

School Board Meeting
October 17, 2024 5:30 PM
HJSHS Library

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. September 2024 Bills
 - B. September 2024 Financial Report
 - C. September 12, 2024 Regular Board Meeting
- IV. Agenda Approval
- V. Regular Agenda
 - A. Superintendent's Evaluation Report
 - B. ESSER 3.0
 - C. TISA Accountability (template)
 - D. Superintendent's Report
 - 1. Personnel Report
 - 2. Threat Assessment Report
- VI. Public Comment

"Individuals speaking to the Board shall address remarks to the chairman and may direct questions to individual board members or staff members only upon approval of the chairman. Each person speaking shall state his/her name, address (must be a resident of Humboldt, TN), and subject of presentation. Remarks will be limited to five (5) minutes unless time is extended by the Board." **The School Board cannot take action on input/request(s), but the School Board may place an item on the agenda of a subsequent meeting for action by notifying School Board Chair, Ms. Valeria Smith-Wedley at vswedley@icloud.com.**

- VII. Adjournment

School Board Meeting

September 12, 2024 5:30 PM
HJSHS Library

Attendance Taken at 5:30 PM.

Mr. Tommy Colvin: Present
Rev. Mark Hodge: Present
Mr. Terry Johnson: Present
Mr. Leon McNeal: Present
Ms. Valeria Wedley: Absent

Also present: Dr. Janice Epperson, Superintendent

I. Call to Order

II. Swearing In - Oath of Office

Mr. Tommy Colvin was sworn in by Mayor Marvin Sikes.

III. Roll Call

IV. Consent Agenda

Motion passed: Motion to approve the Consent Agenda as presented passed with a motion by Rev. Mark Hodge and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea
Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Absent
Yea: 4, Nay: 0, Absent: 1

A. August 2024 Bills

B. August 2024 Financial Report

C. August 8, 2024 Regular Board Meeting

V. Agenda Approval

Motion passed: Motion to approve the agenda passed with a motion by Rev. Mark Hodge and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea
Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Absent
Yea: 4, Nay: 0, Absent: 1

VI. Regular Agenda

A. TSBA Superintendent Evaluation Instrument

Motion passed: Motion to approve passed with a motion by Mr. Leon McNeal and a second by Rev. Mark Hodge.

Mr. Tommy Colvin: Yea
Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Absent
Yea: 4, Nay: 0, Absent: 1

B. Board Policy Updates - 2nd Reading

Motion passed: Motion to approve as amended passed with a motion by Mr. Leon McNeal and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea
Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Absent
Yea: 4, Nay: 0, Absent: 1

1. 1.501 Visitors to the Schools
2. 1.800 School Calendar
3. 2.403 Surplus Property Sales
4. 2.806 Bids and Quotations
5. 3.202 Emergency Preparedness Plan
6. 3.205 Security
7. 3.400 Student Transportation Management
8. 4.201 Class Size Ratios
9. 4.213 Family Life Curriculum
10. 4.214 Use of Artificial Intelligence Programs
11. 4.301 Interscholastic Athletics
12. 4.403 Library Materials
13. 4.600 Grading System
14. 4.603 Promotion and Retention
15. 5.307 Physical Assault Leave
16. 5.701 Substitute Teachers
17. 5.802 Qualifications and Duties of the Director of Schools
18. 6.203 School Admissions & 6.318 Admission of Suspended or Expelled Students
19. 6.300 Code of Conduct
20. 6.309 Zero Tolerance Offenses
21. 6.316 Suspension
22. 6.4052 Opioid Antagonist
23. 6.409 Reporting Child Abuse

C. Superintendent's Report

- Mission and Vision Statements
- Welcome new staff
- TVAAS scores are still embargoed.
- TVA Grant Update
- 90 Day Plan Update
- September Attendance & Discipline Data
- PD Day - September 20th

1. Personnel Report

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

2. Threat Assessment Report

XI. Public Comment

"Individuals speaking to the Board shall address remarks to the chairman and may direct questions to individual board members or staff members only upon approval of the chairman. Each person speaking shall state his/her name, address (must be a resident of Humboldt, TN), and subject of presentation. Remarks will be limited to five (5) minutes unless time is extended by the Board." The School Board cannot take action on input/request(s), but the School Board may place an item on the agenda of a subsequent meeting for action by notifying School Board Chair, Ms. Valeria Smith-Wedley at vswedley@icloud.com.

XII. Adjournment

Motion passed: Motion to adjourn passed with a motion by Mr. Leon McNeal and a second by Tommy Colvin.

- Mr. Tommy Colvin: Yea
 - Rev. Mark Hodge: Yea
 - Mr. Terry Johnson: Yea
 - Mr. Leon McNeal: Yea
 - Ms. Valeria Wedley: Absent
- Yea: 4, Nay: 0, Absent: 1

Valeria Smith-Wedley, Chairman

Date

Dr. Janice Epperson, Superintendent

Date



Humboldt City Schools Director of Schools Evaluation Results

**Valeria Smith-Wedley, Chairman
Tommy Colvin
Mark Hodge
Terry Johnson
Leon McNeal**

October 2024

2024 Humboldt Director of Schools Overall Evaluation Score

Performance Evaluation:

Appendix A: Administrator Survey 4.38

Appendix B: Board Observational Data 4.31

Overall Evaluation Score: 4.35

2024 Humboldt Director of Schools Evaluation Results		
Evaluation Numbers	Appendix A - Administrators' Perceptions of Director's Performance	Rating Out of 5
1	The director develops clear expectations.	4.43
2	The director models good communication skills.	3.43
3	The director is knowledgeable about the curriculum.	4.00
4	The director ensures that funds are spent wisely.	3.71
5	The director holds me accountable for my job responsibilities.	4.86
6	The director supports professional learning activities for teachers and administrators.	4.29
7	The director maintains positive relationships with administrators.	4.43
8	The director enforces board policy in a fair and consistent manner.	4.86
9	The director ensures the safety of students and school personnel.	4.71
10	The director administers the schools in accordance with state laws.	4.57
11	The director has an effective plan to recruit effective employees.	4.14
12	The director takes an active leadership role in the instructional improvement.	4.29
13	The director evaluates my performance in a fair and consistent manner.	4.57
14	The director interacts effectively with system employees.	4.14
15	The director is accessible to administrators.	4.86
16	The director develops good staff morale and loyalty to the system.	4.00
17	The director works effectively with the school board.	4.86
18	The director involves administrators as much as possible in decision-making.	4.50
19	The director listens to suggestions from the administrative staff.	4.57
20	The director demonstrates a caring attitude.	4.43
Administrator Survey Average:		4.38

Additional Comments

- Has a clear mission and vision for the school system and keeps that in the forefront in decision making. A true advocate for the whole student.

2024 Humboldt Director of Schools Results

Evaluation Numbers	Appendix B - Board Observational Data	Rating Out of 5
	BOARD RELATIONSHIPS: Goal 1	
1.1	Keeps all board members informed on issues, needs and operation of the school system.	4.40
1.2	Keeps board informed of employment, promotion, and dismissal of personnel.	4.20
1.3	Has a harmonious relationship with the board.	4.40
1.4	Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	4.80
1.5	Maintains a high degree of understanding and respect between staff and the board.	4.40
1.6	Interprets and executes the intent of board policy.	4.60
1.7	Seeks and accepts constructive criticism of work.	3.40
1.8	Supports board policy and actions to the public and staff.	4.80
1.9	Remains impartial toward the board, treating all board members alike.	3.80
1.10	Refrains from criticism of individual or group members of the board.	4.60
1.11	Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.	3.40
1.12	Bases position with regard to matters discussed by the board upon principle, and is willing to maintain that position without regard for its popularity until an official position has been reached, after which time the superintendent supports the decision of the board, as long as he/she remains in its employ.	4.40
	Average	4.27

2024 Humboldt Director of Schools Results		
	COMMUNITY RELATIONSHIPS: Goal 2	
2.1	Is an effective spokesperson for the school system.	5.00
2.2	Models the highest professional standards to the community.	4.80
2.3	Builds public support for the school district.	5.00
2.4	Develops cooperative relationships with the news media.	4.80
2.5	Works effectively with public and private agencies.	4.60
2.6	Uses information about family and community concerns, expectations, and needs regularly.	4.80
2.7	Secures available community resources to help the school district solve problems and achieve goals.	4.60
2.8	Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.	4.40
2.9	Treats community stakeholders equitably.	4.40
2.10	Recognizes and values diversity.	3.40
2.11	Uses public resources and funds appropriately and wisely.	4.80
2.12	Models community collaboration for staff.	3.80
2.13	Encourages parental involvement.	5.00
	Average	4.57

2024 Humboldt Director of Schools Results		
	STAFF AND PERSONNEL RELATIONSHIPS: Goal 3	
3.1	Develops good staff morale and loyalty to the system.	4.00
3.2	Treats all personnel fairly.	3.80
3.3	Delegates authority to staff members appropriately.	3.60
3.4	Recruits and assigns the best available personnel.	4.40
3.5	Organizes a planned program of staff evaluation.	4.20
3.6	Offers professional development that is focused on student learning consistent with the school districts vision and goals.	4.60
3.7	Considers diversity in developing learning experiences.	3.80
3.8	Uses technologies in teaching and learning.	4.60
	Average	4.13

2024 Humboldt Director of Schools Results		
	FACILITIES AND FINANCE: Goal 4	
4.1	Demonstrates knowledge of school facilities and develops a process that builds support for buildings' needs.	4.20
4.2	Ensures the maintenance of school property and the safety of personnel and property.	4.40
4.3	Provides accurate and timely reports to the board on the financial condition of the school system.	4.60
4.4	Ensures that expenditures are within the limits approved by the board.	4.60
4.5	Evaluates financial needs and makes recommendations for adequate financing.	4.60
4.6	Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.	4.20
4.7	Uses technology effectively to manage school operations.	4.20
4.8	Manages fiscal resources of the school responsibly, efficiently, and effectively.	4.20
4.9	Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.	4.20
	Average	4.36

2024 Humboldt Director of Schools Results		
	VISION: Goal 5	
5.1	Works effectively with board, staff, and community to develop long- range strategic plans.	4.80
5.2	Keeps board and community informed of progress towards long- range goals.	4.80
5.3	Facilitates a community informed of progress towards long-range plans.	4.80
5.4	Clearly articulates system's vision, mission and priorities to community and media.	4.80
5.5	Inspires others to achieve the vision of the school system.	4.80
5.6	Recognizes and celebrates the contributions of school community members to the realization of the vision.	4.80
5.7	Ensures that the vision shapes the educational programs, plans, and activities.	4.60
5.8	Uses assessment data related to student learning to develop the school district vision and goals.	4.60
5.9	Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.	4.60
5.10	Seeks and obtains needed resources to support the implementation of the school district mission and goals.	4.60
5.11	Monitors, evaluates and advises the vision, mission, and implementation plans regularly.	4.60
	Average	4.71

2024 Humboldt Director of Schools Results		
	STUDENT ACHIEVEMENT: Goal 6	
6.1	Develops, implements, promotes and monitors continuous improvement in student achievement.	4.40
6.2	Applies effective methods of providing, monitoring, evaluating and reporting student achievement.	4.20
6.3	Promotes academic rigor and excellence for students so that they are college and career ready.	4.40
6.4	Maintains a current knowledge of developments in curriculum and instruction and ensures that the instructional program is rigorous and relevant.	4.40
6.5	Reviews, reports and reacts appropriately to state accountability measures.	4.80
6.6	Identifies, clarifies and addresses barriers to student learning.	4.40
6.7	Recognizes and celebrates student accomplishments.	4.60
	Average	4.46

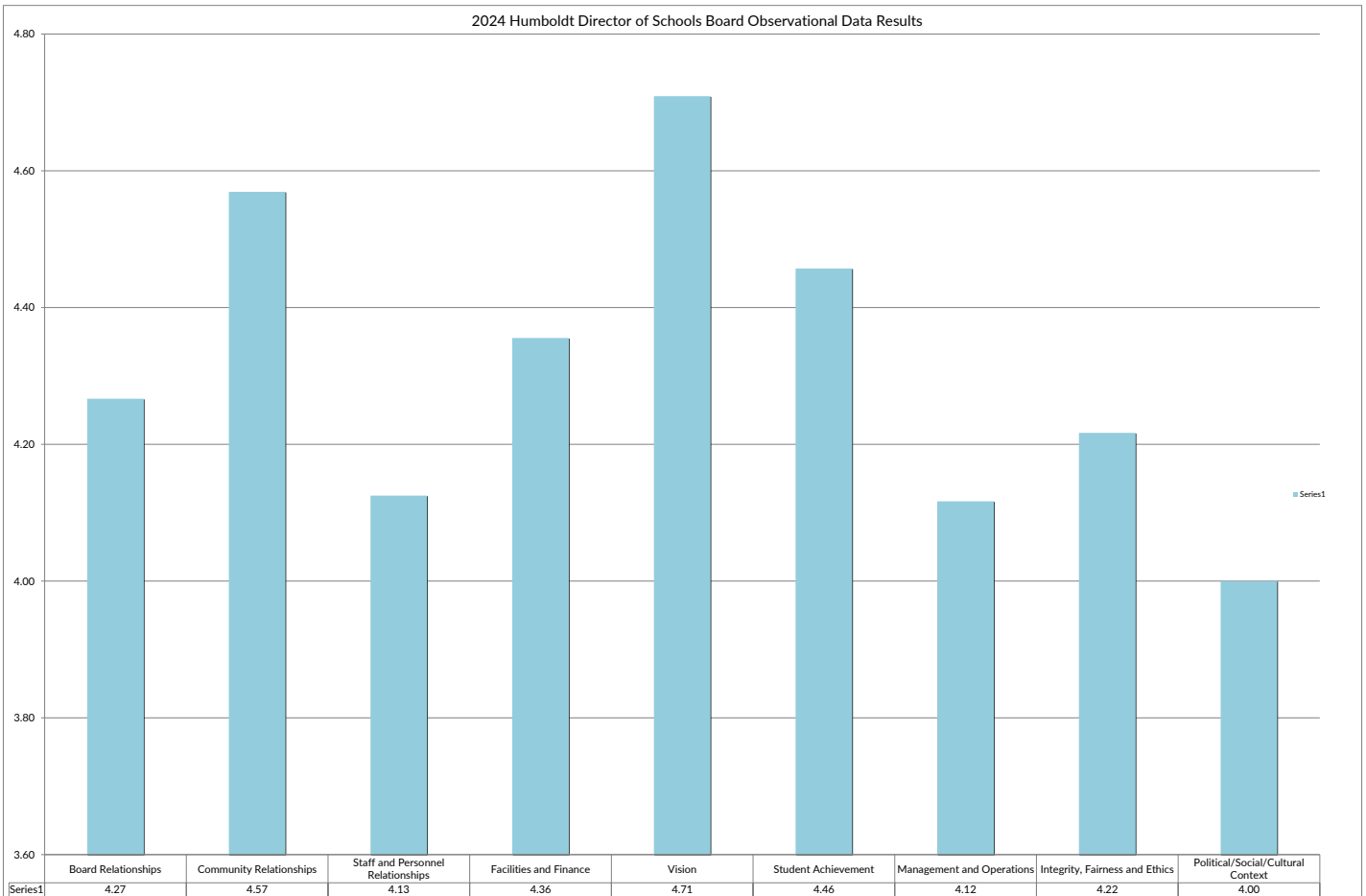
2024 Humboldt Director of Schools Results		
	MANAGEMENT AND OPERATIONS: Goal 7	
7.1	Recognizes, studies and applies emerging trends as appropriate.	4.20
7.2	Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.	4.60
7.3	Manages time to maximize attainment of organizational goals.	4.60
7.4	Identifies potential problems and opportunities.	4.20
7.5	Confronts and resolves problems in a timely manner.	4.20
7.6	Aligns financial, human, and material resources to the goals of school district.	4.40
7.7	Involves stakeholders in decisions affecting schools.	3.40
7.8	Uses effective problem-framing and problem-solving skills.	3.60
7.9	Uses effective conflict resolution skills.	3.60
7.10	Uses effective group-process and consensus building skills.	4.00
7.11	Uses effective communication skills.	4.20
7.12	Participates in professional learning that is aligned with strategic plan and enhances leadership skills.	4.40
	Average	4.12

2024 Humboldt Director of Schools Results		
	INTEGRITY, FAIRNESS AND ETHICS: Goal 8	
8.1	Examines personal and professional values.	3.60
8.2	Demonstrates a personal and professional code of ethics.	4.20
8.3	Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.	4.20
8.4	Serves as a role model.	4.60
8.5	Accepts responsibility for school operations.	4.25
8.6	Considers the impact of one's administrative practices on others.	3.60
8.7	Uses the influence of the office to enhance the educational program rather than for personal gain.	4.00
8.8	Treats people fairly, equitably, and with dignity and respect.	4.00
8.9	Protects the rights and confidentiality of students and staff.	5.00
8.10	Demonstrates appreciation for and sensitivity to the diversity in the school community.	4.20
8.11	Recognizes and respects the legitimate authority of others.	4.20
8.12	Examines and considers the prevailing values of the diverse school community.	4.20
8.13	Expects that others in the school community will demonstrate integrity and exercise ethical behavior.	4.20
8.14	Fulfills legal and contractual obligations.	4.60
8.15	Applies laws and procedures fairly, wisely, and considerately.	4.40
	Average	4.22

2024 Humboldt Director of Schools Results		
	POLITICAL/SOCIAL/CULTURAL CONTEXT: Goal 9	
9.1	Ensures that the environment in which schools operate is influenced on behalf of students and their families.	4.20
9.2	Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.	4.20
9.3	Ensures that there is ongoing dialogue with representatives of diverse community groups.	3.40
9.4	Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.	4.60
9.5	Ensures that lines of communication are developed with decision- makers outside the school community.	3.60
	Average	4.00
	Board Observational Data Average:	4.31

2024 Humboldt Director of Schools Evaluation Results - Appendix B

Appendix B - Board Observational Data	Average
Board Relationships	4.27
Community Relationships	4.57
Staff and Personnel Relationships	4.13
Facilities and Finance	4.36
Vision	4.71
Student Achievement	4.46
Management and Operations	4.12
Integrity, Fairness and Ethics	4.22
Political/Social/Cultural Context	4.00
AVERAGE:	4.31



Additional Comments

- I had trouble with most questions dealing with "diversity." We are NOT a diverse school district. The atmosphere and culture drive our system, not values and vision. I used the "I don't know" button to keep from using the significantly below button. I have my opinion, but some of those are better to not be known than to simply state my opinion. I find this entire survey hard to answer due to lack of inner office workings within the district. I know what I am told, but not much beyond that. Am I being told everything, or just what I need to know? How do you make an informed opinion when you feel like you are getting filtered information and staff are hesitant to tell you anything other than the good stuff?
- Great Job



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Budget Overview

Humboldt City Schools (271) Public District - FY 2025 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 2 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

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Indirect Cost Guide

Total Allocation	\$486,341.76
Existing Budget In Categories Not Eligible for Indirect Cost	\$41,092.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$445,249.76
Indirect Cost Rate	17.75%
Max Available Budget In Categories Eligible for Indirect Cost	\$378,131.44
Max Indirect Cost	\$67,118.32

Filter by Location: All - \$486,341.76
 Show Unbudgeted Categories

Account Number	71100 - Regular Instruction Program	71200 - Special Education Program	71300 - Vocational Education Program	72110 - Attendance	72120 - Health Services	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72220 - Support Services/Special Education Program	72230 - Support Services/Vocational Education Program	72250 - Education Technology	72320 - Office of the Superintendent	72410 - Office of the Principal	72510 - Fiscal Services	72610 - Operation of Plant	72620 - Maintenance of Plant	72710 - Transportation	73100 - Food Service
188 - Bonus Payments	76,135.00	21,000.00	6,000.00	4,000.00	2,000.00	3,000.00	8,000.00	1,000.00	3,000.00	1,000.00	1,000.00	7,000.00	5,000.00	9,000.00	2,000.00	5,000.00	20,000.00
189 - Other Salaries & Wages	0.00	0.00	0.00	0.00	0.00	0.00	9,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
201 - Social Security	4,534.37	1,302.00	372.00	186.00	124.00	186.00	1,054.00	62.00	186.00	62.00	62.00	434.00	310.00	558.00	124.00	248.00	1,116.00
204 - Pensions	5,107.35	1,596.80	530.00	240.00	169.90	190.00	1,097.60	80.00	223.40	79.90	63.60	477.80	399.50	479.40	159.80	159.80	1,022.40
206 - Life Insurance	250.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
212 - Employer Medicare	1,103.96	304.50	87.00	58.00	29.00	43.50	246.50	14.50	43.50	14.50	14.50	101.50	72.50	130.50	29.00	72.50	290.00
429 - Instructional Supplies & Materials	26,927.63	0.00	0.00														
471 - Software	47,730.06	0.00	0.00	0.00	0.00	0.00	0.00			0.00		0.00		0.00	0.00	0.00	
504 - Indirect Cost																	
524 - In-Service / Staff Development				0.00	0.00	0.00	17,400.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00
599 - Other Charges	85,960.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00

Roten, Jennifer

Production

Session Timeout (Hide Timer)

00:28:42

Budget Overview

Account Number	71100 - Regular Instruction Program	71200 - Special Education Program	71300 - Vocational Education Program	72110 - Attendance	72120 - Health Services	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72220 - Support Services/Special Education Program	72230 - Support Services/Vocational Education Program	72250 - Education Technology	72320 - Office of the Superintendent	72410 - Office of the Principal	72510 - Fiscal Services	72610 - Operation of Plant	72620 - Maintenance of Plant	72710 - Transportation	73100 - Food Service
Line Item Number																	
707 - Building Improvements																	
722 - Regular Instruction Equipment	31,092.00																
Total	278,841.03	24,203.30	6,989.00	4,484.00	2,322.90	3,419.50	36,798.10	1,156.50	3,452.90	1,156.40	1,140.10	8,013.30	5,782.00	10,167.90	2,312.80	5,480.30	22,428.40

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00:28:42



Tennessee Investment in Student Achievement

2024-25 Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, [T.C.A. § 49-3-112](#) requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
 - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.¹
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to [T.C.A. § 49-3-114](#) to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please review the TISA Accountability Report Guidance document or contact tnedu.funding@tn.gov

Completed reports should be submitted in ePlan by **November 1, 2024**.

¹ T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3rd grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3rd grade students proficient in ELA.

DISTRICT INFORMATION

District Name		Humboldt City Schools
Director of Schools Name		Dr. Janice Epperson
District Point of Contact for TISA Accountability Report	Name	Dr. Janice Epperson
	Phone Number	731-784-2652
	Email Address	janice.epperson@hcsvikings.org
Percent of 3 rd grade students who scored proficient ("met expectations" or "exceeded expectations") on the English Language Arts (ELA) portion of the most recent spring TCAP		24.7%

DISTRICT GOAL STATEMENT(S)

Goal Statement 1: 3 rd Grade ELA Proficiency ²	70 % of students will score proficient on the 3 rd grade ELA TCAP by 2030 year
Goal Statement 2:	District Administration and the Board of Education will strengthen Grades 3-5 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.
Goal Statement 3:	District Administration and the Board of Education will strengthen Grades 6-8 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.
Goal Statement 4:	District Administration and the Board of Education will strengthen Grades 9-12 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.
Goal Statement 5:	We will focus on core instruction using the newly adopted HOIM along with appropriate interventions across grades 3-12 to improve mathematical performance this year. Providing a strong foundation in math will increase opportunities for student success.

² **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal Statement 1 (3rd grade ELA proficiency): 70% of students will score proficient on the 3rd grade ELA TCAP by year 2030.

Year	Annual Outcome Target(s)	Associated Metrics/Data	
Year 1: 2023-2024 school year (Use actuals)	19.0%	TCAP	
Year 2: 2024-2025 school year	27.7%		
Year 3: 2025-2026 school year	30.7%		
Year 4: 2026-2027 school year	33.7%		
Year 5: 2027-2028 school year	36.7%		
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	Yes, Humboldt City Schools met the Year 1 target. We will continue to use strategies as outlined in the Action Plan.		
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal
	Personnel	\$274,408.80	Yes, Teachers and Educational Assistants met thresholds of the 3 rd Grade ELA Proficiency through the TISA Template.
Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.	HQIM ELA Curriculum, Consistent unit and lesson prep implementation of ELA HQIM K-12, after school tutoring, high dosage-low ratio, TDOE CORE ELA Consultant for leader and teacher support, PLCs and common planning, and summer programming.		
Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.	Funds will be paired with state provided dollars to support additional texts and consumable classroom materials for HQIM implementation TISA funds for students not reaching performance levels and attending after school tutoring, and summer programming.		

Goal Statement 2: District Administration and the Board of Education will strengthen Grades 3-5 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.

Year	Annual Outcome Target(s)	Associated Metrics/Data							
Year 1: 2023-2024 school year (Use actuals)	12.0	Success Rate							
Year 2: 2024-2025 school year	25.0								
Year 3: 2025-2026 school year	30.0								
Year 4: 2026-2027 school year									
Year 5: 2027-2028 school year									
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	No, District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.								
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	<table border="1"> <thead> <tr> <th data-bbox="521 978 695 1041">Major TISA Investment</th> <th data-bbox="699 978 1003 1041">Amount Expended</th> <th data-bbox="1003 978 1482 1041">Investment Contributed to Progressing Toward the Goal</th> </tr> </thead> <tbody> <tr> <td data-bbox="521 1041 695 1165">Personnel</td> <td data-bbox="699 1041 1003 1165">\$274,408.80 (GR 3) \$548,817.60 (GR 4&5)</td> <td data-bbox="1003 1041 1482 1165">No, Teacher retention was a major barrier in grades 4—5.</td> </tr> </tbody> </table>	Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal	Personnel	\$274,408.80 (GR 3) \$548,817.60 (GR 4&5)	No, Teacher retention was a major barrier in grades 4—5.		
Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal							
Personnel	\$274,408.80 (GR 3) \$548,817.60 (GR 4&5)	No, Teacher retention was a major barrier in grades 4—5.							
Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.	HQIM ELA Curriculum, Consistent unit and lesson prep implementation of ELA HQIM K-12, after school tutoring, high dosage-low ratio, TDOE CORE ELA Consultant for leader and teacher support, PLCs and common planning, and summer programming. District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.								
Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.	TISA funds for students not reaching performance levels and attending after school tutoring, and summer programming. Funds will be paired with state provided dollars to support additional texts and consumable classroom materials for HQIM implementation.								

Goal Statement 3: District Administration and the Board of Education will strengthen Grades 6-8 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.

Year	Annual Outcome Target(s)	Associated Metrics/Data	
Year 1: 2023-2024 school year (Use actuals)	8.7	Success Rate	
Year 2: 2024-2025 school year	17.0		
Year 3: 2025-2026 school year	22.0		
Year 4: 2026-2027 school year			
Year 5: 2027-2028 school year			
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	No, District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.		
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal
	Personnel	\$182,939.20 (GR 6-8)	No, Teacher retention was a major barrier in grades 6—8.
Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.	HQIM ELA Curriculum, Consistent unit and lesson prep implementation of ELA HQIM K-12, after school tutoring, high dosage-low ratio, TDOE CORE ELA Consultant for leader and teacher support, PLCs and common planning, and summer programming. District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.		
Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.	TISA funds for students not reaching performance levels and attending after school tutoring, and summer programming. Funds will be paired with state provided dollars to support additional texts and consumable classroom materials for HQIM implementation.		

Goal Statement 4: District Administration and the Board of Education will strengthen Grades 9-12 leaders and teachers' knowledge of alignment between literacy standards, curriculum, and assessment continuing with the 2024-25 school year.

Year	Annual Outcome Target(s)	Associated Metrics/Data	
Year 1: 2023-2024 school year (Use actuals)	10.5	Success Rate	
Year 2: 2024-2025 school year	15.0		
Year 3: 2025-2026 school year	20.0		
Year 4: 2026-2027 school year			
Year 5: 2027-2028 school year			
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	No, District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.		
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal
	Personnel	\$122,539.10 (English I & II)	No, Teacher retention was a major barrier in grades 6—8.
Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.	HQIM ELA Curriculum, Consistent unit and lesson prep implementation of ELA HQIM K-12, after school tutoring, high dosage-low ratio, TDOE CORE ELA Consultant for leader and teacher support, PLCs and common planning, and summer programming. District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.		
Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.	TISA funds for students not reaching performance levels and attending after school tutoring, and summer programming. Funds will be paired with state provided dollars to support additional texts and consumable classroom materials for HQIM implementation.		

Goal Statement 5: We will focus on core instruction using the newly adopted HOIM along with appropriate interventions across grades 3-12 to improve mathematical performance this year. Providing a strong foundation in math will increase opportunities for student success

Year	Annual Outcome Target(s)	Associated Metrics/Data	
Year 1: 2023-2024 school year (Use actuals)	Increased by .7%	TCAP	
Year 2: 2024-2025 school year	Increase grades 3-12 student groups by 5%.		
Year 3: 2025-2026 school year	Increase grades 3-12 student groups by 8%.		
Year 4: 2026-2027 school year			
Year 5: 2027-2028 school year			
Reflection: Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	No, the annual outcome target was an increase of 3%. District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement		
Prior Year Report: What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	Major TISA Investment	Amount Expended	Investment Contributed to Progressing Toward the Goal
	Personnel	\$900,000 (3-12)	No, Teacher retention was a major barrier in grades 3—12 math.
Action Plan: List detailed action steps or strategies for the 2024-2025 school year to meet your annual target.	HQIM Math Curriculum, Consistent unit and lesson prep implementation of Math HQIM K-12, after school tutoring, high dosage-low ratio, TDOE CORE Math Consultant for leader and teacher support, PLCs and common planning, and summer programming. District Office staff will provide professional development and goal-focused monthly PLCs for school administration and teachers. In turn, school administration will complete weekly walk-throughs and data analysis to better determine critical areas of improvement.		
Budget Narrative: Describe how your district intends to use their budget to execute the action steps and meet the stated goal.	TISA funds for students not reaching performance levels and attending after school tutoring, and summer programming. Funds will be paired with state provided dollars to support additional texts and consumable classroom materials for HQIM implementation.		

Public Comment

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Date(s) of opportunity for local public comment.	October 1-18, 2024
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	Local board meeting discussion, public comment on website, written comments collected
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	

NEW HIRES

Destiny Williamson – 5th Grade Science, East
Demetria Leach – 2nd Grade, East

RESIGNATIONS

Rachel Dreyer – Instructional Coach, HJSHS
Natalie Vaughn – 3rd Grade ELA, East