

**School Board Meeting**  
**October 16, 2025 5:30 PM**  
**HJSHS Library**

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
  - A. September 2025 Bills
  - B. September 2025 Financial Report
  - C. September 11, 2025 Regular Board Meeting
- IV. Agenda Approval
- V. Regular Agenda
  - A. Superintendent's Evaluation Report
  - B. Approval of MOU
  - C. Superintendent's Report
    - 1. 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](mailto:vswedley@icloud.com).**

- VII. Adjournment

**School Board Meeting**

September 11, 2025 5:30 PM  
HJSHS Library

Attendance Taken at 5:30 PM.

Mr. Tommy Colvin: Present  
Rev. Mark Hodge: Absent  
Mr. Terry Johnson: Present  
Mr. Leon McNeal: Present  
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 Mr. Terry Johnson and a second by Mr. Tommy Colvin.

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

**A. August 2025 Bills**

**B. August 2025 Financial Report**

**C. August 7, 2025 Regular Board Meeting**

**IV. Agenda Approval**

**Motion passed:** Motion to approve the agenda passed with a motion by Mr. Terry Johnson and a second by Mr. Tommy Colvin.

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

**V. Regular Agenda**

**A. TSBA Superintendent Evaluation Instrument**

**Motion passed:** Motion to approve passed with a motion by Mr. Terry Johnson and a second by Mr. Tommy Colvin.

Mr. Tommy Colvin: Yea  
Rev. Mark Hodge: Absent

Mr. Terry Johnson: Yea  
Mr. Leon McNeal: Yea  
Ms. Valeria Wedley: Yea  
Yea: 4, Nay: 0, Absent: 1

**B. New Partnership: High Performance Training Facility**

Cesar Quispe, President of Jackson Boom, shared a proposal of a potential partnership between Humboldt City Schools and Jackson Boom at the High Performance Training Center.

**C. Superintendent's Report**

- Mission and Vision Statement
- TN Governor's School for the Arts
- Fall District Meeting on Sept. 23rd
- Pop-up PD days focusing on Academic Achievement
- Gibson Co. Youth Leadership participants
- Grandparent's Day at Stigall and East
- August Attendance & Discipline Data

**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**

**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](mailto:vswedley@icloud.com).

**IX. Adjournment**

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

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

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Valeria Smith-Wedley, Chairman

Date

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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 2025**

## 2025 Humboldt Director of Schools Overall Evaluation Score

### Performance Evaluation:

Appendix A: Administrator Survey 4.38

Appendix B: Board Observational Data 4.52

**Overall Evaluation Score: 4.45**

2025 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.	4.50
2	The director models good communication skills.	4.17
3	The director is knowledgeable about the curriculum.	4.17
4	The director ensures that funds are spent wisely.	4.00
5	The director holds me accountable for my job responsibilities.	4.50
6	The director supports professional learning activities for teachers and administrators.	4.33
7	The director maintains positive relationships with administrators.	4.17
8	The director enforces board policy in a fair and consistent manner.	3.83
9	The director ensures the safety of students and school personnel.	4.33
10	The director administers the schools in accordance with state laws.	4.33
11	The director has an effective plan to recruit effective employees.	4.00
12	The director takes an active leadership role in the instructional improvement.	4.83
13	The director evaluates my performance in a fair and consistent manner.	4.67
14	The director interacts effectively with system employees.	4.33
15	The director is accessible to administrators.	4.83
16	The director develops good staff morale and loyalty to the system.	4.33
17	The director works effectively with the school board.	5.00
18	The director involves administrators as much as possible in decision-making.	4.17
19	The director listens to suggestions from the administrative staff.	4.33
20	The director demonstrates a caring attitude.	4.83
Administrator Survey Average:		4.38

### Additional Comments

- I returned to Humboldt because of the leadership of Dr. Epperson. She is the most hands on Superintendent I have ever worked with. A terrific leader.

2025 Humboldt Director of Schools Results		
Evaluation Numbers	Appendix B - Board Observational Data	Rating Out of 5
	<b>BOARD RELATIONSHIPS: Goal 1</b>	
1.1	Keeps all board members informed on issues, needs and operation of the school system.	4.60
1.2	Keeps board informed of employment, promotion, and dismissal of personnel.	4.20
1.3	Has a harmonious relationship with the board.	4.80
1.4	Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	5.00
1.5	Maintains a high degree of understanding and respect between staff and the board.	4.20
1.6	Interprets and executes the intent of board policy.	4.80
1.7	Seeks and accepts constructive criticism of work.	4.40
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.	4.75
1.10	Refrains from criticism of individual or group members of the board.	4.80
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.	4.40
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.	4.60
	<b>Average</b>	<b>4.61</b>

2025 Humboldt Director of Schools Results		
	<b>COMMUNITY RELATIONSHIPS: Goal 2</b>	
2.1	Is an effective spokesperson for the school system.	4.80
2.2	Models the highest professional standards to the community.	4.60
2.3	Builds public support for the school district.	4.80
2.4	Develops cooperative relationships with the news media.	4.80
2.5	Works effectively with public and private agencies.	4.80
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.	4.80
2.8	Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.	4.80
2.9	Treats community stakeholders equitably.	4.80
2.10	Recognizes and values diversity.	4.60
2.11	Uses public resources and funds appropriately and wisely.	4.60
2.12	Models community collaboration for staff.	4.60
2.13	Encourages parental involvement.	4.80
	<b>Average</b>	<b>4.74</b>

2025 Humboldt Director of Schools Results		
	<b>STAFF AND PERSONNEL RELATIONSHIPS: Goal 3</b>	
3.1	Develops good staff morale and loyalty to the system.	4.20
3.2	Treats all personnel fairly.	4.00
3.3	Delegates authority to staff members appropriately.	4.40
3.4	Recruits and assigns the best available personnel.	4.20
3.5	Organizes a planned program of staff evaluation.	4.40
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.	4.40
3.8	Uses technologies in teaching and learning.	4.60
	<b>Average</b>	<b>4.35</b>

2025 Humboldt Director of Schools Results		
	<b>FACILITIES AND FINANCE: Goal 4</b>	
4.1	Demonstrates knowledge of school facilities and develops a process that builds support for buildings' needs.	4.60
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.	4.40
4.5	Evaluates financial needs and makes recommendations for adequate financing.	4.40
4.6	Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.	4.00
4.7	Uses technology effectively to manage school operations.	4.20
4.8	Manages fiscal resources of the school responsibly, efficiently, and effectively.	4.40
4.9	Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.	4.00
	<b>Average</b>	<b>4.33</b>

2025 Humboldt Director of Schools Results		
	<b>VISION: Goal 5</b>	
5.1	Works effectively with board, staff, and community to develop long- range strategic plans.	4.60
5.2	Keeps board and community informed of progress towards long- range goals.	4.60
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.	4.60
5.6	Recognizes and celebrates the contributions of school community members to the realization of the vision.	4.00
5.7	Ensures that the vision shapes the educational programs, plans, and activities.	4.40
5.8	Uses assessment data related to student learning to develop the school district vision and goals.	4.80
5.9	Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.	4.80
5.10	Seeks and obtains needed resources to support the implementation of the school district mission and goals.	4.80
5.11	Monitors, evaluates and advises the vision, mission, and implementation plans regularly.	4.80
	<b>Average</b>	<b>4.64</b>

2025 Humboldt Director of Schools Results		
	<b>STUDENT ACHIEVEMENT: Goal 6</b>	
6.1	Develops, implements, promotes and monitors continuous improvement in student achievement.	4.60
6.2	Applies effective methods of providing, monitoring, evaluating and reporting student achievement.	4.60
6.3	Promotes academic rigor and excellence for students so that they are college and career ready.	4.20
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.	4.80
	<b>Average</b>	<b>4.54</b>

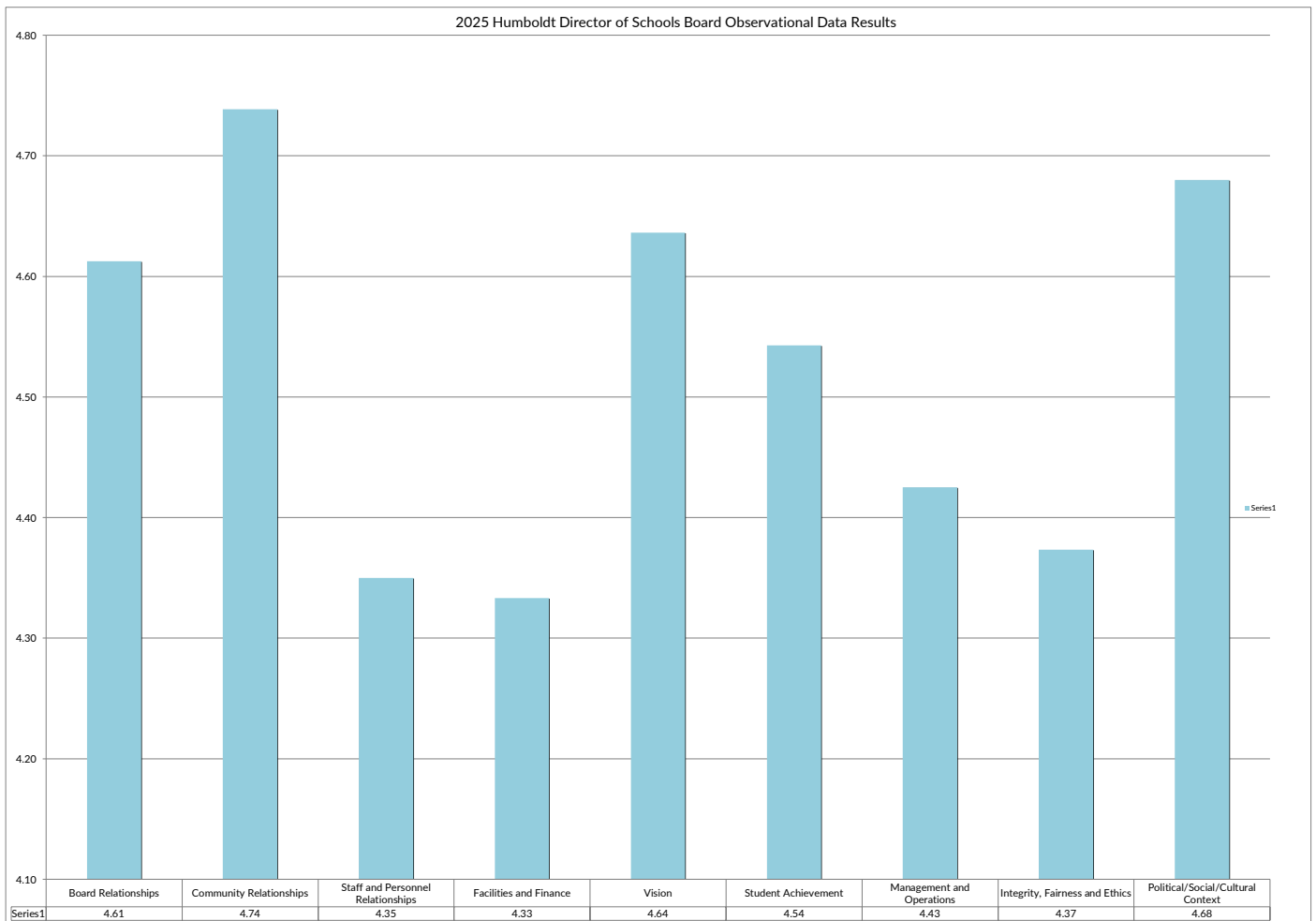
2025 Humboldt Director of Schools Results		
	<b>MANAGEMENT AND OPERATIONS: Goal 7</b>	
7.1	Recognizes, studies and applies emerging trends as appropriate.	4.60
7.2	Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.	4.40
7.3	Manages time to maximize attainment of organizational goals.	4.60
7.4	Identifies potential problems and opportunities.	4.60
7.5	Confronts and resolves problems in a timely manner.	4.60
7.6	Aligns financial, human, and material resources to the goals of school district.	4.40
7.7	Involves stakeholders in decisions affecting schools.	4.60
7.8	Uses effective problem-framing and problem-solving skills.	4.20
7.9	Uses effective conflict resolution skills.	4.40
7.10	Uses effective group-process and consensus building skills.	4.20
7.11	Uses effective communication skills.	4.00
7.12	Participates in professional learning that is aligned with strategic plan and enhances leadership skills.	4.50
	<b>Average</b>	<b>4.43</b>

2025 Humboldt Director of Schools Results		
	<b>INTEGRITY, FAIRNESS AND ETHICS: Goal 8</b>	
8.1	Examines personal and professional values.	4.20
8.2	Demonstrates a personal and professional code of ethics.	4.40
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.	4.60
8.6	Considers the impact of one's administrative practices on others.	4.00
8.7	Uses the influence of the office to enhance the educational program rather than for personal gain.	4.40
8.8	Treats people fairly, equitably, and with dignity and respect.	4.40
8.9	Protects the rights and confidentiality of students and staff.	4.60
8.10	Demonstrates appreciation for and sensitivity to the diversity in the school community.	4.00
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.	4.40
8.14	Fulfills legal and contractual obligations.	5.00
8.15	Applies laws and procedures fairly, wisely, and considerately.	4.40
	<b>Average</b>	<b>4.37</b>

2025 Humboldt Director of Schools Results		
	<b>POLITICAL/SOCIAL/CULTURAL CONTEXT: Goal 9</b>	
9.1	Ensures that the environment in which schools operate is influenced on behalf of students and their families.	4.60
9.2	Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.	4.60
9.3	Ensures that there is ongoing dialogue with representatives of diverse community groups.	4.80
9.4	Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.	4.80
9.5	Ensures that lines of communication are developed with decision- makers outside the school community.	4.60
	<b>Average</b>	<b>4.68</b>
	<b>Board Observational Data Average:</b>	<b>4.52</b>

## 2025 Humboldt Director of Schools Evaluation Results - Appendix B

Appendix B - Board Observational Data	Average
Board Relationships	4.61
Community Relationships	4.74
Staff and Personnel Relationships	4.35
Facilities and Finance	4.33
Vision	4.64
Student Achievement	4.54
Management and Operations	4.43
Integrity, Fairness and Ethics	4.37
Political/Social/Cultural Context	4.68
<b>AVERAGE:</b>	<b>4.52</b>



### Additional Comments

- She is doing an excellent job.