

# CHEATHAM COUNTY BOARD OF EDUCATION BOARD MEETING AGENDA

## Cheatham County Board of Education

March 7, 2024

Place: Sycamore High School Theatre

Time: 6:00 PM

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Roll Call
5. Approval of Agenda
6. Presentations, Awards Recognitions

We had 15 wrestlers from CCCHS, HHS and SHS that qualified for the state wrestling tournament held at the Williamson County Ag Expo Park in Franklin. Congrats to our high school wrestlers who finished as medalists at this year's TSSAA Class A State Wrestling Tournament!

Coaches:

CCCHS - Jeremy Boyd

HHS - Ricky Woods

SHS - Steve Hamblin

Landon Turner, Harpeth High School, second place, 126 pounds

Trey Moreland, Sycamore High School, fifth place, 132 pounds

Dylan Davenport, Sycamore High School, second place, 157 pounds

Landon Morris, Cheatham County Central High School, fourth place, 215 pounds

### **REWARD SCHOOLS**

Kingston Springs Elementary School

Pegram Fine Arts Magnet School

Sycamore High School

### **Employee of the Month**

#### **ACESA**

Carlee Darnell, Teacher

#### **ECES**

Ashley Crum, Assistant

#### **KSES**

Chloie Spaur, Assistant

#### **PEFAMS**

Logan Johnson, Teacher

#### **PVES**

Katie George, Teacher

#### **WCES**

Jennifer Winters, Academic Specialist

**CMS**

Kristyn Stone, Teacher

**HMS**

Lisa Willoughby, Library Assistant

**SMS**

Nancy Adams, Assistant

**CCCHS**

Kaye Spain, Front Desk

**HHS**

Kyla Arrington, Teacher

**SHS**

Tim Terry, Teacher

**RA**

Tania DeRouen, General Assistant

**Daycare**

Tammy French, PVES Employee Daycare

**Nutrition**

Gwen Hornsby, PVES Nutrition

**Transportation**

Margarette Chapman, Bus Driver

**Central Office**

Mike Parsley, SPED Coordinator

7. Public Forum
8. School Improvement Plan (SIP) Goal Update
9. Executive Committee
10. Five Year Plan
11. Elected Officials - Opportunity for Elected Officials to Address Board
12. Consent Agenda
  - A. Minutes: February 1, 2024
  - B. Disposal of surplus equipment/materials
    1. HHS Principal Rector request disposal of the following broken/unusable items: 19 S chairs, 12 damaged S desks, 1 rolling chair, 2 unbalanced 6X3 tables, 6 damaged tables, 18 office chairs, 1 wheelchair, 1 brother printer MFC-L27100W, 1 Lehigh 48/96 Millennium Light Board, 1 Lehigh 3" floppy disks, 1 5 shelf black bookcases, 1 3 shelf black bookcases, broken props and costumes, 1 library chair, 2 sets library cubicles, 1 library table.
    2. HMS Principal Fowler requests disposal of outdated, unusable poster maker.
    3. SMS Principal Miller requests discard of the following broken/unusable items: 7 broken teacher chairs, 10 broken student desks, 1 broken dryer, 1 dry-erase board, 2 broken reception area chairs, 1 wooden cabinet, 1 small wooden table, 2 tables, 1 broken u-shaped table and 2 computer tables, 1 filing cabinet and 1 pencil machine.
    4. PVES Principal Pierschbacher requests disposal of the following broken/unusable items: 6 wooden library chairs, 500 out of date library books, 20 out of date teaching resource books, 16 broken chairs, 3 tables, 2 chalk boards, 1 bulletin board and 3 student desks.

5. Daycare Supervisor Muncy requests disposal of large wooden rack that held mats at PVES Daycare.
13. Budget and Finance
    - A. Summary
    - B. Daycare Stabilization Grant additional funding \$24,543.36
    - C. Laptops and Cases - \$540,000.00 Ed Debt Fund 156
    - D. Paving/Restriping/Sealing - \$200,000.00 Ed Debt Fund 156
    - E. District HVAC Systems - \$250,000.00 Ed Debt Fund 156
    - F. Out of County Tuition
    - G. Additional EL Teacher
  14. Old Business
  15. New Business
    - A. Revision of Policy 5.803 Evaluation for the Director of Schools - First Reading
    - B. 2024-2025 Regular Board Meeting/Work Session Schedule
    - C. Diamond Youth Baseball League Lease Agreement - WCES
    - D. Discussion with County Commission for resolution in opposition to proposed state vouchers
  16. Brief comments from Board Members
  17. Announcements
  18. Adjourn

INFORMATION:

1. Personnel Changes:

A. Retirements approved

- Claudette Fizer, Family Engagement Coordinator/Homeless Liaison 6/30/2024
- Paula Wilson, ECES Teacher 5/24/2024
- Stanley Harrington, SMS Teacher 5/24/2024
- Deborah Barger, HHS Guidance 6/30/2024
- Kathleen Becker, PVES SPED Assistant 5/24/2024
- James Gibbs, CCCHS Teacher 5/24/2024
- Shelia Krantz, WCES Teacher 5/24/2024
- Doug Loope, HHS Teacher 6/30/2024
- Louise McLane, KSES Teacher 5/24/2024
- Amy Whitworth, PVES Speech Pathologist 5/24/2024
- Kathy Kimbro, KSES Teacher 5/24/2024

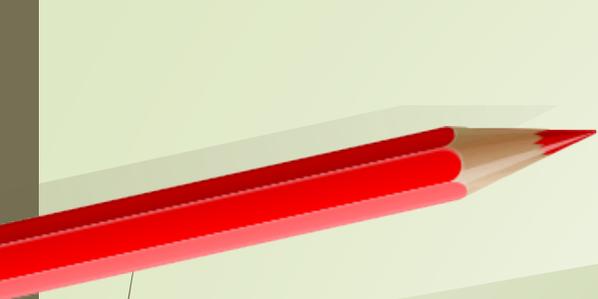
- Anita DeFrancesca, HHS Teacher 5/24/2024
  - B. Administrative Positions approved
  - C. Resignations approved
- Judith Humphries, HMS/HHS SPED 5/24/2024
- Lanita McClain, ACESA Teacher 5/24/2024
- Sonya James, ACESA Teacher 5/23/2024
- Nathan Nix, CCCHS Teacher 5/25/2024
- Chesney Morris, CMS Assistant 2/5/2024
- Hariett Swope, HHS Cook 12/21/2024
- Hailey Brewer, Transportation Mechanic 3/22/2024
- Shane Brewer, Transportation Mechanic 3/22/2024
- Regina LaFleur, SHS Cook 2/7/2024
- Elizabeth Morris, SMS Attendance 2/21/2024
- Lauren Shirley, CCCHS Teacher 5/25/2024
- Tammy Wilson, HHS Assistant 5/24/2024
- Susan Collins, ECES All Corp Tutor 5/24/2024
- Ashley Say, KSES Assistant 5/24/2024
- Mary Kate Brewer, CCCHS Teacher 5/25/2024
- Patricia Giolosa-Stella, CCCHS Teacher 3/1/2024
- Harley Stevens, WCES Assistant 5/23/2024
- Kaylie Simpkins, WCES Assistant 5/23/2024
- Keri Messer, CCBOE Payroll 5/22/2024
  - D. Transfers approved
- Haley Leibfritz from ECES Caregiver to ECES Assistant Director replacing self
- Lisa Chillelli from PVES PT Nutrition to PVES FT Nutrition new position 2/12/2024
- Jessica Hornsby from HHS PT Nutrition to HHS FT Nutrition new position 2/6/2024
- Ashley Toombs from PVES SPED to PVES Life Skills replacing Krista Black-Smith 2/8/2024
- Karah Jackson from CHS PT Nutrition to WCES PT Nutrition replacing Violet Vaughn 2/20/2024
- Taylor Whatley from ECES SLP to WCES SLP replacing Miranda Huff 2/22/2024
- Nancy Adams from SMS General Assistant to SMS Attendance Secretary replacing Brooke Morris 3/6/2024

- Julia Diederich from HHS CTE to CCCHS MATH Teacher replacing Nathan Nix 2/29/2024
- Amanda Howell from HMS Teacher to HHS SPED Assistant replacing vacant position/Skip Beck 8/1/2024
- Melissa Buck from ECES SPED Assistant to PVES SPED Assistant replacing self/student transfer 3/4/2024
- Mike Parsley from CCBOE SPED Academic Specialist to HHS School Counselor 7/1/2024
- Raeanna Varney from CCBOE Nutrition Bookkeeper to CCBOE Payroll replacing Keri Messer 3/6/2024

E. Elections/Placements approved

- Savanna Turley, SHS After School Tutor new position 2/6/2024
- Novalee Stinson, HMS PT Employee Daycare new position 2/5/2024
- Cristy Stewart, ECES Bookkeeper Interim replacing Mary Duke 2/5/2024
- Kimberly Haight Escue, WCES PT Nutrition replacing Toni Tudors 2/8/2024
- Megan Doty-Barnes, ESSER Art replacing Samantha Swanson 2/12/2024
- Sharon Banks, PEFAMS SPED Extended Resource Interim for Vacant Position 2/12/2024
- Tanya Tyler, RA General Assistant replacing Raeanna Varney 2/12/2024
- Emily Adair, RA General Assistant replacing Sergio Vazquez 2/12/2024
- Laura Bruggeman, PVES SPED assistant replacing Abigail Duval 2/9/2024
- Rebecca Sellers, HMS Assistant Track Coach 2/9/2024
- Michela Colter, HMS Track and Field Head Coach 2/9/2024
- Aubrey Johnson, CMS Assistant Boys Soccer Coach 2/9/2024
- Kevin Eslick, CCCHS Assistant Football Coach 2/5/2024
- Daniel Smiley, SHS Assistant Baseball Coach 2/5/2024
- Charlie Martin, Jr, CCCHS Assistant Boys Soccer Coach 2/1/2024
- Preston Carter, CMS Long Term Sub replacing Mary Foster 2/29/2024
- Bailey Winfrey, CMS Long Term Sub covering leave tbd
- Skip Beck, HHS SPED Assistant Interim for vacant position 2/20/2024
- Amanda Connell, CCCHS Gate Worker 2/14/2024
- Caleb Patterson, SHS Assistant Softball Coach 2/16/2024
- Shannah Steel, SHS Assistant Track and Field Coach 2/16/2024
- Jason Prince, HMS Assistant Baseball Coach 2/20/2024
- Linette Cabrera, Transportation Bus Driver new position 2/21/2024

- Kellie Riley, HMS Assistant Softball Coach 2/26/2024
- Erastus Cardwell, SHS Weightlifting Coach 2/23/2024
- Michael Wilson, HMS Baseball Assistant Coach 2/21/2024
- Toni Pennington, ACESA Yearbook 2/27/2024
- Ana Cabrera, CMS Assistant replacing Chesney Morris 2/29/2024
- Jeffrey Baker, SHS Assistant Football Coach 3/1/2024
- Lisa Moffitt, SHS Assistant Tennis Coach 3/4/2024
- Beth Mills, HMS SPED Assistant replacing Alexis Fisher 3/6/2024

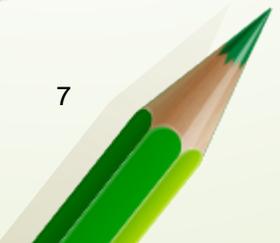


# Employee of the Month

#levelup

Cheatham County  
School District

2023-2024 School Year



# Ashland City

Carlee Darnell is a true asset to our school. Her hard work and dedication are notable in our science department. As a STEM school, she was instrumental in helping with our designation and has worked diligently this year to support our students and enrich their science experiences in her new role as our 4<sup>th</sup> grade science teacher. We are proud to have Ms. Darnell as a Wildcat!



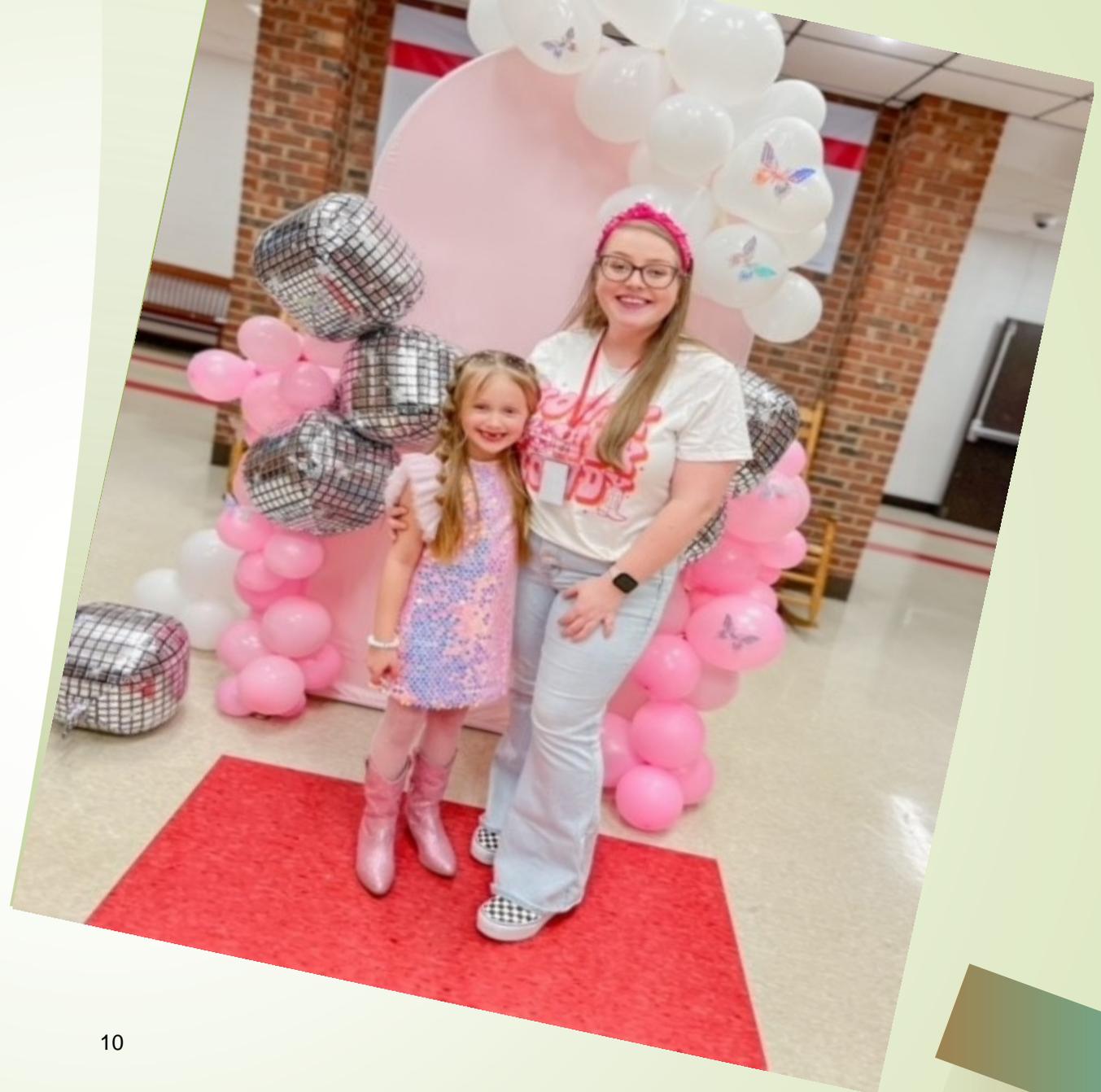
# East Cheatham

Ashley Crum has been a wonderful addition to our ECES family. She is always willing to lend a helping hand to students and staff alike. She never gives up an opportunity to go over and above the call of duty.



# Kingston Springs

Chloie Spaur approaches every task with a great attitude. She is kind and helpful with our students, and she is supportive of her colleagues.



# Pegram

Logan Johnson is constantly using creative ways to keep the kids moving the entire P.E. class. He is a team player that always volunteers to help. Not only is he an amazing teacher, but he is a creative baker as well (ask him about his famous M&M casserole). We are lucky to have him at Pegram!



# Pleasant View

Katie George is an amazing special education teacher. She connects with her students and staff to make a positive learning environment for all learners. She is truly a spectacular person to have at Pleasant View Elementary School.



# West Cheatham

Jennifer Winters, our Academic Specialist, is the Employee of the Month for West Cheatham Elementary. Jennifer goes above and beyond to provide necessary resources for our teachers and staff. She is involved in weekly PLC and data meetings with teachers to help determine what is needed to help students succeed. She also creates Reading and Math challenges for students each month and during school breaks so that they have extra opportunities to practice skills they've learned. Jennifer is a valuable asset to the WCES school family!



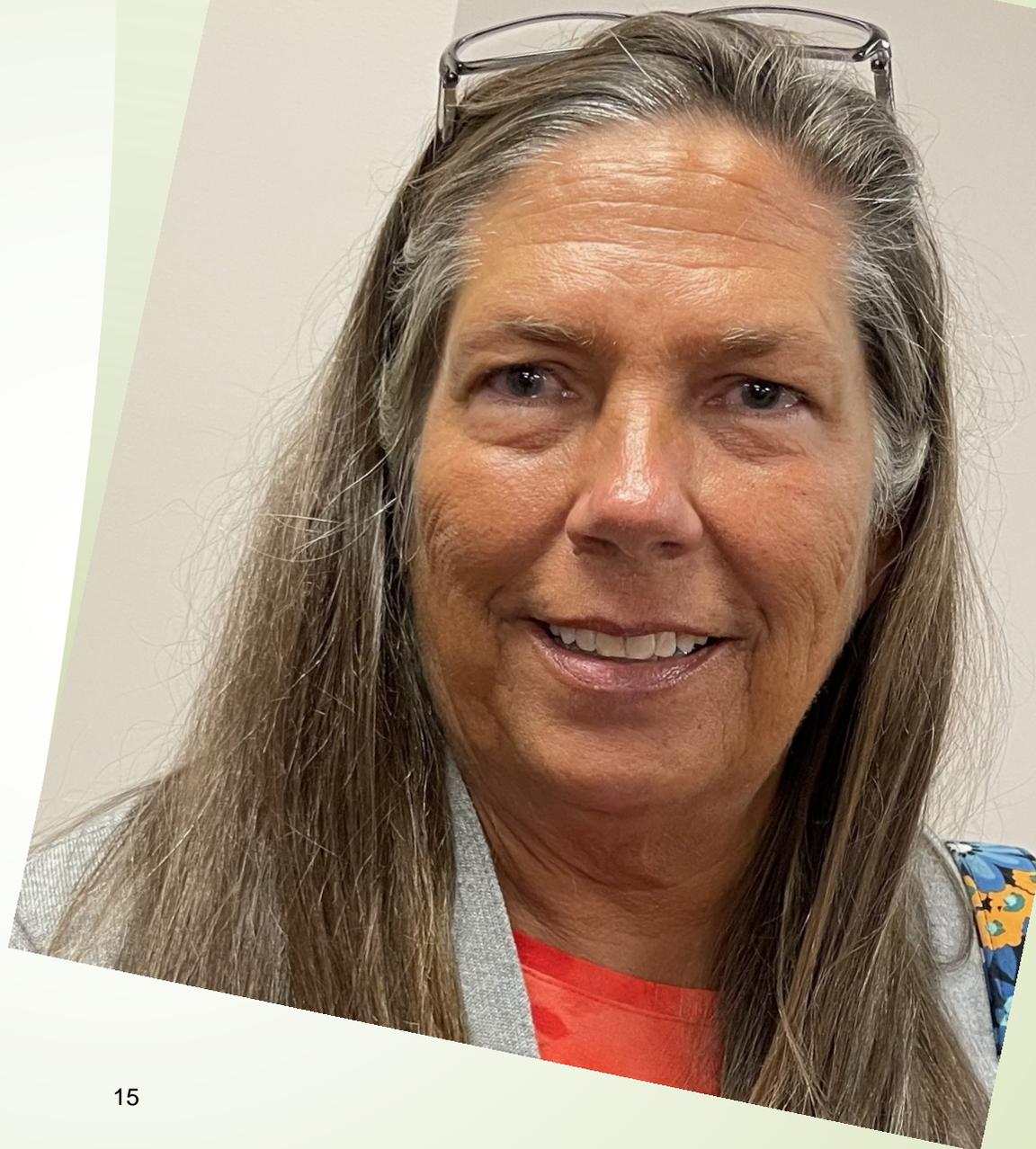
# Cheatham Middle

Cheatham Middle School's Employee of the Month is STEAM – technology teacher, Kristyn Stone. Mrs. Stone has been instrumental in the implementation of our new CTE and technology classes. She has learned many new programs and devices including our new 3D printers and Steam project board. Her students also publicize all the events at Cheatham Middle School. Mrs. Stone has also coached our volleyball team for many years. Her impact on our students is immeasurable and we are thankful to have her on our team.



# Harpeth Middle

Lisa Willoughby is our Library Assistant, but she assists anyone and everyone! She is so helpful and skilled with a cricket! She designs so many items for HMS; we love her creativity and devotion to HMS. Thank you, Mrs. Lisa, for all that you do and for being such a team player!



# Sycamore Middle

Our employee of the month, Nancy Adams, brings a positivity to all she does. She is first to jump in to help and her work ethic is amazing. She cares about the students, and this shows in all she does. Her rapport with students and staff helps make Sycamore a better place.



# Cheatham High

Kaye Spain makes sure the office is always running well and volunteers to help in any way possible. She has a great grasp on kindness and firmness when dealing with others in a balanced way. We are so glad to have her as part of our staff.



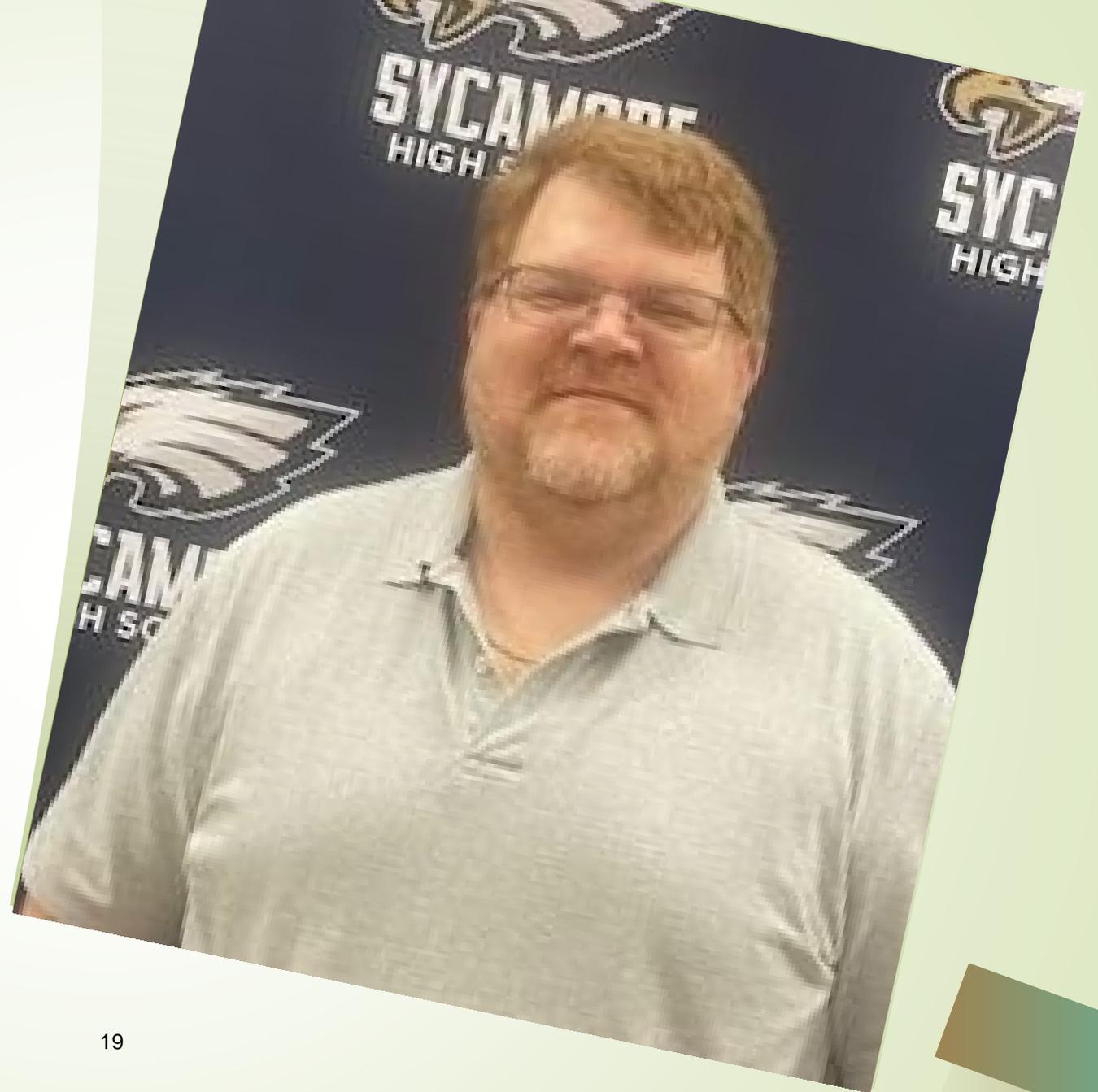
# Harpeth High

Kyla Arrington is devoted to her students and is always letting her SAILS students work on their modules during her planning, join her other classes, and after school. Her commitment to HHS has been strong and it shows when volunteering to work gates, tutor after school, and take on planning for prom each year.



# Sycamore High

Sycamore High School's Employee of the Month is Tim Terry. He is the epitome of a team player. This year, he moved from teaching Economics to teach English for us this year and facilitate DE English. This semester, we asked him to actually teach DE English instead of just facilitate the class, and he has stepped up to the plate once again. We are so thankful for Mr. Terry and his willingness to step out of his comfort zone for the best interest of our students.



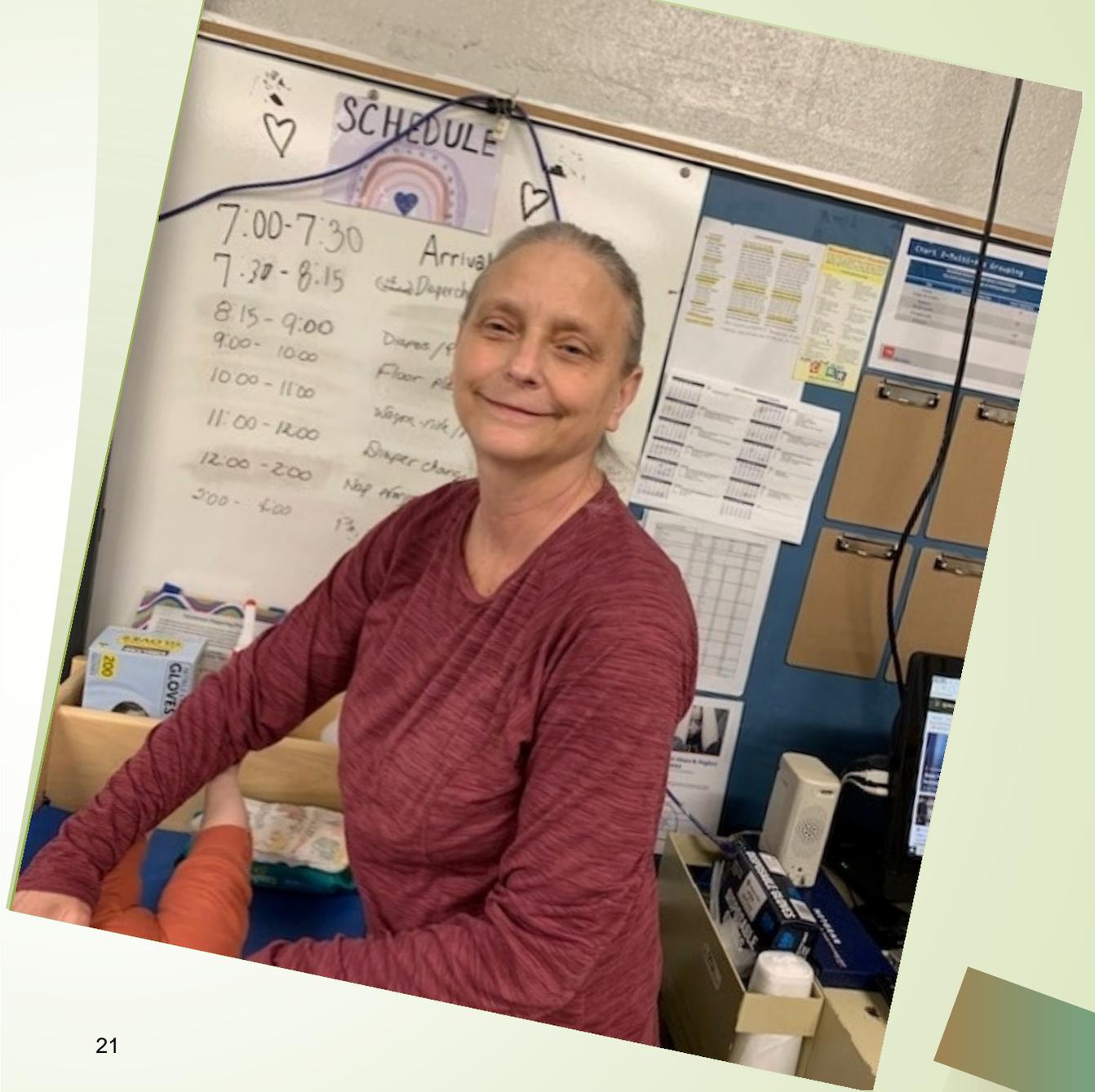
# Riverside Academy

RA employee of the month is Tania DeRouen. Tania, our new team member, radiates warmth and kindness. Her positive attitude and dedication to supporting our environment creates a welcoming atmosphere in our school.



# Daycare

Tammy French joined us this school year in the infant room at Pleasant View. She is so wonderful with the children. She is very happy, easy going, and patient with the children. She truly loves her job, and it shows day in and day out. The children and other ladies love working with her.



# Nutrition

This month nutrition EOM is Gwen Hornsby. She is a great employee she is always on time, and she is very Dedicated to her job, Gwen always looking for something to do she understands her job and is very sweet to the Pleasant View Elementary students. We all appreciate Gwen and her dedication to the department.



# Transportation

Margarette Chapman has been with Cheatham County School District for 31 years. She always goes above and beyond and is always about the kids.



# Central Office

Mike Parsley helps out wherever he is needed. We are spreading his expertise thin lately and he always goes above and beyond to help the district. His dedication and hard work exemplifies 5-star quality. We so appreciate his hard work!





Sycamore High School

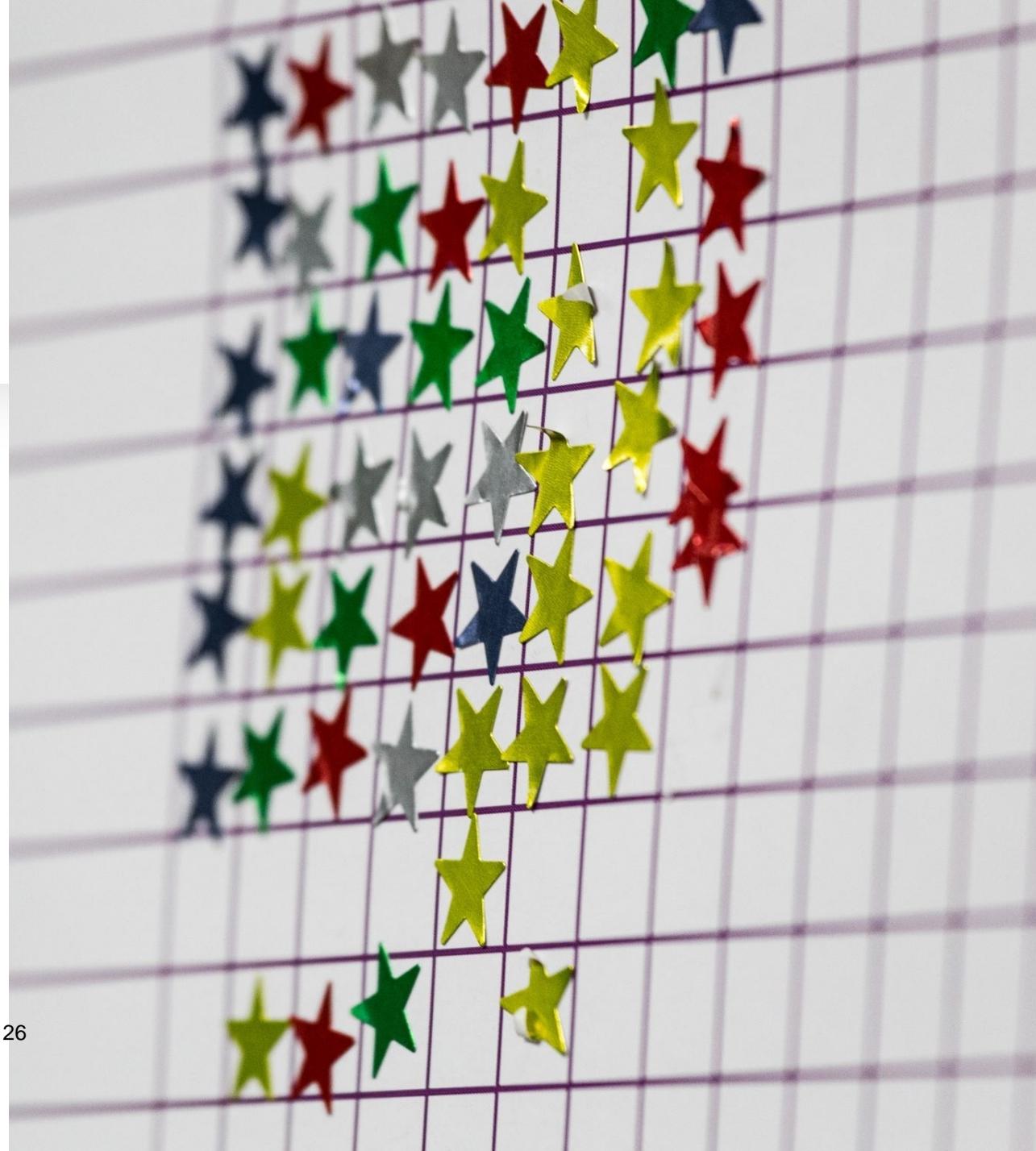
Academic Excellence

Goal Update

March 7, 2024

# Level 5 TVAAS Distinction

- For the **2nd year in a row**, SHS has earned a Level 5 TVAAS rating from the TN State Department of Education.
- Our students are making more growth than expected. These numbers signal that more than a year's worth of growth was made during the past school year.



# Intention and Purpose



- **EVERY** teacher owns our test scores, not just tested subject teachers.
- Advisors, as well as classroom teachers, **set goals** with students at the beginning of the year for their EOCs and ACT – Based on TVAAS projections
- Before testing, teachers stress showing effort on the EOCs by sharing our Effort Rubric.
- Every student who displays effort, attends a school-wide cook-out.

# Effort Rubric

Criteria	Making Effort	Not Making Effort
<b>Before Testing</b>		
<b>Being at school and on time</b>	I am in class before the bell rings and seated.	I am late.
<b>Having computer and charger</b>	I have a computer and charger (if available) before testing begins.	I don't have a computer.
<b>Turning in my cell phone</b>	I turn in my phone when my teacher asks.	I argue about it.
<b>Being cooperative</b>	I am listening, not talking, not distracting others, and not asking to use the restroom because I did so before class.	I'm not cooperating.
<b>Following directions</b>	I listen and do what my teacher asks when s/he tells me.	I don't follow directions.
<b>During Testing</b>		
<b>Being cooperative</b>	I am working, not talking, not distracting others, and not asking to use the restroom because I know I can't leave.	I'm not cooperating.
<b>Following Directions</b>	I read the on screen directions and follow them.	I don't follow directions.
<b>Taking my time with the test</b>	I read each question and possible answers and consider the best choice.	I don't read each question. I finish quickly and put my head down.
<b>Working math problems on paper</b>	I show my work on scrap paper to get the answer.	I just do it in my head.
<b>Pre-writing for English</b>	I do a quick outline or other pre-writing strategy.	I don't plan what I'm writing.
<b>After Testing</b>		
<b>Being cooperative after testing</b>	I log off the computer when I'm finished and sit quietly or put my head down without distracting others until everyone is finished.	I am not cooperative: I talk and I try to use the computer.

# GOAL SETTING



Student Name: \_\_\_\_\_

Date: \_\_\_\_\_

	Comp:	ELA:	Math:	Science:	Reading:
Original Score					
Number Correct					
Goal Score					
Number Correct Needed					

Career Goals:

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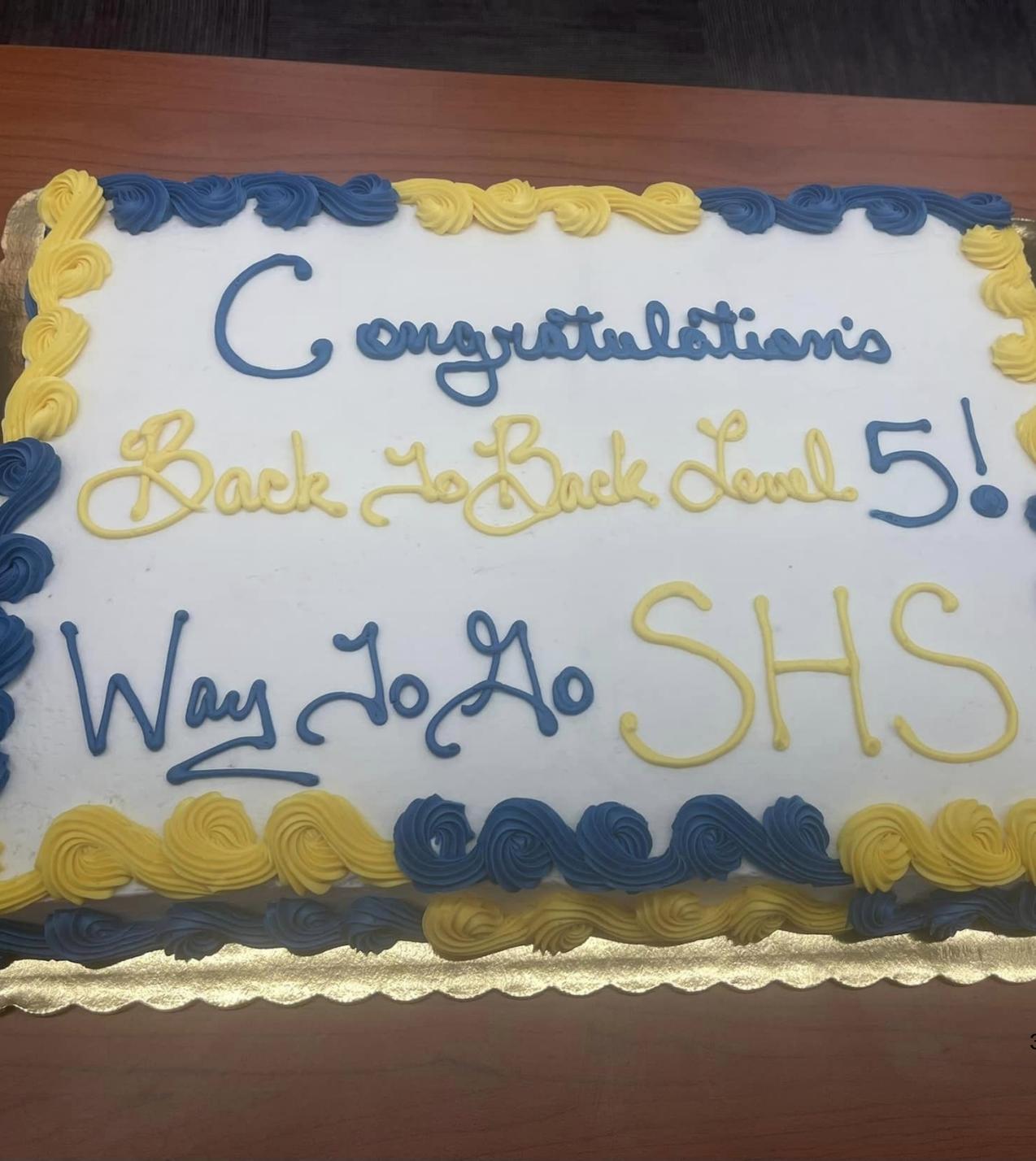
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10 <sup>th</sup>	Current TVAAS	Goal TVAAS Level	Goal Grade	0.5 Nine Weeks	1.0 Nine Weeks	1.5 Nine Weeks	2.0 Nine Weeks	Mid Term	2.5 Nine Weeks	3.0 Nine Weeks	3.5 Nine Weeks	4.0 Nine Weeks
ELA												
Math												
Biology												

***Below-1, Approaching-2, On-Track 3, Mastery 4***



## Intention and Purpose

- **War Eagle Families** – Teachers "adopt" at-risk students they have developed a relationship with to encourage them the week of testing.
- All year long, teachers plan collaboratively and analyze **common formative assessments** (CFAs) regularly.
- CFAs are composed of **Level 2 and 3 questions** to mirror the rigor students will see on their EOCs.

# Intention and Purpose

- **Non-tested subjects** created assessments that had EOC type questions (multi-select, 2 part, 1 discussion, best answer)
- **Peer Observations** encourage teachers to give quality feedback to their colleagues about strengths in lessons and ideas for improving – going from good to great!



Reward School Designation!

# Peer Observations

## Videos

+ Add video

Private Videos 0

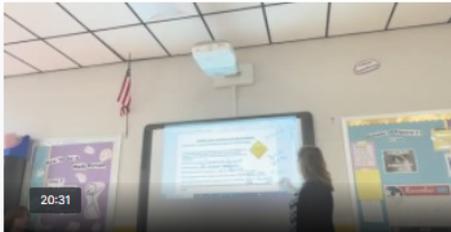
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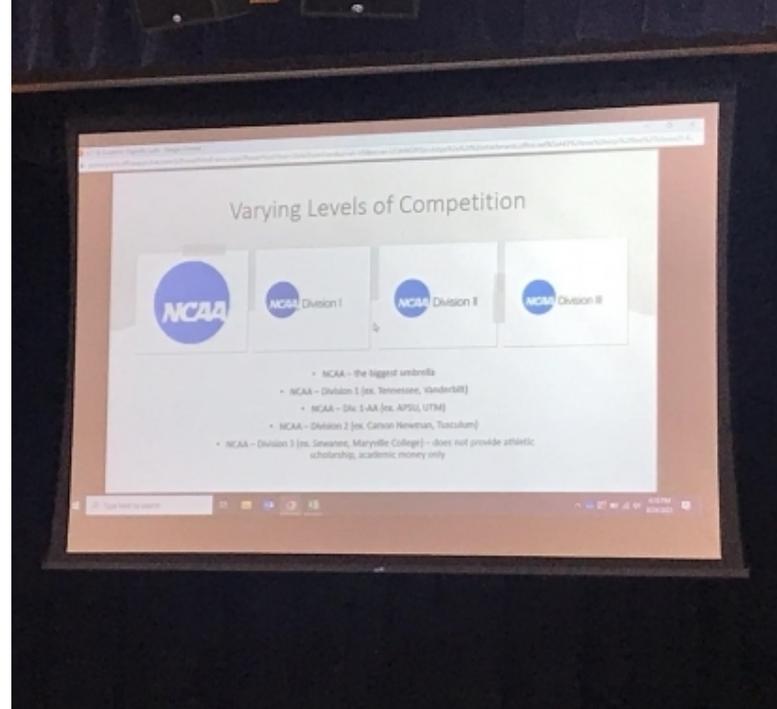


JR earle  
by me · Oct 27, 2023

Help

# Intention and Purpose - ACT

- School Wide Goal – 21 Average
- Boot Camps
- Parent communication
- Goal Setting
- Strategies
- Data Driven Small Groups
- Celebrate Growth
- Importance and Buy In





Intention and Purpose  
We celebrate GROWTH and Achievement!

# Academic "Next Steps"

- **3 Peat** of Level 5 Growth
- **80%** of our students to score On-Track or Mastery on **ALL** of our EOCs.
- Continue providing **Quality Tier 1 instruction** in **ALL** of our classes by meeting students where they are as we support them in tackling grade level expectations.
- We believe **EVERY** War Eagle Scholar can

Achieve

Improve

Master

Succeed









# 5 Year Plan

## Human Capital Goals

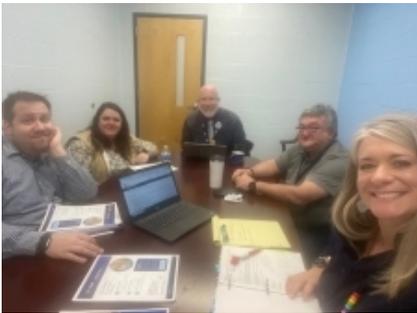
# Human Capital Goals

1. Develop a marketing plan to **promote** employment in our district and **recruit, hire**, and **retain** effective and culturally responsive employees.
2. Build staff **capacity** through implementation of a **professional learning program** that provides training, coaching, and mentoring that instills a growth mindset.

# Recruit, Hire, and Retain Effective Employees

## Accomplishments

- ✓ Accelerate hiring practices
- ✓ Licensure Audit and providing individual help with teachers licensure.
- ✓ Promote the district as a compelling destination for quality teachers seeking employment.
- ✓ Competitive salaries to recruit quality teachers and staff.
- ✓ The Chamber of Commerce is working with the District to update our Cheatham Advantage Program.
- ✓ Build more partnership opportunities with more local, out-of-state, and online universities



# 2024 Human Capital Goals

- Structured marketing plan to recruit employees that includes a financial plan for a competitive salary, and funds for teacher incentives.
- Increase participation for the Grow Your Own Program
- Licensure resources for CTE teachers
- Expand job fair opportunities. (Virtual)
- Employed a Gifted & Talented Coordinator

# Recruitment

## Grow Your Own

- 12 Assistants in our District
- 7 are currently attending Nashville State and will receive their Associate's Degree in May 2024.
- 1 Assistant will start APSU this May 2024 and begin 2024-2025 school in the classroom with a Lead Teacher.
- 10 Assistants will begin APSU in May of 2025.
- 3 are in the final stretch of classes at Austin Peay State University and will graduate in August 2024. They have been in the classroom this year with a lead teacher while completing their classes at APSU
- These 3 apprentices will begin working for the district as classroom teachers in August of 2024.
- We will have 4 high school Seniors graduating from our schools who will begin the program in August of 2024.



# Build Staff Capacity

## Accomplishments and Continued Improvement

- ✓ Provide coaching , mentoring, and job embedded professional development to new employees.
- ✓ Improve new hire orientation
- ✓ Implement teacher Induction program for novice and new to district teachers.
- ✓ Aspiring Administrators Academy
- ✓ Define, explain, and implement a professional growth system
- ✓ Personalized PD to grow teachers and staff using different delivery models
- ✓ Build employee capacity to collaborate and share ideas, strategies and resources
- ✓ Maximize the effectiveness of seeking feedback through surveys
- ✓ Recruitment with High School Seniors to join our Grow Your Own Program

# 2023 Building Staff Capacity Goals

- Provide coaching, mentoring, and job-embedded PD for new employees.
- Maximize the effectiveness of implementation by seeking quarterly feedback from all staff members through surveys.
- Continue to improve new hire orientation by providing more in-depth training in district technology resources, district expectations, and district initiatives.
- Continue to implement a teacher induction program for novice and new district teachers.
- Provide a Human Resources newsletter at least quarterly
- Utilize early dismissals to maximize Professional development for all teachers & staff

# Building Capacity

## Accomplishments

- Providing specific Professional development for teachers
- Online Onboarding process for employees
- Improved our number of Partnerships with Universities
- Induction Program
- GYO- first High School cohort starting, graduating class, Janelle Mahaney to assistant in the program
- Licensure Information to certified employees
- Furthering education opportunities

# Future Goals

- Pay mentors for the induction program by 2025.
- Collaborate with community resources and employee insurance to provide an employee program for mental, family, and financial stress by 2024.
- Create a perfect attendance bonus by 2024
- Provide resources for CTE teacher re-licensure by 2024.
- Employ a gifted/talented teacher in each school by 2024.
- Employ an EL teacher for every two schools by 2024.



# JOIN Cheatham County

Human Resource Director, Wendy Cox  
E-mail: [\*\*Wendy.Cox@ccstn.org\*\*](mailto:Wendy.Cox@ccstn.org)

District Job Postings:  
[\*www.cheathamcountyschools.net\*](http://www.cheathamcountyschools.net)