

**School Board Meeting
September 11, 2025 5:30 PM
HJSHS Library**

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. August 2025 Bills
 - B. August 2025 Financial Report
 - C. August 7, 2025 Regular Board Meeting
- IV. Agenda Approval
- V. Regular Agenda
 - A. TSBA Superintendent Evaluation Instrument
 - B. New Partnership: High Performance Training Facility
 - C. 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

August 7, 2025 5:30 PM
HJSHS Library

Attendance Taken at 5:30 PM.

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

Also present: Dr. Janice Epperson, Superintendent

I. Call to Order

II. Roll Call

III. 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: Absent
Mr. Leon McNeal: Absent
Ms. Valeria Wedley: Yea
Yea: 3, Nay: 0, Absent: 2

A. June 2025 Bills

B. June 2025 Financial Report

C. June 5, 2025 Regular Board Meeting

D. June 26, 2025 Special Board Meeting.

E. July 2025 Bills

IV. Agenda Approval

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

Mr. Tommy Colvin: Yea
Rev. Mark Hodge: Yea
Mr. Terry Johnson: Absent
Mr. Leon McNeal: Absent
Ms. Valeria Wedley: Yea
Yea: 3, Nay: 0, Absent: 2

V. Regular Agenda

A. 2025 Fall District Meeting

The 2025 Fall District TSBA meeting will be Tuesday, September 23, 2025 at the Humboldt Medical Center.

B. 2025 TSBA Leadership Conference & Convention

The 2025 TSBA Leadership Conference & Convention will be held November 13-16, 2025 at the Gaylord Opryland Resort & Convention Center.

C. Resolution for Federal Budget Amendments

Motion passed: Motion to approve 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: Absent
Mr. Leon McNeal: Absent
Ms. Valeria Wedley: Yea
Yea: 3, Nay: 0, Absent: 2

D. Board Policy Updates

Motion passed: Motion to approve 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: Absent
Mr. Leon McNeal: Absent
Ms. Valeria Wedley: Yea
Yea: 3, Nay: 0, Absent: 2

1. 1.407 School District Records
2. 1.700 School District Goals
3. 1.901 Charter School Applications
4. 1.903 Charter School Oversight
5. 1.905 Charter School Renewal
6. 1.906 Charter School Revocation
7. 2.403 Surplus Property Sales
8. 3.202 Emergency Preparedness Plans
9. 3.207 Threat Assessment Team
10. 4.100 Instructional Program
11. 5.500 Discrimination/Harassment of Employees
12. 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation
13. 4.212 Virtual Education Program
14. 4.301 Interscholastic Athletics
15. 4.403 Library Materials
16. 4.406 Use of the Internet
17. 4.601 Reporting Student Progress
18. 5.100 Personnel Goals
19. 5.119 Employment of Retirees
20. 5.701 Substitute Teachers
21. 6.200 Attendance
22. 6.303 Questioning Students and Searches
23. 6.312 Use of Wireless Communication Devices
24. 6.411 Student Wellness
25. 6.600 Student Records

E. Superintendent's Report

- Beta Club Presentation
- Mission and Vision Statement
- Portrait of Graduate
- P.U.S.H.
- TN Department of Education Feature
- ELA & Math Summit
- Beta Club Convention
- Leadership Retreat
- R.O.T.O. Back to School Bash
- Stuff the Bus by the Salvation Army
- Tiny Vikes Take-off
- Effectiveness Levels of Scores
- 2024-25 TVASS Subject Level Data by District
- 2024-25 TVASS Accountability Composite by School

1. Personnel Report

The personnel report is attached.

2. Threat Assessment Report

VIII. 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.

IX. Adjournment

Motion passed: Motion to adjourn passed with a motion by Ms. Valeria Wedley and a second by Mr. Tommy Colvin.

- Mr. Tommy Colvin: Yea
- Rev. Mark Hodge: Yea
- Mr. Terry Johnson: Absent
- Mr. Leon McNeal: Absent
- Ms. Valeria Wedley: Yea
- Yea: 3, Nay: 0, Absent: 2

Valeria Smith-Wedley, Chairman Date

Dr. Janice Epperson, Superintendent Date

**Humboldt DOS Performance Evaluation –
Board Observational Data**

Board Observational Data	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
BOARD RELATIONSHIPS						
1. Keeps all board members informed on issues, needs and operation of the school system.						
2. Keeps board informed of employment, promotion, and dismissal of personnel.						
3. Has a harmonious relationship with the board.						
4. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.						
5. Maintains a high degree of understanding and respect between staff and the board.						
6. Interprets and executes the intent of board policy.						
7. Seeks and accepts constructive criticism of work.						
8. Supports board policy and actions to the public and staff.						
9. Remains impartial toward the board, treating all board members alike.						
10. Refrains from criticism of individual or group members of the board.						
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.						
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.						
Total Mean Score for Board Relationships						

	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
COMMUNITY RELATIONSHIPS						
1. Is an effective spokesperson for the school system.						
2. Models the highest professional standards to the community.						
3. Builds public support for the school district.						
4. Develops cooperative relationships with the news media.						
5. Works effectively with public and private agencies.						
6. Uses information about family and community concerns, expectations, and needs regularly.						
7. Secures available community resources to help the school district solve problems and achieve goals.						
8. Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.						
9. Treats community stakeholders equitably.						
10. Recognizes and values diversity.						
11. Uses public resources and funds appropriately and wisely.						
12. Models community collaboration for staff.						
13. Encourages parental involvement.						
Total Mean Score for Community Relationships						
	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
STAFF AND PERSONNEL RELATIONSHIPS						
1. Develops good staff morale and loyalty to the system.						
2. Treats all personnel fairly.						
3. Delegates authority to staff members appropriately.						
4. Recruits and assigns the best available personnel.						
5. Organizes a planned program of staff evaluation.						
6. Offers professional development that is focused on student learning consistent with the school districts vision and goals.						
7. Considers diversity in developing learning experiences.						
8. Uses technologies in teaching and learning.						
Total Mean Score for Staff and Personnel Relationships						

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
FACILITIES AND FINANCE						
1. Demonstrates knowledge of school facilities and develops a process that builds support for buildings' needs.						
2. Ensures the maintenance of school property and the safety of personnel and property.						
3. Provides accurate and timely reports to the board on the financial condition of the school system.						
4. Ensures that expenditures are within the limits approved by the board.						
5. Evaluates financial needs and makes recommendations for adequate financing.						
6. Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.						
7. Uses technology effectively to manage school operations.						
8. Manages fiscal resources of the school responsibly, efficiently, and effectively.						
9. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.						
Total Mean Score for Facilities and Finance						
	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
VISION						
1. Works effectively with board, staff, and community to develop long- range strategic plans.						
2. Keeps board and community informed of progress towards long- range goals.						
3. Facilitates a community informed of progress towards long-range plans.						
4. Clearly articulates system's vision, mission and priorities to community and media.						
5. Inspires others to achieve the vision of the school system.						
6. Recognizes and celebrates the contributions of school community members to the realization of the vision.						
7. Ensures that the vision shapes the educational programs, plans, and activities.						
8. Uses assessment data related to student learning to develop the school district vision and goals.						
9. Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.						
10. Seeks and obtains needed resources to support the implementation of the school district mission and goals.						
11. Monitors, evaluates and advises the vision, mission, and implementation plans regularly.						
Total Mean Score for Vision						

	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
STUDENT ACHIEVEMENT						
1. Develops, implements, promotes and monitors continuous improvement in student achievement.						
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement.						
3. Promotes academic rigor and excellence for students so that they are college and career ready.						
4. Maintains a current knowledge of developments in curriculum and instruction and ensures that the instructional program is rigorous and relevant.						
5. Reviews, reports and reacts appropriately to state accountability measures.						
6. Identifies, clarifies and addresses barriers to student learning.						
7. Recognizes and celebrates student accomplishments.						
Total Mean Score for Student Achievement						
	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
MANAGEMENT AND OPERATIONS						
1. Recognizes, studies and applies emerging trends as appropriate.						
2. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.						
3. Manages time to maximize attainment of organizational goals.						
4. Identifies potential problems and opportunities.						
5. Confronts and resolves problems in a timely manner.						
6. Aligns financial, human, and material resources to the goals of school district.						
7. Involves stakeholders in decisions affecting schools.						
8. Uses effective problem-framing and problem-solving skills.						
9. Uses effective conflict resolution skills.						
10. Uses effective group-process and consensus building skills.						
11. Uses effective communication skills.						
12. Participates in professional learning that is aligned with strategic plan and enhances leadership skills.						
Total Mean Score for Management and Operations						

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
INTEGRITY, FAIRNESS AND ETHICS						
1. Examines personal and professional values.						
2. Demonstrates a personal and professional code of ethics.						
3. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.						
4. Serves as a role model.						
5. Accepts responsibility for school operations.						
6. Considers the impact of one's administrative practices on others.						
7. Uses the influence of the office to enhance the educational program rather than for personal gain.						
8. Treats people fairly, equitably, and with dignity and respect.						
9. Protects the rights and confidentiality of students and staff.						
10. Demonstrates appreciation for and sensitivity to the diversity in the school community.						
11. Recognizes and respects the legitimate authority of others.						
12. Examines and considers the prevailing values of the diverse school community.						
13. Expects that others in the school community will demonstrate integrity and exercise ethical behavior.						
14. Fulfills legal and contractual obligations.						
15. Applies laws and procedures fairly, wisely, and considerately.						
Total Mean Score for Integrity, Fairness and Ethics						
	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations	0 – I Don't Know
POLITICAL/SOCIAL/CULTURAL CONTEXT						
1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.						
2. Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.						
3. Ensures that there is ongoing dialogue with representatives of diverse community groups.						
4. Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.						
5. Ensures that lines of communication are developed with decision- makers outside the school community.						
Total Mean Score for Political/Social/Cultural Context						

Signature: _____

Date: _____

New Hires

Katrina Smith – East 5th Grade
Randy Combs – Bus Driver
Garrick Douglas – HJSH 7th Math
Tonya Gentry – Stigall Ed. Asst.
LaQuita Clark – Stigall Pre-K 3