Mr. Samples to approve using the online eMeeting services with TSBA. Motion carried. Vote: Yes 3 No 2 (Johnson, McNeal)

15/16:008 PERSONNEL

The Board was updated as to the personnel changes that have taken place since the December Board Meeting.

15/16:009 SUPT. REPORT

Dr. Hamlett reported on the following: School Board Appreciation Week; Parent-Teacher conference on January 14<sup>th</sup> and report cards going home. Dr. Hamlett asked Vicki Perry to report on the SADD Club events for the following week and Emily Bursleson invited the Board, staff and community to a Senior High Assembly on January 26<sup>th</sup>.

15/16:010 POLICY DISCUSSION

Mr. McNeal discussed several policies regarding the December Special Board Meeting.

15/16:011 ADJOURNMENT

Motion by Mr. Hardee, seconded by Mr. Samples to adjourn being there was no further business to discuss at this time. Motion carried. Vote: Yes 5 No 0

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TERRY JOHNSON, CHAIRMAN                      DATE

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DR. VERSIE HAMLETT, SUPT.                      DATE

HUMBOLDT BOARD OF EDUCATION

Date: February 11, 2016

Item No.: V-A

Subject: 2016-2017 School Calendar

Prepared by: Dr. Versie Hamlett, Superintendent

Status: Action

Supplement: Attached

Background: Attached is the proposed 2016-2017 School Calendar. The calendar was designed by the Calendar Committee.

Recommendation: It is the recommendation of the Superintendent that the Board approve the 2016-2017 School Calendar as presented.

HUMBOLDT CITY SCHOOLS  
2016-2017 ATTENDANCE CALENDAR

July 27	In-service –
July 28	In-service -
July 29	In-service -
August 1	First Day for Students, ½ Day
August 30	Progress Reports Go Out
September 5	Labor Day, No School
October 3	1 <sup>st</sup> Quarter Ends
October 4	Parent-Teacher Conference (3:30-6:30 p.m.)
October 6	Parent-Teacher Conference (3:30-6:30 p.m.)
October 10 - 14	Fall Break
November 4	In-service, No School
November 10	Progress Reports Go Out
November 23 - 25	Thanksgiving Break
December 16	½ Day / 2 <sup>nd</sup> Quarter Ends
December 19 – January 2	Christmas Break
January 2	In-service, No School
January 3	First Day Back for Students – Second Semester
January 12	Parent-Teacher Conference (3:00-6:00 p.m.)
January 12	Report Cards Go Out
January 16	Martin Luther King Day, No School
February 2	Progress Reports Go Out
February 13 – Mar 10	Performance Based Assessment (PBA) Window
February 20	Presidents Day, No School
March 8	3 <sup>rd</sup> Quarter Ends
March 16	Report Cards Go Out
March 24	In-service, No School
March 27 – March 31	Spring Break
April 18	Progress Reports Go Out
April 14	Good Friday
April 10 – May 5	End of Year Assessment Window (EOY)
April 24 – May 12	ACH/EOC
May 11 - 12	Strawberry Festival, No School
May 19	Graduation
May 23	Last Day of School ½ Day; 4 <sup>th</sup> Quarter Ends
May 24	In-service
May 25 – 26	Post Records / Report Cards (26 <sup>th</sup> - 9:00-12:00)
May 29	Memorial Day

\*All Students (Pre-school – 12) Begin Monday, August 1, 2016

\*First & Last Day of School Will Be ½ Day for Students and Regular Day for Personnel

\*December 16 Will Be ½ Day for Students & Personnel

HUMBOLDT BOARD OF EDUCATION

Date: February 11, 2016

Item No.: V-B

Subject: Strategic Plan Workshop

Prepared by: Dr. Versie Hamlett, Superintendent

Status: Report

Supplement: Attached

Background: It has been requested to set a date to work on our Strategic Plan, so please check your calendars so we can discuss this at the meeting.

# **FIVE YEAR PLAN**

## **HUMBOLDT CITY SCHOOLS**

**2013 – 2018**

**FIVE YEAR PLAN  
HUMBOLDT CITY SCHOOLS  
2013 – 2018**

**Humboldt Board of Education**

Philip Hardee, Chairperson

Thomas Porter

Leon McNeal

Lee Williams

Gerald Trimmer

**Administrative Staff**

Steve Bayko, Superintendent

Ann Williams, Assistant Superintendent

Diane Hammonds, Special Education Supervisor

Wayne McLemore, Attendance Supervisor

Jennifer Roten, Federal Programs Director

Wayne Sheehan, Technology Director

## **COMMITTEE FOR IMPROVEMENT**

The Committee for Improvement was established for the purpose of reviewing and revising the District's Five Year Plan.

### **List of Committee Members**

Steve Bayko, Superintendent

Ann Williams, Assistant Superintendent

Jennifer Roten, Federal Programs Director

Diane Hammonds, Special Education Supervisor

Wayne McLemore, Attendance Supervisor

Instructional Coaches

Principals

Board Members

Wayne Sheehan, Director of Technology

Emily Reeves, CCLC Director (In partnership with Humboldt Boys & Girls Club)

George Yarbrow, Family Resource Center Director

Keli Gooch, Licensed Professional Counselor, MHSP, Parent

## **MISSION**

The mission of the Humboldt City Schools, in partners with the City of Humboldt, is to create within each student a passion for life-long learning and to be contributing and productive citizens in our community and beyond.

## GOALS

### Curriculum

- Provide excellence in instructional programs
- Increase proficiency and growth
- Incorporate State and Common Core Curriculum
- Use State recommended and research-based materials to ensure students are college and career ready

### Technology

- Use state of the art technology in the classroom to enhance student learning
- Provide on-going technology professional development through the use of a District-wide Technology Coach
- Provide necessary equipment to meet all State requirements for online assessments

### Professional Development

- Provide professional development that supports State requirements
- Continue to implement Instructional Coaches to ensure all professional development is on-going and specific to the School Improvement Plan
- Provide professional development in instructional leadership

### School Safety

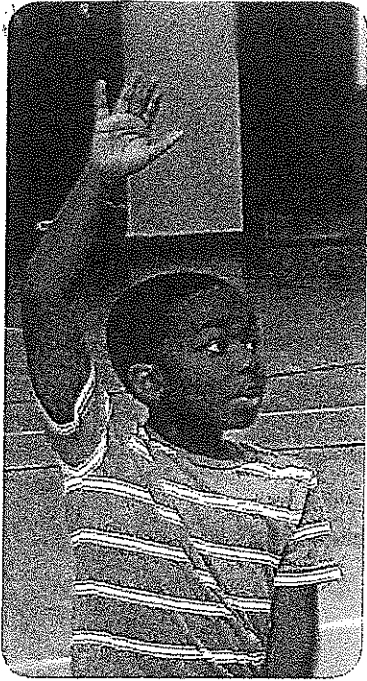
- Insure that all students will have a safe environment that is conducive to learning
- Continue to submit annual revisions on our District Crisis Plan to the Tennessee Department of Safety
- Implement all components of the 2007 SAVE ACT.

### Parent Involvement

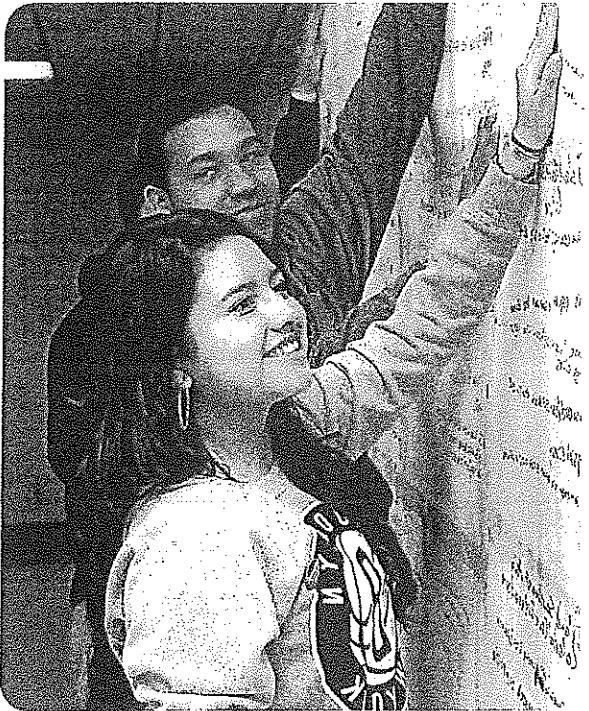
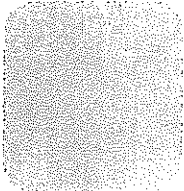
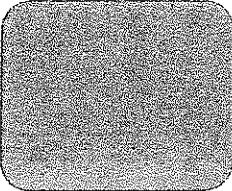
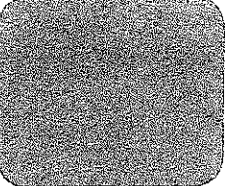
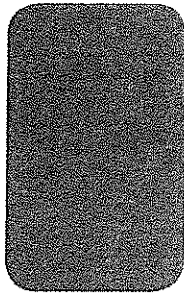
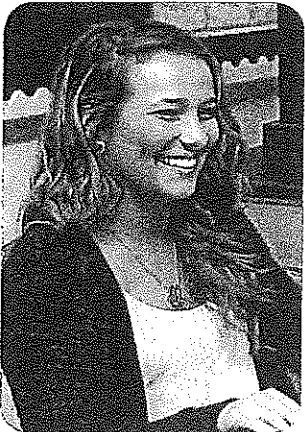
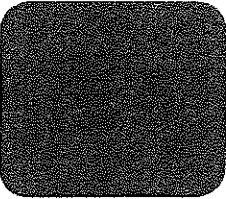
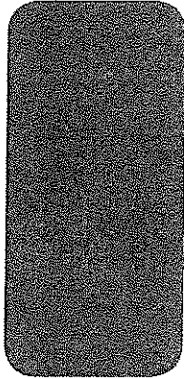
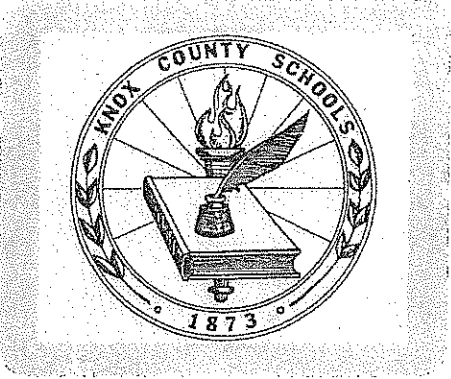
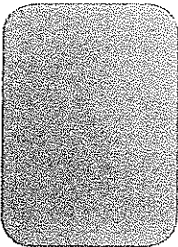
- Cultivate and enhance parental and community involvement for meaningful engagement ensuring student success
- Annually up-date the District Parent Involvement Plan
- Use the [humboldtcityschools.com](http://humboldtcityschools.com) website for up-to-date and accurate information for parents, community, and prospective students.
- Provide Parent-School Compacts
- Continue to provide student handbooks and agenda books/booklets
- Host Parent-Teacher Conferences

### Fiscal

- Maintain fiscal stability, responsibility, and accountability
- Manage and maintain expenses (including staffing salaries and benefits, professional development, operational, equipment, materials and supplies for instruction)



# Knox County Schools



Deepening Our Work:  
**Excellence for  
Every Child**  
Five-Year Strategic Plan  
2014 – 2019

## STEERING COMMITTEE

Lynne Fugate  
Chair, Board of Education

Tim Burchett  
Mayor, Knox County

Madeline Rogero  
Mayor, City of Knoxville

Brad Anders  
Chair, Knox County Commission

Jekia Allen  
Teacher, A.L. Lotts Elementary School

Beth Barlow  
Teacher, Holston Middle School

Rev. Dr. John Butler  
Pastor, Clinton Chapel AME Zion Church

Mark Duff  
Principal, Halls High School

Mike Edwards  
President, Knoxville Chamber

Nadriene Jackson  
Principal, Whittle Springs Middle School

Wanda Lacy  
Teacher, Farragut High School

Dr. Jim McIntyre  
Superintendent, Knox County Schools

Darlene Miller  
Principal, Karns Elementary School

Phyllis Nichols  
President, Knoxville Area Urban League

Dr. Bob Rider  
Dean, University of Tennessee

Sandra Rowcliffe  
President, Knox County Council PTA

Buzz Thomas  
President, Great Schools Partnership

Tanya Thomas-Coats  
President, Knox County Education Association

Laurens Tullock  
President, Cornerstone Foundation

Frederick Washington  
Community Representative, Wells Fargo Bank

Dr. Anthony Wise  
President, Pellissippi State Community College

## WORKING GROUP

Dr. Jim McIntyre  
Superintendent

Dr. Elizabeth Alves  
Chief Academic Officer

Dr. Morgan Camu  
Director of Strategic Planning

Ginnae Harley  
Director of Federal Programs

Melissa Massie  
Executive Director of Student Support Services

Ron McPherson  
Chief Financial Officer

Russ Oaks  
Chief of Staff

Melissa Ogden  
Director of Public Affairs

Dr. Kathy Sims  
Chief Human Resources Officer

Millicent Smith  
Executive Director of Curriculum, Instruction,  
and Professional Development

Bob Thomas  
Assistant Superintendent of Administrative Services

Nakia Towns  
Chief Accountability Officer

*As we look ahead to the next five years, we will continue to work with all of our stakeholders - students, families, staff, community members and our School Board - to deepen and accelerate our important educational work. This five-year strategic plan outlines the commitments, investments, strategies and initiatives that we will pursue in order to prepare each of our students for a bright, competitive and successful future, and bolster the strength and vitality of our remarkable community. In short, this is our community's blueprint to achieve our ambitious educational goal of Excellence for Every Child.*

- Dr. Jim McIntyre  
Superintendent

## Our Strategy



### Goal 1 Focus on Every Student

**Objective 1:** Guarantee Excellence in the Classroom

**Objective 2:** Personalize Learning

**Objective 3:** Facilitate High Quality Student Supports



### Goal 2 Invest in Our People

**Objective 1:** Build & Support Our Community of Learners

**Objective 2:** Build & Support Our Community of Leaders

**Objective 3:** Value Our Hardworking People



### Goal 3 Partner with Our Stakeholders

**Objective 1:** Build & Strengthen Our "One Big Team"

**Objective 2:** Invite & Earn Stakeholder Feedback

**Objective 3:** Develop Common Beliefs & Communication

**Our Vision:  
Excellence  
for Every  
Child**

## Our Future

**Culture  
of  
Excellence**

## Commitments to Our Community

As Knox County Schools, we always:

Do what is **best for students**;

Ensure that our **high expectations for student learning drive all of our work** and decisions;

Act as a **community of learners** who are supported and empowered to professionally grow and innovate;

Act as a **community of leaders** where each one of us purposefully models excellence, courage, service, and humility; and

Build **trusting relationships with all of our stakeholders** by speaking honestly and respectfully because collectively, we achieve more for students.

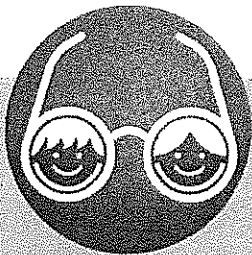
# Goal 1: Focus on Every Student

## Why is this important?

Our passion for high-level student learning drives all of our work. We will focus on the specific learning and support needs of every one of our 57,000 individual students to ensure that they are academically successful, college and career ready, economically competitive, and personally fulfilled in an increasingly complex world.

## How will we do this?

We promise to personalize learning, guarantee excellence in the classroom, and facilitate high quality student supports so that every student can come to school ready and excited to learn.



### Performance Targets

At least **75%** of our kindergarteners will be ready for first grade based on our First Grade Readiness Indicator

At least **75%** of our 3rd graders will be proficient or advanced in reading

At least **75%** of our students in grades 3-8 will be proficient or advanced in reading/ELA and math

At least **80%** of our high school students will be proficient or advanced in numeracy (Algebra I/II)

At least **90%** of our high school students will be proficient or advanced in literacy (English I/II)

At least **90%** of students will successfully complete Diploma Plus 2

### Objective 1: Guarantee Excellence in the Classroom

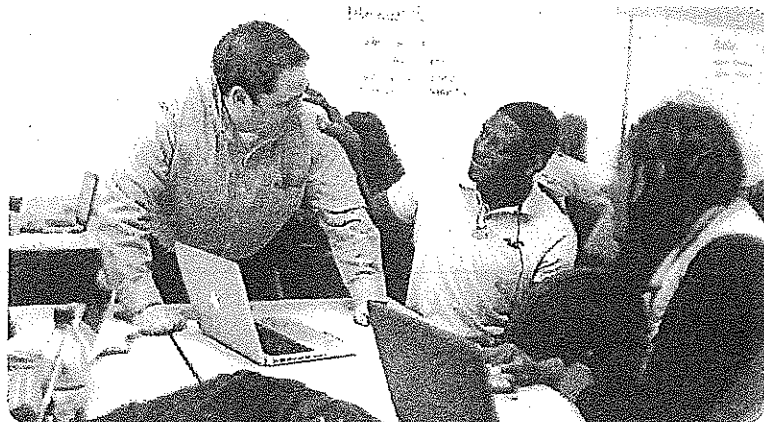
- Maintain high universal standards for every student
- Strengthen students' academic foundations
- Cultivate the "Whole Child" by providing diverse learning opportunities
- Improve district-wide systems to monitor student learning
- Demand operational and administrative excellence to enable effective education

### Objective 2: Personalize Learning

- Design technology-enabled personalized learning
- Differentiate instruction to meet student learning needs
- Structure our schools to best meet the learning needs of students
- Continue to provide multiple pathways to success

### Objective 3: Facilitate High Quality Student Supports

- Strengthen and scale Community Schools
- Identify barriers to learning and provide academic interventions in all schools
- Expand high quality early-learning opportunities
- Ensure that all students have a safe, healthy, and inviting learning environment
- Provide intensive support for schools with significant need



# Goal 2: Invest in Our People

## Why is this important?

Our students can only achieve at their highest levels when our teachers, leaders, and staff also excel in their work. We will consistently build the capacity of our people by encouraging them to serve as a community of learners and leaders, so that together we can all strengthen our skills and learn new ones.

## How will we do this?

We commit to supporting our staff every step of the way, treating them as the respected professionals they are, and celebrating their remarkable accomplishments in educating our students.

### Objective 1: Build and Support Our Community of Learners

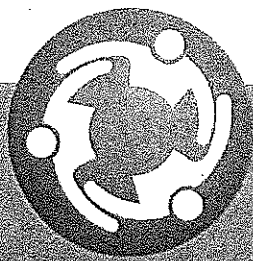
- Support and build the instructional capacity of our educators
- Improve teaching quality through collaboration
- Provide adequate individual planning time for all teachers
- Ensure all staff members receive calibrated, timely, and meaningful performance feedback
- Build capacity of our staff through high quality, tailored, and relevant professional development
- Create a regional school support structure

### Objective 2: Build and Support Our Community of Leaders

- Encourage staff to be educational leaders and creative problem-solvers
- Develop and articulate robust career pathways
- Develop mid-career leadership academies
- Articulate clear expectations for school principals
- Clarify flexibility and autonomy for teachers and principals
- Give more autonomy to effective teachers and principals

### Objective 3: Value Our Hardworking People

- Respect our educators as professionals
- Secure competitive wages for all staff
- Redesign our strategic compensation program
- Create a staff appreciation initiative
- Transform Human Resources into a talent management partner for schools



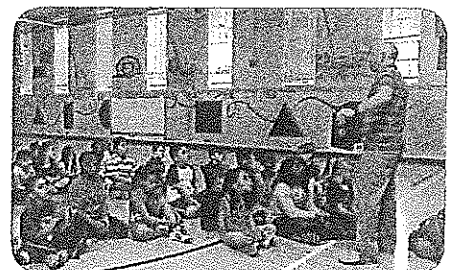
#### Performance Targets

At least **95%** of teachers, administrators, and all staff will meet or exceed expectations

Double the number of schools that have an overall Level 5 TVAAS growth composite

Retain at least **90%** of our highest performing staff each year

**2020 Pay Plan:** Either our average teacher base pay will be one of the top 20 school systems in Tennessee or we will increase our average teacher base pay **20%** by 2020



# Goal 3: Partner with Our Stakeholders

## Why is this important?

We believe that our district is more capable of preparing our students for a bright future when we benefit from the talents, resources, and support of our broader community and all the stakeholders within it.

## How will we do this?

We will more closely collaborate with all our partners to form "one big team" working for our students, inviting and earning stakeholder feedback so we can continue to know more and do better, and elevate our commitment to customer service and professionalism.

### Objective 1: Build and Strengthen Our "One Big Team"

- Develop a community relations function
- Share our district's exciting work with all stakeholders

### Objective 2: Invite and Earn Stakeholder Feedback

- Develop and promote differentiated stakeholder engagement opportunities
- Employ advisory groups to inform district decisions
- Create systems to track and address feedback from stakeholders

### Objective 3: Improve Customer Service and Communication

- Uphold high levels of professionalism and customer service
- Diversify and streamline external communication channels
- Explore the use of a Parent Resource Center
- Strengthen internal communications
- Develop and disseminate messaging toolkits for schools

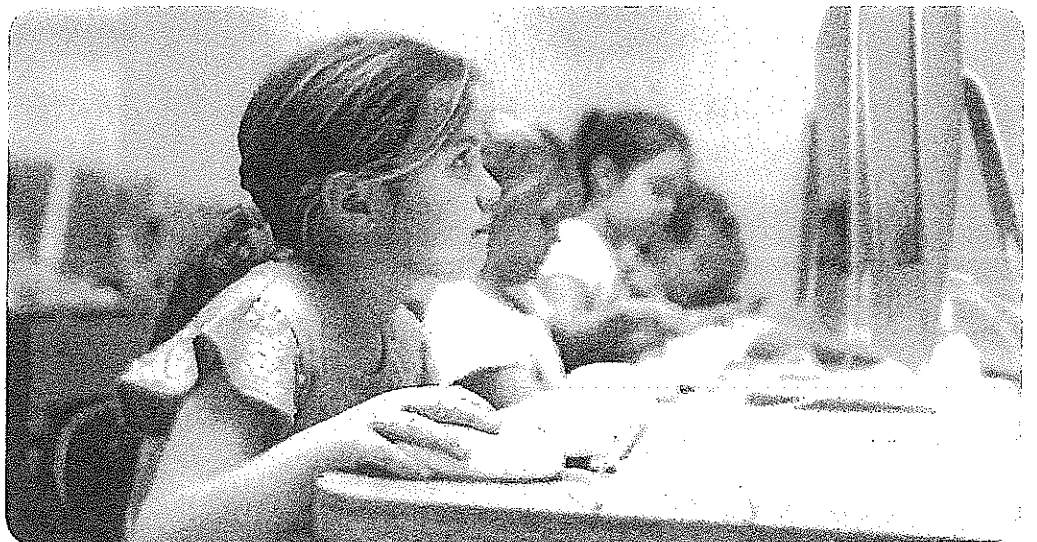


#### Partnership Targets

At least 90% of students and families will have a positive school, educational experience.

At least 90% of our school-based staff will perceive their school as a good place to work and learn.

Double the number of meaningful parent tips.



# Our Future: A Culture of Excellence

## Why is this important?

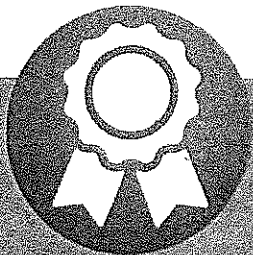
We are proud of the progress our students have made, but recognize that if we are to achieve our ambitious goals, we must collectively create a pervasive Culture of Excellence. Only then will every child have the opportunity to successfully reach their highest potential, regardless of whatever challenging circumstances they may face.

## How will we do this?

We believe that our strategy, as defined by our three goal areas, will help us create a Culture of Excellence that will ultimately lead to us meeting our ambitious vision of *Excellence for Every Child*.

To us, a Culture of Excellence is exemplified by:

- Every school is a great school;
- Every student is nurtured and academically successful;
- Every staff member is a steward of excellence; and
- Every stakeholder is invested and productively engaged.



### Performance Targets

Earn a **Level 5 composite in growth** each year

**Double the number** of Tennessee Reward schools

At least **70% of our students** will meet our College and Career Readiness Indicator

**Cut in half** all achievement gaps



