

**Cleveland City Schools**  
**Board of Education Regular Meeting**  
March 2, 2026 5:30 PM  
Educational Support Center



1. **Welcome**
2. **Moment of Silence/Pledge of Allegiance**
  - Student Board Representative, Lily Hakes, will lead us in a Moment of Silence and the Pledge of Allegiance
3. **Public Comments**
4. **Comments from Chairman Tucker**
5. **Consent Agenda**
  - A. **Approval of Regular Agenda**
  - B. **Approval of Minutes from February 2, 2026, Board Meeting**
  - C. **Approval of Overnight Field Trips**
    - 2812
    - 2814
    - 2780
    - 2820
  - D. **Approval of Second Reading of Policies**
    - 5.100
    - 5.118
  - E. **Approval of Section 5 Policies — Date Change Only**
6. **Regular Agenda**
  - A. **\*Director of Schools Contract Review**
    - The Board will review Dr. Jeff Elliott's Director of Schools contract
  - B. **Director's Update**
    - Director of Schools, Dr. Jeff Elliott, will present an update to the Board of all the great things happening in Cleveland City Schools
  - C. **Spotlight**
    1. **School Resource Officer Recognition**
      - Mr. Cliff Eason will recognize CCS School Resource Officers
    2. **School Spotlight- Yates Primary**
      - Principal, Melissa Bishop, will present an update to the Board showcasing Yates Primary School
  - D. **Summer Programs Overview**
    - Adam Moss will update the Board on CCS summer programs for 2026
  - E. **First Reading of Policies — None**
  - F. **Strategic Plan Focus- Communications**
    - Communications Specialist, Brandi King, will present an update to the Board

- G. **Student Representative's Update**
  - Student Representative, Lily Hakes, will present a Cleveland High School update to the Board
- 7. **Facilities Update**
  - Facilities Committee Chair, Andy Lay, will present an update to the Board
  - A. **\*Cleveland Middle School Facility Plan**
  - B. **\*CHS Softball Facility Plan**
  - C. **\*Valley Head Church Property Rental Plan**
- 8. **Legislative Updates**
  - Carolyn Ingram will give a TSBA update to the Board
- 9. **"B" Agenda**
  - A. **Financial Report**
  - B. **Personnel Report**
  - C. **CMS Highlights**
  - D. **Dates to Remember**
    - March-**
      - 2- Board of Education Meeting
      - 9-13- Spring Break- District Closed
      - 24- Breakfast with the Board- Candy's Creek
      - 24- BOE Facilities Meeting
      - 27- BOE Spring Retreat
    - April-**
      - 3- Easter Holiday- District Closed
      - 6- Staff Development Day- No School for Students
      - 6- Board of Education Meeting
      - 28- Breakfast with the Board- Mayfield
      - 28- BOE Facilities Meeting
    - May-**
      - 4- Board of Education Meeting
      - 5- Staff Development Day- No School for Students
      - 21- Lunch with the Board- Operations Annex
      - 22- Abbreviated Day for Students
        - CMS/CHS Dismissal 10:30am
        - Elementary Dismissal- 11:30am
    - June-**
      - 15- Board of Education Meeting
- 10. **Adjourn**

Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number **2814**  
\* Category Travel With Students  
\* Type of Trip Athletic  
\* Athletic Event (you may check more than one)  
Band

### Trip Leave

\* Date 4/9/26 Thursday  
\* Time 9:00 AM

### Trip Return

\* Date 4/12/26  
\* Time 3:00 PM

Trip Year/Week 2026-15

\* Is this an overnight trip? Yes

#### Is this an overnight trip? Additional Information

\* Please list all chaperones for this overnight trip including non-staff.

Jim Burton, Erik Simpson

\* Indicate cost per person and how the trip is being funded (parent or district?)

303 - Band Student Fund

#### Comments

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

\* Your School/Dept ⓘ

020 Cleveland High School  
850 Raider Drive, Cleveland, TN 37312

\* Main Destination ⓘ

Other (Type Below)  
2800 Opryland Dr, Nashville, TN 37214, USA

Destination Not Listed

Gaylord Opryland Resort & Convention Center, Opryland Drive, N

Destination Name

Gaylord Opryland

Add a Stop on the Way There

Add a Stop on the Return

\* Approximate Nbr of Miles Round Trip

335.39

CALCULATE MILES

\* Funding Source #1

School ▼

Budget Code

303

Funding Source Desc

Budget Code Desc

Funding Approver

\* Teacher / Advisor / Staff Name

Jim Burton

\* Teacher / Advisor / Staff Phone #

4235035987

Teacher / Advlsor / Staff Email

jburton@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info

Same as Teacher / Advisor / Staff

\* Emergency Contact Name

Jim Burton

\* Emergency Contact Phone # 4235035987

### Number of Individuals Making Trip

* Male Adult/Chaperone	2	* Female Adult/Chaperone	0	Total Adult/Chaperone	2
* Male Students	2	* Female Students	0	Total Students	2

### Additional Information

\* Will you be using external transportation-Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?

\* Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itinerary; please do not indicate that in this section. Use the next section to reserve the vehicle.

Personal vehicle

### Vehicles Needed

\* Do you need a school bus, staff van or charter bus?  Yes  No

Person Submitting Request jburton@clevelandschools.org

Date Submitted Feb 3, 2026, 10:51:43 AM

▶ Trip Estimator (click to open and enter additional information for estimating trip cost)

### Level 01 Approval - Location Approval

Comment

Decision Approved

Name bpritchard@clevelandschools.org

Decision Date Feb 4, 2026, 9:25:04 AM

### Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org

Decision Date Feb 4, 2026, 5:16:39 PM

### Level 10 Approval - School Board Approval

Comment

Decision  Approved  Denied

Designated Approver awheeler@clevelandschools.org

Name

Decision Date

### Supporting Documents

Choose File No file chosen

File Type	Size	File Name	Created On
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Request Status Trip: 2814 Pending School Board Approval

Final Approval Date

Email Audit Log:

Date	User	Action
2/4/26, 5:16:39 PM	jelliott@clevelandschools.org	Central Office Level Approved
2/4/26, 9:25:04 AM	bpritchard@clevelandschools.org	Location Level Approved



Version 4.6.154

Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number **2812**  
\* Category Travel With Students  
\* Type of Trip Athletic  
\* Athletic Event (you may check more than one)  
Football - Varsity

**Trip Leave**

\* Date 3/9/26 Monday  
\* Time 9:45 AM

**Trip Return**

\* Date 3/13/26  
\* Time 6:00 PM

Trip Year/Week 2026-11

Buses are not available before 4:30 PM and must be returned by 12:00 AM.

\* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

\* Please list all chaperones for this overnight trip including non-staff.

Chaperones (Including Non-Staff)  
Paola Navas – Administrative Assistant, Blythe Bower Elementary  
Maria Herrero – Cleveland Central Office

\* Indicate cost per person and how the trip is being funded (parent or district?)

Cost & Funding  
Cost Per Person: \$370 (housing and basic food expenses)  
Funding Source: Flag Football Account  
Funding Details: Funds were raised through team fundraising activities,

**Comments**

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

Lady Raiders Flag Football

\* Your School/Dept ⓘ

019 CHS Athletics  
850 Raider Dr, Cleveland, TN 37312

\* Main Destination ⓘ

Other (Type Below)  
Miramar Beach, FL, USA

Destination Not Listed

Miramar Beach, FL, USA

Destination Name Miramar

**Add a Stop on the Way There**

Click the magnifying glass icon to use the destinations drop-down or enter an address to search Google.

\* Address

\* Name/Description

\* Minutes at s

1. Chick-fil-A, South Eufaula Avenue, Eufaula, AL, USA

Chick-fil-A

45

**Add a Stop on the Return**

\* Approximate Nbr of Miles Round Trip

862.90

CALCULATE MILES

\* Funding Source #1

School

Budget Code

016

Funding Source Desc

Budget Code Desc

Funding Approver

\* Teacher / Advisor / Staff Name

Christopher Reynolds

\* Teacher / Advisor / Staff Phone #

(334) 221 - 5899

Teacher / Advisor / Staff Email

chreynolds@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info

Same as Teacher / Advisor / Staff

\* Emergency Contact Name

Christopher Reynolds

\* Emergency Contact Phone #

(334) 221 - 5899

### Number of Individuals Making Trip

* Male Adult/Chaperone	2	* Female Adult/Chaperone	4	Total Adult/Chaperone	6
* Male Students	0	* Female Students	21	Total Students	21

### Additional Information

- \* Will you be using external transportation-Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?
- \* Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itineraries please do not indicate that in this section. Use the next section to reserve the vehicle.

Rent a SUV Vehicle from Enterprise  
Parents and Chaperones will help with the Car Pool

### Vehicles Needed

\* Do you need a school bus, staff van or charter bus?  Yes  No

Person Submitting Request

chreynolds@clevelandschools.org

Date Submitted

Feb 1, 2026, 7:16:36 PM

[▶ Trip Estimator \(click to open and enter additional information for estimating trip cost\)](#)

### Level 01 Approval - Location Approval

Comment

Decision

Approved

Name

almorris@clevelandschools.org

Decision Date

Feb 2, 2026, 11:56:41 AM

### Level 07 Approval - Overnight Trip Approval

Comment

Decision

Approved

Name

jelliott@clevelandschools.org

Decision Date

Feb 2, 2026, 1:38:05 PM

### Level 10 Approval - School Board Approval

Comment

Decision

Approved  Denied

Designated Approver

awheeler@clevelandschools.org

Name

Decision Date

### Supporting Documents

No file chosen

File Type	Size	File Name	Cr
application/pdf	80 KB	<a href="#">Lady Raiders Flag Football Overnight Trip Request --.pdf</a>	2/
application/pdf	80 KB	<a href="#">Lady Raiders Flag Football Overnight Trip Request --2.pdf</a>	2/
application/pdf	80 KB	<a href="#">Lady Raiders Flag Football Overnight Trip Request --3.pdf</a>	2/
application/pdf	80 KB	<a href="#">Lady Raiders Flag Football Overnight Trip Request --4.pdf</a>	2/

Save/Close



Send Email

Comments

Create Duplicate Request

Cancel Trip/Reservations

Reschedule Trip

Print

Request Status Trip: **2812**

Pending School Board Approval

Final Approval Date

Email Audit Log:

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Subject:	Email Sent on:	Email Sent by:	Email Sent To:
Date	User	Action	
2/2/26, 1:38:05 PM	jelliott@clevelandschools.org	Central Office Level Approved	
2/2/26, 11:56:41 AM	almorris@clevelandschools.org	Location Level Approved	
2/1/26, 7:25:39 PM	chreynolds@clevelandschools.org	Save and Close Trip (Submit Page Determines Return)	



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Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number **2780**  
\* Category Travel With Students  
\* Type of Trip Field Trip  
\* Field Trip Event  
Standard Field Trip

### Trip Leave

\* Date 3/12/26 Thursday  
\* Time 7:00 AM

### Trip Return

\* Date 3/13/26  
\* Time 4:00 PM

Trip Year/Week 2026-11

\* Is this an overnight trip? Yes

Is this an overnight trip? Additional Information

\* Please list all chaperones for this overnight trip including non-staff.

Aileen Creel, Ashley Henderson, Joshua Woods,

\* Indicate cost per person and how the trip is being funded (parent or district?)

\$150 parent funded + 2 meals

### Comments

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

No driver needed

\* Your School/Dept ⓘ

018 Cleveland Middle School  
3635 Georgetown Rd., Cleveland, TN 37312

\* Do you have students with health concerns on this trip? Don't list student names, only the health conditions due to FERPA/HIPPA.

Yes  No

\* Main Destination ⓘ

Other (Type Below)  
234 Airport Rd, Gatlinburg, TN 37738, USA

Destination Not Listed

Gatlinburg Convention Center, Airport Road, Gatlinburg, TN, USA

Destination Name

Gatlinburg Convent

Add a Stop on the Way There

Add a Stop on the Return

\* Approximate Nbr of Miles Round Trip

245.69

CALCULATE MILES

\* Funding Source #1

Other ▼

Budget Code

Parent/student pay

Funding Source Desc

Please indicate the funding information in the Budget Code Field to the right.

Budget Code Desc

Funding Approver

Are funds payable to a third party?

Yes  No

(Does venue require payment prior to trip?)

Amount of Payment

\$50/student

Payment Option

Mail Check

Will Pick Up Check

Purchase Order/Requisition Nbr

Payment Due To

National BETA

Address

City / State / ZIP

Comments Concerning Payment

\$50 payment to National BETA for registration per student. Additional funds (\$100/student)

\* Teacher / Advisor / Staff Name

Ashley Henderson

\* Teacher / Advisor / Staff Phone #

423-284-1059

Teacher / Advisor / Staff Email

ahenderson@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info

Same as Teacher / Advisor / Staff

\* Emergency Contact Name

Aileen Creel

\* Emergency Contact Phone #

423-790-4383

\* Grade Level(s) Making Trip

All  Pre-K  K  1  2  3  4  5  6  7  8  9  10

\* Educational Objective for Field Trip

Objectives of Student Leadership  
Students Will:  
Identify personal behaviors and personality styles

### Number of Individuals Making Trip

* Male Adult/Chaperone	1	* Female Adult/Chaperone	2	Total Adult/Chaperone	3
* Male Students	6	* Female Students	13	Total Students	19

\* Will the students be away from school during lunch?  Yes  No

\* If so, will these students need packed lunches?  Yes  No

Nbr Students 19 Teacher Ashley Henderson

Students will be away from school during the lunch period, so therefore lunches are not needed.

### Additional Information

\* Will you be using external transportation-Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?

\* Please indicate mode of travel instead of, or in addition to, the reserved vehicle(s). Please include details of trip, including itineraries; please do not indicate that in this section. Use the next section to reserve the vehicle.

Requesting 2 school vans for Mrs. Henderson and Mrs. Creel to drive. Mr. Woods will also drive students in his personal vehicle. Additionally, transport their own student.

### Vehicles Needed

\* Do you need a school bus, staff van or charter bus?  Yes  No

Check here to indicate trip is drop-off only Location

Check here to indicate trip is pickup only Location

Vehicle Pickup	Arrive at Venue (Info Only)	Depart Venue (Info Only)	Vehicle Re
* Date 3/12/26	* Date 3/12/26	* Date 3/13/26	* Date
* Time 6:00 AM	* Time 10:00 AM	* Time 1:45 AM	* Time

Total Trip Hours 11.00

\* Type of vehicles needed to reserve Staff Van

\* How many vehicles do you need? 2

Vehicle Guidelines

School Bus Capacity  
Elementary School Students=78 max  
Middle/High School Students=52 max

• Do you need a wheelchair lift? No

Nbr Wheelchair Slots 0 Nbr Seatbelts 7 Nbr Fold Down Seats 0

Special Needs

Comments or Details Concerning Needs

General Information

Owner vmack@clevelandschools.org

Bid Id/Closing Date

## Reserve Vehicles

Location Used to Reserve Vehicles 000 Transportation  
vmack@clevelandschools.org

Trip Location Zone Main

Trip Year/Week:

Trip Hours: 11.00

Total Number of Vehicles Needed: 2

Number w/ Lift:

Person Submitting Request ahenderson@clevelandschools.org

Date Submitted Jan 7, 2026, 5:24:50 PM

▶ [Trip Estimator \(click to open and enter additional information for estimating trip cost\)](#)

## Level 01 Approval - Location Approval

Comment

Decision Approved

Name nakiona@clevelandschools.org

Decision Date Jan 8, 2026, 6:58:24 AM

## Level 02 Approval - Second Level Location Approval

Comment

Decision Approved

Name llaing@clevelandschools.org

Decision Date Jan 8, 2026, 8:53:39 AM

## Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org

Decision Date Feb 12, 2026, 11:04:45 AM

## Level 09 Approval - Transportation Approval

Comment

Decision Approved

Name vmack@clevelandschools.org

Decision Date Feb 12, 2026, 1:20:41 PM

## Level 10 Approval - School Board Approval

Comment

Decision  Approved  Denied

Designated Approver awheeler@clevelandschools.org

Name

Decision Date

## Supporting Documents

 **Choose File** No file chosen

File Type

Size

File Name

Created On



**Request Status** Trip: **2780**

Pending School Board Approval

**Final Approval Date**

**Email Audit Log:**

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Subject:	Email Sent on:	Email Sent by:	Email Sent To:
Date	User	Action	
2/12/26, 1:20:41 PM	vmack@clevelandschools.org	Additional Level 1 Approved	
2/12/26, 11:04:45 AM	jelliott@clevelandschools.org	Central Office Level Approved	
1/8/26, 8:53:39 AM	llaing@clevelandschools.org	Second Level Location Level Approved	
1/8/26, 6:58:24 AM	nakiona@clevelandschools.org	Location Level Approved	



Version 4.6.154

Transportation will bill the Trip Sponsor for the driver/mileage/bus/damage after the trip is completed. This will be done on a monthly basis.

Trip Number **2820**  
\* Category Travel With Students  
\* Type of Trip Field Trip  
\* Field Trip Event CTE Field Trip

**Trip Leave**

\* Date 2/25/26 Wednesday  
\* Time 8:30 AM

**Trip Return**

\* Date 2/27/26  
\* Time 1:00 PM

Trip Year/Week 2026-09

No buses available before 8:30 AM and must return to school no later than 1:45 PM.

\* Is this an overnight trip? Yes

**Is this an overnight trip? Additional Information**

\* Please list all chaperones for this overnight trip including non-staff. Anne Person, Karen Hall, Becky Brady, Bob Pritchard, Randy Stephens,

\* Indicate cost per person and how the trip is being funded (parent or district?) \$123 per student \$267 per chaperone DECA

**Comments**

Enter any comments about this trip that is important for the driver to know such as drop off location. Also, indicate the group, club or organization that is traveling, and any information about parking at the destination. This information will print on the trip ticket for the driver.

This trip is for DECA State Competition. We will travel with 15 students. We have to s hotel, which is the Kinley. Drop off at Chattanooga Convention center on Wednesday (2/25) and pick-up will be

\* Your School/Dept ⓘ 020 Cleveland High School 850 Raider Drive, Cleveland, TN 37312

\* Do you have students with health concerns on this trip? Don't list student names, only the health conditions due to FERPA/HIPPA.  Yes  No

\* Main Destination ⓘ Other (Type Below) 1 Carter St, Chattanooga, TN 37402, USA

Destination Not Listed Chattanooga Convention Center Destination Name Chattanooga Conve

Add a Stop on the Way There  
Add a Stop on the Return

* Address	* Name/Description	* Minutes at s
1. Chick-Fil-A - Collegedale/Ooltewah, Old Lee Highway, Ooltewah, TN, USA	Chick-fil-A	90

\* Approximate Nbr of Miles Round Trip 68.38 CALCULATE MILES

\* Funding Source #1 CTE Budget Code 72130-599

Funding Source Desc For Career/Tech trips and Band use only Budget Code Desc

Funding Approver rstephens@clevelandschools.org

Are funds payable to a third party?  Yes  No

(Does venue require payment prior to trip?)

Amount of Payment \$3456.00

Payment Option  Mail Check  Will Pick Up Check

Purchase Order/Requisition Nbr

Payment Due To Tennessee DECA - (Attn Zack Buchanan) 525 Royal Pkwy, Unit 291929 Nashville, TN 37229-4051

Comments Concerning Payment Must be paid by 2/13/26

\* Teacher / Advisor / Staff Name Anne Person

\* Teacher / Advisor / Staff Phone # 423-716-7901

Teacher / Advisor / Staff Email aperson@clevelandschools.org

Note: This email will receive the requester emails if different from requester

Emergency Contact Info  Same as Teacher / Advisor / Staff

\* Emergency Contact Name Anne Person

\* Emergency Contact Phone # 423-716-7901

\* Grade Level(s) Making Trip  All  Pre-K  K  1  2  3  4  5  6  7  8  9  10

\* Educational Objective for Field Trip DECA State Competition

Number of Individuals Making Trip

\* Male Adult/Chaperone 3 \* Female Adult/Chaperone 3 Total Adult/Chaperone 6
\* Male Students 10 \* Female Students 5 Total Students 15

\* Will the students be away from school during lunch?  Yes  No
\* If so, will these students need packed lunches?  Yes  No

Nbr Students 15 Teacher Anne Person
Students will be away from school during the lunch period, so therefore lunches are not needed.

Additional Information

\* Will you be using external transportation-Does NOT include charters-- (includes plane, rental van, personal vehicle or walking)?

Vehicles Needed

\* Do you need a school bus, staff van or charter bus?  Yes  No

Check here to indicate trip is drop-off only Location

Check here to indicate trip is pickup only Location

Table with 4 columns: Vehicle Pickup, Arrive at Venue (Info Only), Depart Venue (Info Only), Vehicle Re. Rows include Date and Time for pickup and departure.

Total Trip Hours 52.50

\* Type of vehicles needed to reserve School Bus (i)

\* How many vehicles do you need? 1

Vehicle Guidelines School Bus Capacity Elementary School Students=78 max Middle/High School Students=52 max

\* Do you need a wheelchair lift? No

Nbr Wheelchair Slots 0 Nbr Seatbelts 0 Nbr Fold Down Seats 0

Special Needs

Comments or Details Concerning Needs

General Information

Owner vmack@clevelandschools.org

Bid Id/Closing Date

## Reserve Vehicles

Location Used to Reserve Vehicles 000 Transportation  
vmack@clevelandschools.org

Trip Location Zone Main

Trip Year/Week:

Trip Hours: 52.50

Total Number of Vehicles Needed: 1

Number w/ Lift:

Person Submitting Request aperson@clevelandschools.org

Date Submitted Feb 6, 2026, 3:27:34 PM

▶ [Trip Estimator \(click to open and enter additional information for estimating trip cost\)](#)

## Level 01 Approval - Location Approval

Comment

Decision Approved

Name bpritchard@clevelandschools.org

Decision Date Feb 8, 2026, 9:21:53 PM

## Level 05 Approval - Funding Source Approval

Comment

Decision Approved

Name rstephens@clevelandschools.org

Decision Date Feb 9, 2026, 9:52:23 AM

## Level 07 Approval - Overnight Trip Approval

Comment

Decision Approved

Name jelliott@clevelandschools.org

Decision Date Feb 12, 2026, 11:05:24 AM

## Level 08 Approval - CTE/Fine Arts Approval

Comment

Decision Approved

Name rstephens@clevelandschools.org

Decision Date Feb 12, 2026, 12:31:51 PM

## Level 09 Approval - Transportation Approval

Comment

Decision Approved

Name vmack@clevelandschools.org

Decision Date Feb 18, 2026, 8:47:52 AM

## Level 10 Approval - School Board Approval

Comment

Decision

Approved  Denied

Designated Approver

awheeler@clevelandschools.org

Name

Decision Date

### Supporting Documents

No file chosen

File Type	Size	File Name	Created On
application/pdf	67 KB	DECA STATE List.pdf	2/6/26, 3:26 PM

Request Status Trip: **2820**

Pending School Board Approval

Final Approval Date

Email Audit Log:

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Subject:	Email Sent on:	Email Sent by:	Email Sent To:
Date	User	Action	
2/18/26, 8:47:52 AM	vmack@clevelandschools.org	Additional Level 1 Approved	
2/12/26, 12:31:51 PM	rstephens@clevelandschools.org	Level 08 Approved	
2/12/26, 11:05:24 AM	jelliott@clevelandschools.org	Central Office Level Approved	
2/9/26, 9:52:23 AM	rstephens@clevelandschools.org	Funding Level Approved	
2/8/26, 9:21:53 PM	bpritchard@clevelandschools.org	Location Level Approved	



Version 4.6.154

# Cleveland City Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term:  <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: <b>5.100</b>	Issued Date: <b>03/02/26</b>
		Rescinds: <b>5.100</b>	Issued: <b>02/06/23</b>

1 The Board's personnel goals are **as follows**:

- 2 1. To ensure that the **Director of Schools recruits and employs the** best qualified **individuals**  
 3 ~~personnel are recruited and employed~~ to staff the school **district system**;
- 4
- 5 2. To provide ~~staff~~ compensation, benefits and working environments sufficient to attract and  
 6 retain qualified employees;
- 7 3. ~~To set goals for educator diversity that take into consideration the diversity of the student~~  
 8 ~~population;~~<sup>†</sup>
- 9
- 10 4. **3.** To provide an in-service training program for all employees to improve their performance;
- 11
- 12 5. **4.** To conduct an evaluation program that will contribute to the continuous improvement of  
 13 staff performance; ~~and~~
- 14
- 15 6. ~~To ensure that personnel are assigned so that they are utilized as effectively as possible.~~

16

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Legal References

1. [State Board of Education Policy 5.700; TCA 49-1-302\(g\); Public Acts of 2025, Chapter No.494](#)

Cross References

School District Goals 1.700

# Cleveland City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Background Investigations</b>	Descriptor Code: <b>5.118</b>	Issued Date: <b>03/02/26</b>
		Rescinds: <b>5.118</b>	Issued: <b>02/06/23</b>

1 *General*

2 Background checks shall be required for applicants, employees, contract workers, and volunteers.<sup>1</sup>

3 ~~The Director of Schools/designee shall develop any necessary corresponding procedures.~~

4 ~~**APPLICANTS AND EMPLOYEES**~~

5 ~~To ensure the safety and welfare of students and staff, the district shall require criminal history~~  
6 ~~background checks and fingerprinting of applicants for teaching positions and any other positions that~~  
7 ~~require proximity to children. Further, applicants **Individuals** who (1) have been identified by the~~  
8 ~~Department of Children’s Services as perpetrators of child abuse, severe child abuse, child sexual~~  
9 ~~abuse, or child neglect, or who pose an immediate threat to the health, safety, or welfare of children; or~~  
10 ~~(2) who are listed on the state’s abuse of vulnerable persons registry maintained by the Department of~~  
11 ~~Health shall not be employed.<sup>2</sup>~~

12 The Director of Schools/designee shall develop any necessary corresponding procedures.

13 **Applicants and current employees shall be entered into the federal RAP back program<sup>3</sup>. Notice of the**  
14 **following shall be provided:**

- 15 **1. Possible fees charged by the Tennessee Bureau of Investigation; and**  
16  
17 **2. Fingerprints will be retained by the Tennessee Bureau of Investigation and the Federal Bureau**  
18 **of Investigation for all purposes and uses authorized for fingerprint submission.**

19 Any costs incurred to perform these background checks and fingerprinting for staff positions shall be  
20 paid by the school system.

21 ~~Background checks shall be required of these employees at least once every five (5) years after the date~~  
22 ~~of hire.<sup>1</sup>~~

23 **CONTRACTORS & VOLUNTEERS**

24 **To ensure the safety and welfare of students and staff, the district shall require criminal history**  
25 **background checks and fingerprinting of contractors, and volunteers and any other positions that**  
26 **require proximity to children. Any costs incurred to perform contractor background checks and**  
27 **fingerprinting shall be paid by the applicant. The Board shall not reimburse applicants if the contractor**  
28 **position is offered and accepted.<sup>4</sup> Any costs incurred to perform volunteer background checks and**  
29 **fingerprinting shall be paid by the school system.**

1 Substitute teachers and substitute cafeteria workers shall be reimbursed for the costs of the background  
2 check after a completion of a minimum of four (4) teaching days.

3 **Background checks shall be required of the individuals listed above at least once every five (5) years**  
4 **after the initial background check.<sup>1</sup>**

## 5 **USE AND DISSEMINATION**

6 Fingerprints or other approved forms of positive identification shall be submitted with all requests for  
7 criminal history record checks for non-criminal justice purposes.<sup>45</sup> The Director of Schools shall  
8 ensure the Originating Agency Identifier number is on file at all times.

9 Tennessee and FBI Criminal History Record Information (“CHRI”) obtained by the district shall be  
10 solely used to verify criminal violation(s) and shall not be disseminated. Results shall be considered  
11 confidential and only accessible to district personnel identified by the Director of Schools. CHRI shall  
12 only be accessed by authorized personnel in the performance of their duties and shall never be released  
13 to the public.

14 All persons directly associated with the accessing, maintaining, processing, dissemination, or  
15 destruction of CHRI shall sign an awareness statement and shall indicate that they have been specially  
16 trained on the subject. The training shall provide those with access to CHRI with a working knowledge  
17 of federal and state regulations and laws governing the security and processing of criminal history  
18 information. The Director of Schools is responsible for ensuring that authorized personnel receive such  
19 training within sixty (60) days of employment or job assignment and every three (3) years.

## 20 **RETENTION AND SECURITY**

21 The Director of Schools shall develop procedures to ensure CHRI is stored in a secure location. Areas  
22 in which CHRI is processed and handled shall be restricted to authorized personnel identified by the  
23 Director of Schools. The area shall be out of the view of the public and unauthorized personnel. The  
24 Director of Schools shall maintain a list of all employees who have access to, can process, disseminate,  
25 and/or destroy CHRI.

## 26 **DISPOSAL OF CHRI**

27 When CHRI is no longer needed, it shall be destroyed by burning, shredding, or other methods  
28 rendering the information unreadable. Record destruction shall be conducted under the supervision of  
29 the Director of Schools.

## 30 **MISUSE**

31 Employees who misuse CHRI or violate this policy shall be subject to disciplinary action up to and  
32 including termination. Any employee with knowledge of misuse shall immediately report a violation to  
33 the Director of Schools.

## Legal References

1. [TCA 49-5-413](#)
2. [TCA 49-5-406\(a\)\(1\)](#); [TCA 49-5-403](#);
3. [TCA 49-5-413\(a\)\(2\), \(e\)](#)
4. [TCA 49-5-413\(f\)](#)
5. [TCA 49-5-413\(c\)](#)
6. [34 USCA § 40316](#)

## Cross References

School Volunteers 4.501  
Application and Employment 5.106  
Substitute Teachers 5.701

Section 5.100 - 5.803 Personnel Policies of the Board Policy Manual were reviewed and considered for updates in accordance with the [Cleveland City Schools Board Policy Review Schedule](#). These policies may be found in the [CCS Board Policy Manual Section 5](#). After the review, the following board policies do not need to change with the exception of the annual date of review.

- 5.101 Line and Staff Relations
- 5.102 Personnel Classification and Qualifications
- 5.103 Job Descriptions
- 5.104 Equal Opportunity Employment
- 5.105 Recruitment
- 5.106 Application and Employment
- 5.107 Orientation and Probation
- 5.108 Supervision
- 5.109 Evaluation
- 5.110 Compensation Guides and Contracts
- 5.1101 Differentiated Pay Plan
- 5.112 Extended Contracts
- 5.113 In-Service and Professional Learning Opportunities
- 5.114 Personnel Records
- 5.1141 Teacher Effect Data
- 5.115 Assignment/Transfer
- 5.1151 Telework During Emergencies
- 5.116 Staff Positions



- 5.117 Teacher Tenure
- 5.119 Employment of Retirees
- 5.200 Separation Practices of Tenured Teachers
- 5.201 Separation Practices of Non-tenured Teachers
- 5.202 Separation Practices for Non-Certified Employees
- 5.203 Recommendations and File Transfers
- 5.301 Emergency and Medical Leave
- 5.302 Sick Leave
- 5.303 Personal and Professional Leave
- 5.304 Long Term Leaves of Absence
- 5.305 Family and Medical Leave
- 5.306 Military Leave
- 5.307 Physical Assault Leave
- 5.308 Sabbatical Leave
- 5.309 Legislative Leave
- 5.310 Vacations and Holidays
- 5.400 Health Examinations/ Communicable Diseases
- 5.401 Acquired Immune Deficiency Syndrome
- 5.402 Hepatitis B
- 5.403 Drug and Alcohol Testing
- 5.500 Discrimination/Harassment
- 5.501 Complaints/Grievances
- 5.502 Complaints about School Personnel



- 5.600 Staff Rights and Responsibilities
- 5.6001 Notification of a Criminal Offense
- 5.602 Staff Time Schedules
- 5.603 Staff Meetings
- 5.605 Staff Gifts and Solicitations
- 5.606 Political Activities
- 5.607 Non-School Employment
- 5.608 Tutoring for Pay
- 5.610 Staff-Student Relations
- 5.611 Ethics
- 5.700 Interim Employees
- 5.701 Substitute Teachers
- 5.702 Student Teachers
- 5.704 Interns
- 5.800 Director of Schools
- 5.801 Director of Schools Recruitment and Selection
- 5.802 Qualifications and Duties of the Director of Schools
- 5.803 Evaluation of the Director of Schools

# DIRECTOR'S UPDATE

March 2, 2026



## **The Cleveland City Schools Shield Represents Our 4 Core Beliefs**

- **Ensuring Student Academic Success**
- **Supporting Students and Families With Services**
- **Creating a Clear Culture of Communication**
- **Recruiting, Developing, and Retaining Highly Effective Employees**



# Highlights



- |                                                                        |  |  |  |                                                                                     |
|------------------------------------------------------------------------|--|--|--|-------------------------------------------------------------------------------------|
| <b>Feb. 3</b><br>Breakfast with the Board<br>at Stuart (8:00 a.m.)     |  |  |  | <b>Feb. 5</b><br>CCS hosts SE TN District Teams at<br>the ESC for LEA Plan Training |
| <b>Feb. 3</b><br>Facilities Committee Meeting<br>at Stuart (9:30 a.m.) |  |  |  | <b>Feb. 16</b><br>President's Day Holiday – Schools<br>Closed                       |
| <b>Feb. 3</b><br>Mildred Maupin Annual<br>Spelling Bee at CMS (4 p.m.) |  |  |  | <b>Feb. 17</b><br>Staff Development Day                                             |
| <b>Feb. 9</b><br>CMS Wrestlers honored at<br>City Council Meeting      |  |  |  | <b>Feb. 16-17</b><br>TSBA Legislative Conference                                    |
| <b>Feb. 24</b><br>Breakfast with the Board<br>at Yates (8:00 a.m.)     |  |  |  | <b>Feb. 25-27</b><br>BCPEF LEAD Fellows in Nashville                                |
| <b>Feb. 24</b><br>Facilities Committee Meeting<br>(9:30 a.m.)          |  |  |  |                                                                                     |



# Upcoming Events



**March 2-3:** SCOPE Conference in Nashville at Belmont



**March 3-5:** TOSS Legislative and Learning Conference in Nashville



**March 4-6:** Coordinated School Health Conference



**March 9-13:** Spring Break



**March 17:** Raiderpalooza 8<sup>th</sup> Grade Night at CHS begins at 5:00 p.m.



**March 20:** Elementary Honors Chorus Concert at Conn Center at 6:00 p.m.



**March 24:** Breakfast with the Board at Candy's Creek Cherokee at 8:00 a.m.



**March 24:** Facilities Committee at Candy's Creek Cherokee at 9:30 a.m.



**March 27:** Board Retreat at 8:30 a.m.



**March 31:** Elementary PE Celebration of Movement at CHS Arena at 6:00 p.m.



**After Spring Break:** Spring Sports, Family Nights, Concerts, Plays

## More STATE CHAMPIONS from CHS

### Girls State Champions:

Easton Dadiomoff,  
Senna Grassman,  
Caroline Hilton

### Boys State Champions:

Jose Cordero, Dominic  
Cordero, Kellan  
Sanders, Braxton  
Pulley, Gabe Moore



## Girls Wrestling



## Boys Wrestling

**EDUHAM National Competition**



**Emily Howard and Annabelle Alcock**

**CMS Spelling Bee Winner**



**Alberto Palomino Salgado**

**DECA State Winner Qualifies for International Career Development Conference**



**Carter Casteel**

## Highlights

## Upcoming Events

## Champions



# Kindergarten Registration

**WHEN:** Saturday, March 28, 2026, 8:00 AM - 3:00 PM

**WHERE:** Cleveland High School Raider Arena  
850 Raider Drive

**AGE:** Child must be age 5 on or before **AUGUST 15, 2026**

- Bring:**
- Birth Certificate or Proof of Birth
  - Proof of Address (rental agreement, recent utility bill, mortgage statement)

Register Online



# DIRECTOR'S UPDATE

March 2, 2026



# HAPPY

# *School Resource Officer*

# APPRECIATION



Officer Mason  
Arnold



Officer Ratcliff  
Blythe-Bower



Officer Harris  
Candy's Creek



Officer Cochran  
Mayfield



Officer Ledford  
Ross



Officer Vassey  
Stuart



Officer Cleveland  
Yates



Officer Milam  
Cleveland Middle



Officer Spence  
Cleveland Middle



Officer Bronze  
Cleveland High



Officer Gunnell  
Cleveland High

*Thank You for Protecting and Serving  
Cleveland City Schools*





**Cleveland**

**CITY SCHOOLS**

---

**ACADEMICS**

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# Summer Academic Programs 2026

Cleveland City Schools

**Summer 2025**

## Summer 2025 Executive Summary

The Summer 2025 Academic Programming was an unequivocal success, delivering on its promise to accelerate learning, foster a vibrant school community, and support the whole child. With an **average daily attendance of 575 students**, the program demonstrated strong family and student commitment.

A comprehensive analysis of academic data, staff feedback, and operational reports confirms that this initiative was a highly effective and strategic investment in our students' success.

## **Powerful & Measurable Academic Growth**

The most compelling evidence of the program's impact lies in the significant academic gains. The data shows clear, positive growth, particularly in core subjects for grades 3-8:

- **Exceptional ELA Gains:** Students in grades 3-8 achieved an average score increase of 17.96 points on their ELA pre/post-assessments. A remarkable 85% of these students either improved or maintained their ELA proficiency.
- **Significant Math Improvement:** In Mathematics, students saw an average score increase of 14.89 points. Nearly 90% of students maintained or grew their math skills.
- **Targeted Literacy Development:** For our youngest learners (K-2), the program yielded significant growth in key foundational skills, including a 6.31% increase in Oral Reading Fluency and a 6.21% increase in Vocabulary.

**Grades 3-8: Local Pre/Post-Test Analysis** The program had a significant positive impact on ELA and Math proficiency for students in grades 3-8.

**Table 1: ELA & Math Proficiency Change (Grades 3-8)**

Subject	Average Score Increase ( $\Delta$ )	Students Who Improved	Students Who Maintained	Students Who Declined
<b>ELA</b>	<b>+17.96 points</b>	62.50%	22.22%	15.28%
<b>Math</b>	<b>+14.89 points</b>	52.83%	36.79%	10.38%

The data shows that **84.72% of students improved or maintained their ELA scores**, while **89.62% of students improved or maintained their Math scores**, demonstrating the program's effectiveness in both accelerating learning and preventing summer slide.

**Table 3: K-2 Literacy Score Changes (Spring to Summer)**

Literacy Measure	Average Percent Change	Finding
<b>Oral Reading Fluency</b>	<b>+6.31%</b>	<b>Area of Strength:</b> Program enhanced reading speed/accuracy.
<b>Vocabulary</b>	<b>+6.21%</b>	<b>Area of Strength:</b> Program expanded student vocabulary.
<b>Reading Comprehension</b>	<b>+1.38%</b>	Modest positive growth.

## **A Culture of Engagement and Support**

Beyond test scores, the program excelled in creating a positive and enriching environment. **Staff feedback** was overwhelmingly positive, with recurring praise for the collaborative culture, effective scheduling, and outstanding site leadership.

Our whole-child commitment, demonstrated by our partnership with the YMCA to serve **10,099 meals** and the dedication of our transportation staff, ensured students' foundational needs were met.

**Seventeen bus drivers** supported this consistent attendance by transporting hundreds of students daily, ensuring equitable access to the program.

**Summer 2026**

## Cleveland High School

Credit Recovery: Current CHS Students

Raider Excel: Rising 9th Grade Students

- Foundations of Algebra I
- Foundations of English I
- Lifetime Fitness (Wellness)
- Fine Arts

*Nearly 200 credits were accrued in 2025 between both programs.*





CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS



June 1 - 25

Mondays - Thursdays

8:00am - 3:00pm

Current K - 4<sup>th</sup> Grade Students

Location: Candy's Creek Cherokee Elementary School

# Camp Raider '26

A colorful illustration of diverse children in a classroom setting. One girl is using a colorful abacus, and another boy is pointing upwards. The background shows other children and a bright sun. The text is overlaid on a blue and yellow background.

**CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS**

**Camp Raider '26**

June 1 - 25  
Mondays - Thursdays  
8:00am - 3:00pm  
Current K - 4<sup>th</sup> Grade Students  
Location: Candy's Creek Cherokee Elementary School

## Camp Raider '26

Current Pre-K through 4th Grade Students

Location: Candy's Creek Cherokee Elementary School

25 Summer Classrooms  
Instructional Assistants  
ESL Newcomer Teachers  
SWD Support  
STEM  
Counselor  
Nurse  
SRO  
Bilingual Office Staff

- Targeted phonics-skills time across grade levels
- Emphasis on Writing in conjunction with high-interest nonfiction text
- Intentional small-group instruction, leveraging low-ratios
- Engaging Mathematics that is grounded in HQ children's literature and incorporates hands-on manipulatives
- Interactive STEM activities
- Physical Activity (Recess & TEAM Time)

Candy's Creek Cherokee Elementary School



CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS



**JUNE 1 - 25**

**MONDAYS - THURSDAYS**

**8:00AM - 3:00PM**

**CURRENT 5<sup>TH</sup> - 7<sup>TH</sup> GRADE STUDENTS**

**LOCATION: CLEVELAND MIDDLE SCHOOL**

# **CMS CHAMPIONS**

## **HEROES VS. VILLAINS**

## CMS Champions: Heroes vs. Villains

Current 5th through 7th Grade Students

Location: Cleveland Middle School

10 Summer Classrooms  
Instructional Assistants  
ESL Newcomer Teachers  
SWD Support  
STEM  
Counselor  
Nurse  
SRO  
Bilingual Office Staff

- *Laying the foundation for the next grade-level with pre-teaching of specific focus standards*
- *Emphasis on Writing in conjunction with high-interest nonfiction text*
- *Intentional small-group instruction, leveraging low-ratios*
- *Engaging Mathematics that incorporates hands-on manipulatives*
  
- *Interactive STEM activities*
- *Physical Activity (Recess & TEAM Time)*

A colorful graphic for the CMS Champions: Heroes vs. Villains program. At the top, a blue banner with a scalloped edge contains the text 'CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS' in white, flanked by two 'C' logos. Below the banner is an illustration of five diverse children in superhero costumes (red, green, blue, and grey) standing in a cityscape at sunset. The background is a bright yellow and orange sky with a large sun. At the bottom, a blue and orange banner contains the text 'JUNE 1 - 25', 'MONDAYS - THURSDAYS', '8:00AM - 3:00PM', 'CURRENT 5<sup>TH</sup> - 7<sup>TH</sup> GRADE STUDENTS', and 'LOCATION: CLEVELAND MIDDLE SCHOOL'. The main title 'CMS CHAMPIONS' is written in large, bold, white letters with a black outline, and 'HEROES VS. VILLAINS' is written below it in smaller, bold, white letters with a black outline.

**CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS**

**JUNE 1 - 25**  
**MONDAYS - THURSDAYS**  
**8:00AM - 3:00PM**  
**CURRENT 5<sup>TH</sup> - 7<sup>TH</sup> GRADE STUDENTS**  
**LOCATION: CLEVELAND MIDDLE SCHOOL**

**CMS CHAMPIONS**  
**HEROES VS. VILLAINS**

CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS



# Camp Raider '26

June 1 - 25  
Mondays - Thursdays  
8:00am - 3:00pm  
Current K - 4<sup>th</sup> Grade Students  
Location: Candy's Creek Cherokee Elementary School

CLEVELAND CITY SCHOOLS · SUMMER ACADEMIC CAMPS



# CMS CHAMPIONS HEROES VS. VILLAINS

JUNE 1 - 25  
MONDAYS - THURSDAYS  
8:00AM - 3:00PM  
CURRENT 5<sup>TH</sup> - 7<sup>TH</sup> GRADE STUDENTS  
LOCATION: CLEVELAND MIDDLE SCHOOL

*Thanks and appreciation goes to our legislators for providing the funding for these programs annually!*

# CCS Communications Update - 2026

---

*Building Champions. Building Community. Choose Cleveland.*



## Purpose

Lead district communication strategy to inform, engage, and build trust with students, families, staff, and the Cleveland community.

## Strategic Focus

- Consistency across schools
- Transparency with families
- Celebrating student and staff success
- Supporting enrollment and Choose Cleveland

## Core Responsibilities

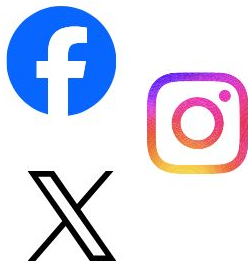
-  District storytelling and brand management
-  Family communication systems including TalkingPoints and broadcast messaging
-  Media relations and press releases
-  Social media strategy and analytics
-  Website and digital content oversight
-  Graphic design and campaign development
-  Board and leadership communication support
-  Crisis and operational messaging
-  Podcast and video storytelling initiatives
-  Community partnership promotion



## Social media performance

**4.7M**

Total community touchpoints  
63.6K content interactions  
20.2 percent follower growth  
7.6 percent increase in page visits



## Two way engagement in TalkingPoints

**200K+**

50K Family messages in August peak month  
48K staff direct messages in August  
38K Family messages in November  
\*100 percent family reachability (opt-out feature)









## What this means

- Over the past 12 months, Cleveland City Schools exchanged more than 200,000 messages with families through TalkingPoints, demonstrating consistent, two-way communication across the district.
- High visibility plus high responsiveness across the district





<input type="checkbox"/>		<b>Cleveland City Schools will be cl...</b> Published • Jan 23 at 4:20 PM	...	34,132
<input type="checkbox"/>		<b>Cleveland City Schools is sharing u...</b> Published • Jan 6 at 4:30 PM	...	29,934
<input type="checkbox"/>		<b>We're hiring School Nurses to serv...</b> Published • Feb 10 at 10:48 AM	...	29,324
<input type="checkbox"/>		<b>Show us your snow day ❄️❤️ Share ...</b> Published • Jan 31 at 10:02 AM	...	28,391
<input type="checkbox"/>		<b>❤️ What a powerful moment at Clev...</b> Published • Jan 20 at 11:15 AM	...	27,816
<input type="checkbox"/>		<b>This is what a Kindness Mission loo...</b> Published • Feb 13 at 10:54 AM	...	26,713

## CCS Social Media Impact

- Recent posts reached 24K to nearly 39K viewers per post (last 90 days)

- High performing content includes:  
Weather and school updates  
Hiring announcements  
Student celebrations and storytelling  
Community participation posts such as snow day shares



- Video and human centered stories consistently drive strong engagement

### Key Insight:

Our community is actively watching, engaging, and responding to CCS storytelling.

### Why This Matters:

Strong digital reach supports enrollment, trust, and community pride across Cleveland.



## 85+

Positive Media Stories



- ✓ Regional television coverage
- ✓ Print and digital news features
- ✓ Student and staff recognition
- ✓ Academic and program highlights
- ✓ Facilities and community growth

*Our story is being told beyond our platforms.*



## Inside the Shield podcast

- New platform for district storytelling and transparency
- Highlights programs, people, and progress
- Supports community trust and engagement



## Department spotlight reels and family messages

- Innovation and Technology
- School Nutrition
- Transportation
- Facilities and Operations
- Student Services and School Safety
- Academics
- Thoughtful Family Video Messages
  - Holidays, Welcoming Back-to-School



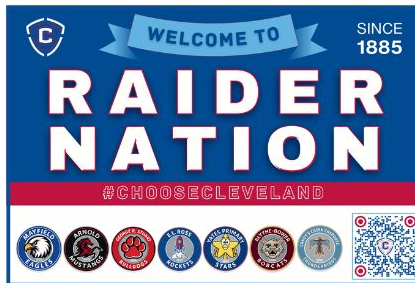
### Purpose



Show the people behind the work, build trust, and meet families where they are online.



## Unified identity



- Unified elementary school logos designed by KJ Harris
- Professional, cohesive look across digital and print

## Reliable district communications



- 888 completed SchoolMessenger broadcast records in the most recent log
- Operational updates plus celebrations and recognitions
- Consistent, timely information across email, SMS, and phone

## Bottom line

CCS communication is visible, responsive, and connected. Data confirms strong engagement, clear reach, and continued growth.

Our communications work directly supports district priorities by increasing visibility, clarity, and connection across Cleveland City Schools.



## Academic Excellence

Highlighting student achievement, instructional innovation, and program growth



## Student Services

Promoting resources, supports, and family access to critical information



## Workforce Visibility

Elevating staff recognition, recruitment messaging, and career pathways



## Community Engagement

Strengthening partnerships, storytelling, and two way communication



## Operational Transparency

Providing clear updates on initiatives, decisions, and district progress



## Strategic Implementation

Unified district branding

Expanded video storytelling

Standardized communication

Transition to electronic workflows

Standalone athletics  
communication platform



## Key Performance Indicators

Brand standards  
implemented across  
100 percent of schools

At least five video showcases  
produced annually

Reduction of fragmented  
communication tools by 50  
percent

60 percent of forms transitioned  
to electronic form format

100 percent staff completion of  
TalkingPoints training

→ 2026 →

2027

→ 2028 to 2030 →

*Thank  
you!*





# March Update

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By: Lily Hakes



# Sports

---

Boys and Girls wrestling brought home another state title this month at the TSSAA individual matches.

Additionally, Jose Cordero, is only the second male wrestler in Cleveland High School history to become a four-time state champion.

State Winners are Easton Daidomoff, Senna Grassman, Caroline Hilton, Jose Cordero, Dominic Cordero, Kellen Sanders, Braxton Pulley, and Gabe Moore.



# Sports Cont.

Cleveland High School celebrated senior night for the basketball, cheer, and dance teams.



# Arts

---

Renaissance placed 2nd at the Three Rivers Competition in Rome, Georgia. They also placed 3rd at the Music City Competition in Nashville, TN this month.



Four members of Cleveland's theatre troupe attended the Tennessee All State Theatre Event with three of them being honored as All State: Ashlyn Brown, Raniyah Turner, and Harper Nowlin.



# ATS the Bridge

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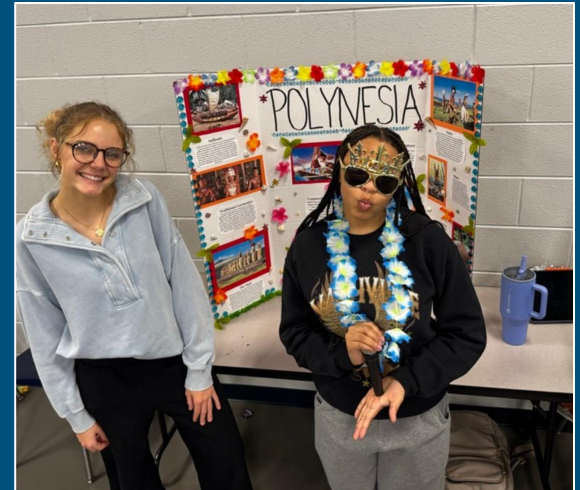
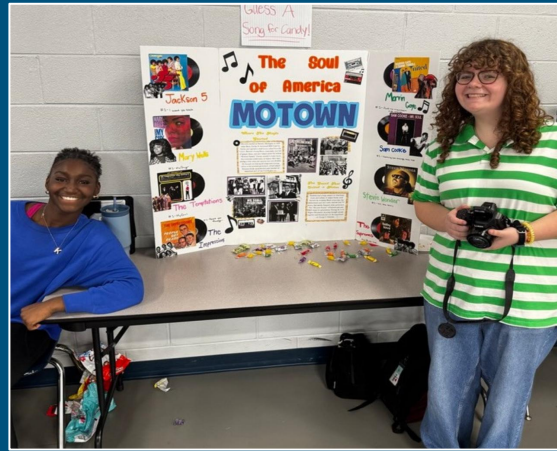
ATS the Bridge students are participating in the Hug One Project, which is a project benefiting children in foster care by providing them with a stuffed animal to take with them.



# Culture Fair

---

This past Friday students showed off their creativity and culture at the annual Culture fair put on by the Foreign Language Department.



# DECA

---

Cleveland DECA competed at the state completion in Chattanooga, TN this month.

Additionally, sophomore Carter Casteel has qualified for DECA nationals later this year in Atlanta, Georgia.



# Winter Dance

CHS Student Government hosted the winter formal at the Jones Center this weekend.



LA LA LAND  
*City of Stars*  
WINTER DANCE

SATURDAY, FEBRUARY 28, 2026  
JONES CENTER | 6-9 PM

ADVANCE TICKETS: \$5  
PURCHASE IN THE COMMONS  
OR ONLINE THROUGH THURSDAY



AT-THE-DOOR TICKETS: \$7  
STUDENT ID REQUIRED

*Complimentary Water and Lemonade  
Concessions: \$2 Treats \$1 Sidas*

# State School Board Meeting

---

This past month I was invited to attend a virtual meeting with other student school board members and a member of the state school board. In this meeting we discussed AI in schools, how it will impact learning, the benefits, and how it can be implemented in teacher's and students learning. We also talked about the upcoming State School Board Meeting where they are voting on a graduation requirement, whether students should have to have two years of foreign language or only one year.

# Upcoming Events

CHS Cheer and Dance Team Tryouts will be March 18th to March 20th, with a parent meeting on March 16th.

Raiderpalooza for incoming freshman has been moved to March 17th from 5-7pm.

**CLEVELAND HIGH CHEER & DANCE TRYOUTS**

QR Code | ← | →

\*Parent Meeting: Monday March 16<sup>th</sup> at 6:00 pm in Library.\*


WEDNESDAY	THURSDAY	FRIDAY
March 18 <sup>th</sup>	March 19 <sup>th</sup>	March 20 <sup>TH</sup>
3 - 5 pm	3 - 5 pm	STARTING AT 3



**ALL IN. ALL CLEVELAND.**

Football Cheer	Dance	Basketball Cheer
<a href="mailto:mturner@clevelandschools.org">mturner@clevelandschools.org</a>	<a href="mailto:jgarcia@clevelandschools.org">jgarcia@clevelandschools.org</a>	<a href="mailto:tiharris@clevelandschools.org">tiharris@clevelandschools.org</a>

**CLASS OF 2030 RAIDERPALOOZA**



- Academic Opportunities
- Clubs
- Athletics
- Career and Technical Education
- Fine Arts Programs

**Tuesday, March 17**  
5pm - 7pm Drop in

CLEVELAND HIGH SCHOOL  
850 RAIDER DR.

<b>Cleveland City Schools</b>					
<b>Summary Financial Statement</b>					
<b>January 2026</b>					
<b>141 General Purpose School</b>					
			<b>Year-to-Date</b>		<b>Month-to-Date</b>
<b>Account</b>	<b>Description</b>	<b>Original Budget</b>	<b>Actual</b>	<b>% of Budget</b>	<b>Actual</b>
<b>Revenues</b>					
<b>40000</b>	<b>Local Taxes</b>				
40110	Current Property Tax	7,374,752.00	4,176,171.97	56.63%	461,716.21
40120	Trustee's Collections - Prior Year	182,061.00	106,753.96	58.64%	12,397.60
40130	Cir Clk/Clk & Master Collections-Pr Yr	116,000.00	68,461.32	59.02%	3,400.35
40140	Interest And Penalty	31,369.00	13,145.98	41.91%	2,001.97
40162	Payments In Lieu Of Taxes-Local	3,805.00	1,963.14	51.59%	0.00
40163	Payments In Lieu Of Taxes - Other	487,000.00	139,821.67	28.71%	0.00
40210	Local Option Sales Tax	9,575,941.00	4,064,204.65	42.44%	833,232.52
40275	Mixed Drink Tax	204,325.00	108,043.21	52.88%	14,892.48
40320	Bank Excise Tax	28,376.00	0.00	0.00%	0.00
	<b>Total Local Taxes</b>	<b>18,003,629.00</b>	<b>8,678,565.90</b>	<b>48.20%</b>	<b>1,327,641.13</b>
<b>41000</b>	<b>Licenses and Permits</b>				
41110	Marriage Licenses	2,825.00	1,921.59	68.02%	216.18
	<b>Total Licenses and Permits</b>	<b>2,825.00</b>	<b>1,921.59</b>	<b>68.02%</b>	<b>216.18</b>
<b>43000</b>	<b>Charges for Current Services</b>				
43511	Tuition - Regular Day Students	101,935.00	22,975.00	22.54%	4,250.00
43583	TBI Criminal Background Fee	150.00	0.00	0.00%	0.00
	<b>Total Charges for Current Services</b>	<b>102,085.00</b>	<b>22,975.00</b>	<b>22.51%</b>	<b>4,250.00</b>
<b>44000</b>	<b>Other Local Revenues</b>				
44110	Interest Earned	250,000.00	274,432.23	109.77%	41,284.39
44160	Retirees' Insurance Payments	0.00	(0.71)	0.00%	(0.71)
44170	Miscellaneous Refunds	98,841.00	30,515.43	30.87%	7,319.91
44530	Sale Of Equipment	6,900.00	14,584.00	211.36%	0.00
44560	Damages Recovered From Individuals	1,800.00	150.00	8.33%	0.00
44570	Contributions & Gifts	129,628.00	78,727.00	60.73%	13,004.63
44990	Other Local Revenues	25,461.00	7,026.04	27.60%	3,735.28
	<b>Total Other Local Revenues</b>	<b>512,630.00</b>	<b>405,433.99</b>	<b>79.09%</b>	<b>65,343.50</b>
<b>46000</b>	<b>State of Tennessee</b>				
46510	TN Investment in Student Achievement	44,755,804.00	27,427,269.59	61.28%	4,495,586.76
46513	TISA On-Behalf Payments	0.00	0.00	0.00%	0.00
46515	Early Childhood Education	937,402.00	591,681.50	63.12%	54,100.73
46520	School Food Service	32,257.00	0.00	0.00%	0.00
46590	Other State Education Funds	0.00	1,118,269.40	0.00%	0.00
46596	Paid Parental Leave	150,000.00	0.00	0.00%	0.00

46610	Career Ladder Program	26,793.00	13,299.20	49.64%	0.00
46980	Other State Grants	0.00	14,559.92	0.00%	14,559.92
	<b>Total State of Tennessee</b>	<b>45,902,256.00</b>	<b>29,165,079.61</b>	<b>63.54%</b>	<b>4,564,247.41</b>
<b>49000</b>	<b>Other Sources (Non-Revenue)</b>				
49810	City General Fund Transfer	6,606,800.00	0.00	0.00%	0.00
	<b>Total Other Sources (Non-Revenue)</b>	<b>6,606,800.00</b>	<b>0.00</b>	<b>0.00%</b>	<b>0.00</b>
	<b>Total Revenues</b>	<b>71,130,225.00</b>	<b>38,273,976.09</b>	<b>53.81%</b>	<b>5,961,698.22</b>
	<b>Expenditures</b>				
<b>70000</b>	<b>Education</b>				
71100	Regular Instruction Program	36,971,268.00	17,648,873.68	47.74%	2,999,553.96
71200	Special Education Program	6,268,262.00	2,965,792.70	47.31%	603,162.81
71300	Vocational Education Program	2,037,562.00	949,639.40	46.61%	171,073.00
72110	Attendance	166,129.00	94,808.65	57.07%	13,853.94
72120	Health Services	651,180.00	328,679.56	50.47%	69,347.68
72130	Other Student Support	3,758,275.00	1,887,189.56	50.21%	338,855.40
72210	Regular Instruction Program	2,698,135.00	1,465,662.13	54.32%	213,441.15
72220	Special Education Program	247,677.00	145,351.26	58.69%	21,602.46
72230	Vocational Education Program	196,624.00	112,170.22	57.05%	16,941.01
72250	Technology	1,112,265.00	671,970.67	60.41%	71,694.65
72310	Board Of Education	696,765.00	609,944.93	87.54%	19,182.58
72320	Office Of The Superintendent	758,181.00	425,176.33	56.08%	59,195.42
72410	Office Of The Principal	4,260,049.00	2,202,211.47	51.69%	339,878.00
72510	Fiscal Services	544,793.00	333,563.66	61.23%	40,562.17
72610	Operation Of Plant	4,778,121.00	3,058,729.02	64.02%	344,912.67
72620	Maintenance Of Plant	2,086,159.00	1,481,206.24	71.00%	178,159.30
72710	Transportation	1,809,553.00	1,083,404.22	59.87%	157,595.69
73100	Food Service	191,544.00	139,265.43	72.71%	12,252.37
73300	Community Services	52,140.00	72,314.87	138.69%	527.15
73400	Early Childhood Education	937,402.00	665,225.93	70.96%	54,100.73
76100	Regular Capital Outlay	97,180.00	800,111.84	823.33%	87,114.72
	<b>Total Education</b>	<b>70,319,264.00</b>	<b>37,141,291.77</b>	<b>52.82%</b>	<b>5,813,006.86</b>
<b>80000</b>	<b>Debt Service</b>				
82130	Principal on Bonds	520,696.00	20,152.00	3.87%	2,519.00
82230	Interest on Bonds	95,565.00	2,472.00	2.59%	309.00
82330	Other Debt Service	194,700.00	0.00	0.00%	0.00
	<b>Total Debt Service</b>	<b>810,961.00</b>	<b>22,624.00</b>	<b>2.79%</b>	<b>2,828.00</b>
	<b>Total Expenditures</b>	<b>71,130,225.00</b>	<b>37,163,915.77</b>	<b>52.25%</b>	<b>5,815,834.86</b>
	<b>Budgeted Use of Fund Balance</b>	<b>0.00</b>			

## **Personnel Items – February 2026**

### **Assignments**

Wagehoft, Michelle, ST (Teacher), Effective February 2, 2026  
Taylor, Bre'Ann, BB (Assistant), Effective February 18, 2026  
Wheeler, Reagan, CMS (PT Int), Effective February 18, 2026  
Waters, David, ESC (Lead Groundskeeper), February 23, 2026

### **Resignations**

Sawyer, Lindsey, ST (Teacher), Effective February 2, 2026  
Person, JaMiyah, BB (Assistant), Effective February 11, 2026  
Taylor, Rachel, CCC (School Nurse), Effective February 20, 2026  
Liddle, Ryan, ESC (Bus Driver), Effective February 4, 2026

### **Transfers**

### **Retirements**

### **Leaves of Absence**

Marshall, Allison, ST, Effective February 3, 2026  
Clanton, Summer, RO, Effective February 23, 2026



## POSITIVE REFERRALS

Positive Office Referrals, an initiative started by Mrs. Emily Raper in 8th grade, celebrate the everyday positive choices students make. Students and parents are excited to receive good news when called to the office, rather than expecting something negative. Each week, students who earn a referral are recognized with a small celebration and treat. This initiative has already made a positive impact on students, staff, and families. In the past two weeks alone, there have been over 30 referrals!



## SPELLING BEE

Our annual Spelling Bee was an exciting showcase of academic excellence, lasting an impressive 54 rounds. The final two competitors went head-to-head for 35 intense rounds, demonstrating incredible focus and perseverance. Congratulations to Alberto Palomino for winning the Spelling Bee for the second year in a row!



## BARBARA'S MARKET

A large group of faculty and staff members volunteered at Barbara's Market, showing support from our building. It was a meaningful opportunity to serve students and families while connecting with them outside the classroom. Those who participated shared how rewarding and impactful the experience was.

# CMS Highlights FEBRUARY

Our BETA, Interact, and Student Council 8th graders (and a few 7th graders) were able to meet Army Specialist Jim McCloughan, highly-decorated Vietnam War veteran and a living recipient of the Congressional Medal of Honor, who shared his story

## JIM MCCLOUGHAN VISIT



The Cheer and Dance teams recently hosted the Love and Laces Valentine's Dance, giving students a fun opportunity to dress up and celebrate together after school. It was a wonderful evening filled with music, laughter, and school spirit.

## LOVE AND LACES



The girls softball team hosted an exciting dodgeball tournament with teams representing 6th, 7th, and 8th grades. The 7th graders claimed the student championship before facing off against the teachers, who ultimately came out victorious! It was a high-energy event and a fun way to kick off the long Presidents' Day weekend.

## DODGEBALL TOURNAMENT!

