

Board of Education Regular Meeting

December 2, 2019 5:30 PM

Administrative Office Building, Board Room

Attendance Taken at 5:30 PM.

Mr. Tom Cloud: Present
Mr. Charlie Cogdill: Present
Ms. Carolyn Ingram: Present
Ms. Krista McKay: Present
Mr. Steve Morgan: Present
Ms. Peggy Pesterfield: Present
Ms. Dawn Robinson: Present

1. **Pledge of Allegiance**

Student Representative Hayes Martin opened the meeting.

2. ***Consent Agenda**

Motion to approve Consent Agenda Passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Steve Morgan.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

A. *Approval of Regular Agenda

B. *Approval of Minutes from November 4, 2019 Board Meeting

C. *Approval of Overnight Field Trips

D. *Approval of Second Reading of Policies 4.201, 6.309, 6.411, 6.600, and 6.603

3. **Regular Agenda**

A. Director's Update

Dr. Dyer provided an update:

Several administrators attended the LEAD Conference in November.

Our CTE program was awarded TN Pathways Certification in three areas: Diagnostic Medicine, Medical Therapeutics, and Mechatronics.

Over Thanksgiving Break, Blythe-Bower and Cleveland Middle School attended the TN Beta Club Convention; they both received several awards.

Director of Innovation interviews will be in December. David Ingram is the interim director. We hope to have a new person in January.

B. Spotlight

1. AMLE Presentations

Dr. Leneda Laing, CMS Principal, recognized CMS educators who were chosen to present at the Association of Middle Level Educators (AMLE) National Meeting in Nashville.

Angie Wright and Cana Kirksey presented Reading Research and Revelations: Student Voice and Community Engagement. Terry Esquinance and Ashley Keith presented Meet in the Middle: Building the Relationships that Meet the Needs of Middle School Students.

Dr. Ed Fickley presented Engaging Students Using Digital Storytelling Techniques.

Dr. Cody Raper and Emily Raper presented two sessions: 50 Nifty Tech Tools for the Blended Learning Classroom and Exploring a Successful 1:1 Rollout From Every Angle: What Teachers and Administrators Need to Know.

Dr. Laing also thanked Emily Raper for her work on the AMLE Board for the past six years.

C. *Approval and Presentation of Additional Tenure Faculty

Dr. Dyer explained that these two educators were inadvertently omitted from the tenure list last month. Kelly Kiser recognized tenure recipients Meghan Guinn and Mallory Pickert.

Motion to approve tenure for the two additional teachers recommended Passed with a motion by Mr. Charlie Cogdill and a second by Mr. Tom Cloud.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfiel d: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

D. *Proposed 2021-2022 Academic Calendar

Dr. Jeff Elliott reviewed two options for the 2021-2022 academic calendars. These calendars have similar breaks, but Option B starts school a few days later. Teachers, parents, and administrators provided feedback on these options. The

preference from these groups was Option B, but Option A also received support. Dr. Elliott has spoken with Bradley County on these schedules also. Cleveland State is working to coordinate breaks with our calendar. Board members asked questions about the options.

Motion to approve 2021-2022 Academic Calendar Option B Passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Tom Cloud.

Mr. Tom Cloud: Yes

Mr. Charlie Cogdill: Yes

Ms. Carolyn Ingram: Yes

Ms. Krista McKay: Yes

Mr. Steve Morgan: Yes

Ms. Peggy Pesterfield: Yes

Ms. Dawn Robinson: Yes

Yes: 7, No: 0

E. Student Representative's Update

Hayes Martin provided an update:

Winter sports, basketball, wrestling, swimming, and winter guard, are off to a good start.

JROTC packed boxes with Operation Christmas Child.

Class Play-Offs were last month; they were all good.

We are finishing up classes and preparing for the end of term exams.

F. Strategic Plan Update

Dr. Dyer reported that he along with Michael Kahrs and Doug Moore will be hosting a national webinar on rezoning for GuideK12 tomorrow.

Dr. Dyer reported on the Strategic Plan process; this will be similar to the committee process used in rezoning. He introduced the committee structure and provided an overview of each committee. Committees are Steering Committee, Student Success, Articulated Pathways K-12, STEM, Safe and Healthy Schools, Communications, Engaged Workforce. These committees will involve administrators, teachers, parents, and community members. He hopes to have a final product at the May Board Meeting which will be a clear focus for the next five years.

G. Site Committee

Steve Morgan reported that the busted pipe and roof leak have been repaired. We have ordered equipment for the new CHS Chiller.

H. Discipline & Culture Committee Update

Kelly Kiser and Doug Moore provided an update on the Discipline & Culture Committee. The final Steering Committee will be December 12. They will be finalizing the recommendations and hope to have a new Board Policy for review in January.

- I. Report from TSBA Annual Convention
Board members shared experiences from the TSBA Annual Convention.

Peggy Pesterfield read a reference letter from Representative Scott DesJarlais for former student Nicole Wiley.

Dawn Robinson adjourned by general consent.

4. **"B" Agenda**

- A. Financial Report
- B. Personnel Report
- C. School Highlights
- D. Dates to Remember

Chairperson

Superintendent

Board of Education Regular Meeting

November 4, 2019 5:30 PM

Administrative Office Building, Board Room

Attendance Taken at 5:30 PM.

Present Board Members:

Mr. Tom Cloud
Mr. Charlie Cogdill
Ms. Carolyn Ingram
Ms. Krista McKay
Mr. Steve Morgan
Ms. Peggy Pesterfield
Ms. Dawn Robinson

1. Pledge of Allegiance

2. *Consent Agenda

- 2.A. *Approval of Regular Agenda
- 2.B. *Approval of Minutes from September 30, 2019 Regular Board Meeting
- 2.C. *Approval of Overnight Field Trips
- 2.D. *Approval of Second Reading of Policies 2.403 and 3.202
- 2.E. *Approval of LEA Compliance Report

Steve Morgan requested moving 2.F. Approval of Cleveland Middle School Carpet Request to the Site Committee report.

Motion to approve Consent Agenda moving 2.F. Approval of Cleveland Middle School Carpet Request to 3.E. Site Committee passed with a motion by Mr. Charlie Cogdill and a second by Mr. Steve Morgan.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

3. Regular Agenda

3.A. Director's Update

Dr. Dyer provided an update:

- Each Board member received a GuideK12 brochure, which highlights our rezoning process. We will present at the TSBA Convention on the rezoning process also.
- CCS is moving to a new website/app provider named Apptegy. This will be more user-friendly and help us stay ADA compliant.
- Director's Road Show continued at Blythe-Bower last week.
- Dr. Dyer attended the TDOE Director's School Law Retreat; they discussed many legal matters that are pertinent to our state.
- German students from GAPP are visiting Cleveland this month. We are a GAPP School of Distinction.
- There was a joint conference with CCS and Bradley counselors, which discussed human trafficking and the opioid crisis.
- November 1st was a teacher-led staff development day with rave reviews.
- Board members are invited to a Strategic Planning Meeting with

community and business leaders on Wednesday, November 13.

- LEAD Conference starts tomorrow for educators across the state. Mr. Kahrs is up for Supervisor of the Year.
- School is open on Veteran's Day, November 11.
- Autumn O'Bryan was elected to the TSSAA Legislative Council for the 3rd Athletic District.

3.B. Spotlight

3.B.1. AP Scholars

Cleveland High School Vice-Principal, Cliff Eason, recognized AP Scholars and their families.

AP Scholar is granted to students who receive scores of 3 or higher on three or more AP exams. Michael Adriaanse, Kathleen Alcock, Katherine Blake, Elena Burton, Brayden Conn, Torr Coulthard, Chloe Cribbs, Matthew Freake, Harper Fuller, Kali Gilbreath, Evan Griffin, Madison Hobbs, Jacob Lee, Kaitlyn Madson, Oliver McDougal, James Miles, Nathan Pan, Aarsh Patel, Annabelle Pelley, Preston Pham, Ester Proctor, Anna Renshaw, Krista Riad, James Salazar, Gabriel Shoop, Matthew Sonnier, Skyler Stone.

AP Scholar with Honor is granted to students who receive an average score of at least 3.25 on all AP exams taken, and scores of 3 or higher on four or more of these exams. Jane Anderson, Zachary Bianucci, Joseph Brown, Daniel Collins, Todd Deluca, Sarah Elkins, Kelsie Hartley, Matthew Marino, Savannah Pitts, Katie Rockhill, Jaynae Wright.

AP Scholar with Distinction is granted to students who receive an average score of at least 3.5 on all AP exams taken, and scores of 3 or higher on five or more of these exams. Emma Brannen, Olivia Eilf, Sara McKay, Lake Preston-Self, Lauren Proctor, Joseph Watson.

National AP Scholar is granted to students in the US who receive an average score of at least 4 on all AP exams taken, and scores of 4 or higher on eight or more of these exams. Lauren Proctor

3.C. *Approval and Presentation of Tenure Faculty

Motion to approve tenure for teachers presented passed with a motion by Ms. Peggy Pesterfield and a second by Mr. Tom Cloud.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

These teachers received evaluations demonstrating an overall effectiveness level of above expectations (4) or significantly above expectations (5) during the last two years of the probationary period. Dr. Dyer presented certificates to tenure recipients: Jonathan Adcock, Micah Bradbury, Kirsten Donnelly, Amora Guy, Tianna Hubbard, Ashley Keith, Derrick Marr, Brenda Martin, Amber Montgomery, Crystal Morrison, Hilary Reid, Claire Ruth, Dana Storey, Evan Vermillion, and Nicole Williams.

3.D. ***First Reading of Policies 4.201, 6.309, 6.411, 6.600, and 6.603**

Dr. Dyer provided an overview of the policy changes; these updates are due to new state laws and statutes.

Motion to approve first reading of policies 4.201, 6.309, 6.411, 6.600, and 6.603 passed with a motion by Ms. Carolyn Ingram and a second by Ms. Krista McKay.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

3.E. **Site Committee**

3.E.1. ***CHS Chiller and Cooling Tower**

Steve Morgan reported that the Site Committee discussed the options from the engineers on the CHS chiller and cooling tower. The Site Committee recommends option 3, which is a newer and quieter option. Hal Taylor reported that the temporary chiller was removed on October 29th since the temperatures were expected to be lower than 70 degrees. He expects to have time to bid the chiller and get it installed prior to the warmer weather in spring.

Motion to recommend Option 3 adding an alternate bid for the West Wing cooling tower passed with a motion from the Site Committee.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mr. Steve Morgan:	Yes
Ms. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes

Yes: 7, No: 0

2.F. ***Approval of Cleveland Middle School Carpet Request**

Steve Morgan announced that this project is not ready for approval since the contract is still being worked out. Hal Taylor reported that the contract will specify carpet specifications, financial requirements, and installation specifications. The school will continue to rent monthly to the church until a contract is determined. Matt Ingram, CMS Assistant Principal, stated that the church is working with CMS on the new sound system. Board members asked questions for clarification. Board members expressed support for the project and requested carpet samples. Dr. Dyer will ask our attorney to continue working on the contract and bring back to the Board for approval.

3.F. **LEANfrog Compensation Study**

Kelly Kiser provided an overview of the LEANfrog Compensation Study including information on the work completed, positions reviewed, market findings, and peer comparisons.

The general study recommendations are:

- Develop graded schedules that group positions by similar levels of responsibility, internal value, and market value.
- Develop ranges for each schedule that are more aligned with market values.
- Raise starting rates of schedules where current rates are less than 90% of market.

Kelly Kiser reviewed specific recommendations on salary schedules and supplements. Board asked questions for clarification. Dr. Dyer stated that this document will be used during strategic planning.

3.G. Student Representative's Update

Hayes Martin provided an update:

- The fall athletic season wrapped up. Senior night was this past weekend, and the football team won on a last second field goal.
- Boys cross country team placed 2nd in the region and competed in the State Tournament.
- Girls golf placed 7th in the State.
- The Volleyball team placed 5th in the State Tournament.
- German exchange students have been with us for a couple of weeks. It is always great for the students to meet each other.
- The band and color guard won overall grand champions on all four competitions that they attended this year. The last competition is this weekend.
- The Class Play-Offs started. Seniors direct these; performances will be in mid-November.
- JROTC won 3rd place in a competition; this is impressive for the first year of competition.

3.H. Strategic Plan Update - Special Education

David Stone provided an update on the Special Education program:

- We are serving 818 students identified with a disability. This is 13% of the total population.
- The total budget is \$5,769,056.
- The extended resource program was restructured this year. Last year 46 out of 55 students left their home school for instruction. This year there are only 6 students attending a program outside their home school.
- Mayfield Elementary school has a new assistant since the numbers are growing.
- Program was awarded 3 grants: IDEA discretionary for behavior support specialist \$77,985.90; IDEA preschool discretionary \$25,943; Sunrise Rotary Sensory Room at Ross \$10,000. Total: \$113,928.90
- Challenges for the program include finding another speech and language pathologist.

Board members asked questions and thanked Mr. Stone for his hard work.

3.I. Energy Program Update

Paul Ramsey provided an update on the Energy Management Program. Over the past 10 years, we have saved \$6.2 million in cost avoidance. He complimented the Board on the geothermal decisions; these schools consistently perform better. Cost avoidance was down in part due to ESG contract improvements. We are paying less than we did 10 years ago thanks to our staff and administrators.

3.J. Discipline & Culture Committee Update

Kelly Kiser and Doug Moore reported that the subcommittees are working now; the Steering Committee will begin looking into specific strategies in November.

3.K. Review and Discussion of TSBA Delegate Assembly Resolutions

Dawn Robinson asked Board members if they had any comments or concerns about the TSBA resolutions that will be voted on at the convention.

Please let Andrea know if you want to attend the TSBA Legislative Conference in February. Board members discussed inviting legislators to lunch.

Mrs. Robinson adjourned by general consent.

4. "B" Agenda

- 4.A. Financial Report
- 4.B. Personnel Report
- 4.C. TSBA Legislative and Legal Institute
- 4.D. School Highlights
- 4.E. Dates to Remember

Chairperson

Date

Director of Schools

Trip ID

1036



Booked By

Booked By Carroll, Meghan

Email mcarroll@clevelandschools.org

Phone 423-790-8337

Pager

Cellular

Booking Details

Trip Name CMS Cheerleading at Vanderbilt

Status Approved

Trip State Inactive

Created Date 11/2/2019 12:30:00 PM

Departing Location Cleveland Middle School

Organization Overnight

Trip Destination Nashville Marriott, Vanderbilt University

Trip Type Round Trip

Trip Package

Trip Departure Date Time 12/30/2019 5:00:00 PM

Trip Return Date Time 12/31/2019 12:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Carroll, Meghan

Email mcarroll@clevelandschools.org

Phone 423-790-8337

Pager

Cellular

Attendees

Faculty Megan Carroll, Jessica Garcia, Jay Garcia, Rachel Taylor,

Supervising Adults Courtney Pendergrass, Mindy Wenger, Ashleigh Fister, Emily Garmon

Number of students 15

Cost per student \$10.00

Number of adults 8

Cost per adult \$5.00

Totals Attendees 23

Categorization

Budget Code 500

Budget Code Description Other

Recommended Min Age 0

Recommended Max Age 0

Educational Objective Cheer at a college game, getting experience in a college atmosphere.

Notes

Special Needs and/or N/A

Trip Requirements

Driving Directions Traveling in car caravan.

Required Services

Transportation Type Car

Number Of Vehicles 8

Trip ID 1035



Booked By

Booked By Markham, Don

Email dmarkham@clevelandschools.org

Phone 4234781113

Pager

Cellular

Booking Details

Trip Name CHS Theater Department - THESCON

Status Approved

Trip State Inactive

Created Date 11/2/2019 11:19:00 AM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Quality Inn, 2135 S Church St, Murfreesboro, TN

Trip Type Round Trip

Trip Package

Trip Departure Date Time 1/17/2020 11:00:00 AM

Trip Return Date Time 1/19/2020 3:00:00 AM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Markham, Don

Email dmarkham@clevelandschools.org

Phone 4234781113

Pager

Cellular

Attendees

Faculty Don Markham, Carrie Porter, Ronda Phillips

Supervising Adults

Number of students 15

Cost per student \$125.00

Number of adults 3

Cost per adult \$0.00

Totals Attendees 18

Categorization

Budget Code 100

Budget Code Description School

Recommended Min Age 0

Recommended Max Age 0

Educational Objective THESCON is a weekend theater conference. Students will have the opportunity to attend over 150 workshops, see main stage shows, see one-act plays, and interview for scholarships.

Notes

**Special Needs and/or
Trip Requirements**

Driving Directions

Required Services

Transportation Type Car

Number Of Vehicles 3

Trip ID

1064



Booked By

Booked By Burton, Jim

Email jburton@clevelandschools.org

Phone 423-503-5987

Pager

Cellular

Booking Details

Trip Name CHS Band -East Tennessee All State East Honor

Status Approved

Trip State Inactive

Created Date 11/18/2019 10:29:00 AM

Departing Location Cleveland High School

Organization Overnight

Trip Destination Park Vista Double Tree Inn, Gatlinburg TN

Trip Type Round Trip

Trip Package

Trip Departure Date Time 2/6/2020 9:00:00 AM

Trip Return Date Time 2/8/2020 6:00:00 PM

Driver Departure Time

Driver Return Time

Participant Drop Off Time

Participant Pick Up Time

Destination Arrival Date Time

Destination Departure Date Time

Driver Start Location

Driver End Location

Participant Drop Off Location

Participant Pick Up Location

Estimated Round Trip Mileage 0

Trip Contact

Name Burton,

Jim

Email jburton@clevelandschools.org

Pager

Phone 423-503-5987

Cellular

Attendees

Faculty Jim Burton, Alex Denton (Will add a female chaperone if a female qualifies.)

Supervising Adults To be determined by which students are selected by audition in January.

Number of students 20

Cost per student \$75.00

Number of adults 2

Cost per adult \$0.00

Totals Attendees 22

Categorization

Budget Code 100

Budget Code Description School

Recommended Min Age 0

Recommended Max Age 0

Educational Objective Participation in an honor band featuring the best high school instrumental musicians in East TN

Notes

Special Needs and/or

Trip Requirements

Driving Directions

Required Services

Transportation Type Charter Bus

Number Of Vehicles 1

Cleveland City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Class Size Ratios	Descriptor Code: 4.201	Issued Date: 07/09/01
		Rescinds: IDA	Issued: 10/11/99

1 ~~The Board shall not discriminate on the basis of gender, race, national origin, creed, age, or marital~~
2 ~~status in its educational programs or activities.~~

3 ~~Curriculum material utilized shall reflect the cultural and racial diversity present in the United States~~
4 ~~and the variety of careers, roles and life styles open to women as well as men in our society. One of the~~
5 ~~objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias~~
6 ~~on the basis of gender, ethnicity, religion and disability. The curriculum shall foster respect and~~
7 ~~appreciation of the cultural diversity found in our country and an awareness of the rights, duties and~~
8 ~~responsibilities of each individual as a member of a pluralistic society.¹~~

9 ~~The course of study in the schools shall include those subjects required by the Legislature and~~
10 ~~Tennessee State Board of Education as follows: reading, writing, spelling, arithmetic, English,~~
11 ~~geography, hygiene, sanitation, music, drawing, black history and culture, physical education, and free~~
12 ~~enterprise. Specific topics required in the schools include: nature of alcoholic drinks, narcotics and~~
13 ~~smoking of cigarettes and their effect upon the human system; history of Tennessee and its~~
14 ~~Constitution; history of the United States and its Constitution; displaying of the American flag;~~
15 ~~highway safety; and defensive driving.²~~

16 ~~The Board reserves the right to add additional courses and to amend the content of prescribed courses~~
17 ~~as experience and the process of curriculum development indicate the desirability of such change.~~

18 *General¹*

19 Pupil-teacher ratios shall not exceed the averages outlined in state law. Further, class sizes shall not
20 exceed the maximum allowed by state law.

21 **WAIVERS**

22 The Director of Schools/designee may seek a waiver from the Commissioner of Education to extend
23 the career and technical education (CTE) classes in grades nine through twelve (9-12) as long as these
24 class sizes do not exceed the maximum.

25 If a natural disaster results in the enrollment of displaced students, the Commissioner of Education
26 may grant a waiver from the maximum class sizes.

27

Legal References

- ~~1. 42 U.S.C. 12101; 34 CFR § 106.34~~
- ~~2. TCA 49-6-1001 through 49-6-1205; TCA 49-6-1301~~

Legal References

3. TCA 49-1-104; TRR/MS 0520-01-03-.03(3)

Cross References

- ~~Student Goals 6.100~~
~~Complaints and Grievances 6.305~~

Cross References

- Graduation Requirements 4.605
Religious Content of Courses 4.804
Student Goals 6.100
Student Concerns, Complaints, and Grievances 6.305

Cleveland City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Zero Tolerance Offenses	Descriptor Code: 6.309	Issued Date: 06/20/13
		Rescinds: 6.309	Issued: 06/02/03

1 In order to ensure a safe and secure learning environment, the following offenses shall not be tolerated:

2 **WEAPONS & DANGEROUS INSTRUMENTS**

3 Students shall not possess, handle, transmit, use or attempt to use any dangerous weapon **on school**
4 **buses, on school property, or while on school sponsored outings.**¹ ~~in school buildings or on school~~
5 ~~grounds at any time, or in school vehicles and/or buses or off the school grounds at a school-sponsored~~
6 ~~activity, function or event.~~¹

7 Dangerous weapons for the purposes of this policy shall include, but are not limited to a firearm or
8 anything manifestly designed, made or adapted for the purpose of inflicting death or serious bodily
9 injury or anything that in the manner of its use or intended use is capable of causing death or serious
10 bodily injury.²

11 Violators of this section shall be subject to suspension and/or expulsion from school.

12 *Firearms (as defined in 18 U.S.C. § 921)*³

13 In accordance with state law, any student who brings **to school or is in unauthorized possession of or**
14 **possess** a firearm on school property shall be expelled for a period of not less than one (1) calendar
15 year. The Director of Schools shall have the authority to modify this expulsion requirement on a case-
16 by-case basis.⁴

17 **DRUGS**

18 In accordance with state law, any student who unlawfully possesses any drug including any controlled
19 substance, **controlled substance analogue**, or legend drug **on school grounds or at a school-sponsored**
20 **event**, shall be expelled for a period of not less than one (1) calendar year. The Director of Schools
21 shall have the authority to modify this expulsion requirement on a case-by-case basis.⁵

22 **ASSAULT**

23 In accordance with state law, any student who commits aggravated assault ~~as defined in § 39-13-102 or~~
24 **commits assault that results in bodily injury**⁶ upon any teacher, principal, administrator, any other
25 employee of the school or school resource officer shall be expelled for a period of not less than one (1)
26 calendar year. The Director of Schools shall have the authority to modify this expulsion requirement
27 on a case-by-case basis.⁵

28 **ELECTRONIC THREATS**

1 ~~In accordance with state law, any student who transmits by an electronic device any communication~~
 2 ~~containing a credible threat to cause bodily injury or death to another student or school employee and~~
 3 ~~the transmission of such threat creates actual disruptive activity at the school that requires~~
 4 ~~administrative intervention shall be expelled for a period of not less than one (1) calendar year. The~~
 5 ~~director of schools shall have the authority to modify this expulsion requirement on a case-by-case~~
 6 ~~basis.~~⁶

7 NOTIFICATION

8 When it is determined that a student has violated this policy, the principal of the school shall notify the
 9 student's parent(s)/ ~~or~~ guardian(s) and the criminal justice or juvenile delinquency system as required
 10 by law.⁷

Legal References

1. ~~TCA 39-17-1309~~
2. ~~TCA 39-11-106(a)(5)(A)(B)~~
3. ~~18 U.S.C. 921~~
4. ~~20 U.S.C. § 8921; TCA 49-6-4216(b); TCA 49-6-3401(g)~~
5. ~~TCA 49-6-3401(g); TCA 49-6-4216(b)~~
6. ~~TCA 49-6-4216(a)(2)(C)~~
7. ~~TCA 49-6-4209; TCA 39-17-1312~~

Legal References

1. TCA 39-17-1309(b)
2. TCA 39-11-106(a)(5)
3. 18 USCA § 921(a)(3); 20 USCA § 7961(b)(3)
4. TCA 49-6-3401(g)
5. TCA 39-13-102
6. TCA 39-13-101(a)(1)
7. TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961(h)(1)

Cross References

- ~~Drug-Free Schools 6.307~~
~~Suspension/Expulsion/Remand 6.316~~

Cross References

- Code of Conduct 6.300
 Drug-Free Schools 6.307
 Suspension/Expulsion/Remand 6.316

Cleveland City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Wellness	Descriptor Code: 6.411	Issued Date: 05/07/18
		Rescinds: 6.411	Issued: 08/01/16

1 The Board recognizes the value of proper nutrition, physical activity, and other health conscious
2 practices and the impact that such practices have on student academic achievement, health, and well-
3 being. In order to provide an environment conducive to overall student wellness, this policy shall be
4 followed by all schools in the district.¹

5 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

6 All schools shall implement the CDC's Coordinated School Health approach to managing new and
7 existing wellness related programs and services in schools and the surrounding community based on
8 state law and State Board of Education CSH standards and guidelines. The district's Coordinated
9 School Health Coordinator shall be responsible for overseeing compliance with State Board of
10 Education CSH standards and guidelines in the school district.

11 **SCHOOL HEALTH ADVISORY COUNCIL^{2, 3}**

12 A district school health advisory council shall be established to serve as a resource to school sites for
13 implementing policies and programs and develop an active working relationship with the county health
14 council. The council shall consist of individuals representing the school and community, including
15 parents, students, teachers, school administrators, health professionals, school food service
16 representatives, and members of the public. The primary responsibilities of the council include but are
17 not limited to:

- 18 1. Developing, implementing, monitoring, reviewing and as necessary, making recommendations
19 as to physical activity and nutrition policies;
- 20 2. Ensuring all schools within the district create and implement an action plan related to all
21 School Health Index modules;
- 22 3. Ensuring that the results of the action plan are annually reported to the council; and
- 23 4. Ensuring that school level results include measures of progress on each indicator of the School
24 Health Index.

25 The State Board of Education's Coordinated School Health and Physical Activity Policies shall be used
26 as guidance by the Council to make recommendations. The Board will consider recommendations of
27 the Council in making policy changes or revisions.

28 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,
29 **community members**, and administrators.² The Team will hold Healthy School Team meetings during
30 the school year to assess needs and oversee planning and implementation of school health efforts. The
31 Director of Schools/designee will ensure compliance with the school ~~USDA Wellness Policy~~ **wellness**

1 ~~policy~~, to include an assessment of the implementation of the ~~USDA Wellness Policy~~ wellness policy
2 and the progress made in attaining the policy goals. The assessment will be made available to the
3 public.

4 **COMMITMENT TO NUTRITION**

5 All schools within the district shall participate in the USDA child nutrition programs, which may
6 include but not be limited to, the National School Lunch Program, the School Breakfast Program, the
7 Summer Food Service Program, and the After School Snack Program.^{4,5,6}

8 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate
9 time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be
10 encouraged. All food including vending machines, fundraising items, and concessions must meet
11 guidelines set forth by the Healthy, Hunger-free Kids Act, 2010, Smart Snacks in Schools.^{4,5,6} The
12 school principal/designee shall be responsible for overseeing the school district's compliance with the
13 State Board of Education Rules and Regulations for sale of food items in the school district.^{2,5,6}

14 **DISTRICT GOALS**

15 The district will promote healthy nutrition through various activities, including nutrition related
16 newsletters, informational links on the district website, healthy eating posters and bulletin boards in
17 dining areas, and informational booths at various community functions. Nutrition education will be
18 offered as part of a standards based program designed to provide students with the knowledge and
19 skills needed to promote and protect their health as outlined in the State Board of Education
20 Health Education and Lifetime Wellness Standards. Nutrition education will discourage teachers
21 from using high fat, sugar, and sodium foods as rewards and encourage students to start each day with
22 a healthy breakfast.

23 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION**

24 The Board recognizes that physical activity is extremely important to the overall health of a child.
25 Schools shall support and promote physical activity. Physical activity may be integrated into any areas
26 of the school program.

27 Physical Education classes shall be offered as part of a standards based program designed to provide
28 developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All
29 physical education classes shall comply with the State Board of Education's Physical Education
30 Standards. In addition to the district's ~~structured~~ physical education program, non-structured physical
31 activity periods shall be offered as required by law.⁷ ~~Non-structured physical activity will consist of~~
32 ~~temporary withdrawal or cessation from usual school work or sedentary activities (e.g., walking,~~
33 ~~jumping rope, playing volleyball, outdoor play, indoor play, etc.). Weather permitting, elementary~~
34 ~~schools are encouraged to provide a minimum of 15 minutes of non-structured outdoor, physical~~
35 ~~activity per day.~~

36 Schools shall continue to offer after school sports and activities. Physical activity shall not be
37 employed as a form of discipline or punishment.

1 **COMMITMENT TO CURRICULUM³**

2 All applicable courses of study should be based on State-approved curriculum standards.

3 **SCHOOL HEALTH INDEX³**

4 All schools within the district shall annually administer a baseline assessment on each of the ~~three~~
5 recommended School Health Index modules. Results shall be submitted to the School Health Advisory
6 Council and reported to the State Department of Education.

7 **RECORD KEEPING COMPLIANCE**

8 The district's Coordinated School Health Coordinator shall ensure that records demonstrating
9 compliance with community involvement requirements are maintained. The Coordinated School
10 Health Coordinator shall additionally document that the school wellness policy and triennial
11 assessments are made available to the public.⁸

Legal References

- ~~1. TCA 49-1-1002~~
- ~~2. SBOE Policy 4.204~~
- ~~3. SBOE Policy 4.206~~
- ~~4. 42 USCA § 1758b (Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296))~~
- ~~5. TRR/MS 0520-01-06~~
- ~~6. 7 C.F.R. § 210 and 220~~
- ~~7. Public Acts of 2017, Chapter No. 99~~
- ~~8. 7 C.F.R. § 210.31(f)~~

Legal References

9. TCA 49-1-1002
10. State Board of Education Policy 4.204
11. State Board of Education Policy 4.206
12. 42 USCA § 1758b (Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296))
13. TRR/MS 0520-01-06
14. 7 C.F.R. § 210 and 220
15. TCA 49-6-1021
16. 7 C.F.R. § 210.31(f)

Cross References

~~Student Suicide Prevention 6.415~~

Cross References

Student Suicide Prevention 6.415

Cleveland City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 06/15/15
		Rescinds: 6.600	Issued: 07/09/01

1 A cumulative record shall be kept for each student enrolled in school. The folder shall contain a health
2 record, attendance record, and scholarship record; shall be kept current; and shall accompany the
3 student through his/her school career.¹

4 The name used on the record of the student entering the school system must be the same as that shown
5 on the birth certificate, unless evidence is presented that such name has been legally changed. If the
6 parent does not have, or cannot obtain a birth certificate, then the name used on the records of such
7 student shall be as shown on documents which are acceptable as proof of date of birth.

8 The name used on the records of a student entering the system from another school must be the same
9 as that shown on records from the school previously attended unless evidence is presented that such
10 name has been legally changed as prescribed by law.

11 When a student transfers to another school within the system **or to a school outside of the system**, copies
12 of the student's records, including the student's disciplinary records, shall be sent to the transfer school.⁷

13 ~~When a student transfers to a school outside the system, copies of the student's records, including the~~
14 ~~student's disciplinary records, shall be sent to the transfer school.~~⁷

15 All records shall be remitted in accordance with the Family Education Rights and Privacy Act
16 (FERPA).

17 ACCESS TO STUDENT RECORDS

18 Student records shall be confidential. Authorized school officials shall have access to and permit
19 access to student education records for legitimate educational purposes.² A "legitimate educational
20 interest" is the official's need to know information in order to:

- 21 1. Perform required administrative tasks;
- 22 2. Perform a supervisory or instructional task directly related to the student's education; **and**
- 23 3. Perform a service or benefit for the student or the student's family such as health care,
24 counseling, student job placement, or student financial aid.

25 Authorized school officials may release information from or permit access to a student's education
26 record without the parent(s)/**guardian(s)** or eligible student's* prior written consent in the following
instances:

- 27 1. To comply with a judicial order or lawfully issued subpoena. The school system will make
28 a reasonable effort to notify the student's parent(s)/**guardian(s)** or the eligible student before making a
disclosure;

- 1 2. If the disclosure is an item of directory information;
- 2 3. To comply with the requirements of child abuse reports to the extent known by the school
3 officials including the name, address, and age of the child; the name and address of the person
4 responsible for the care of the child, and the facts requiring the report;³
- 5 4. When certain federal and state officials need information in order to audit or enforce legal con-
6 ditions related to federally-supported education programs in the school system;
- 7 5. When the school system has entered into a contract or written agreement for an organization to
8 conduct scientific research on the system's behalf to develop tests or improve instruction,
9 provided that the studies are conducted in a manner which will not permit the personal
10 identification of students and their parent(s)/guardian(s) by individuals other than representatives
11 of the organization and the information will be destroyed when no longer needed for the purpose for
12 which the study was conducted;
- 13 6. To appropriate officials if the parent(s)/guardian(s) claim the student as a dependent as defined by
14 the Internal Revenue Code;
- 15 7. To accrediting organizations to carry out their accrediting functions;
- 16 8. When a student seeks or intends to enroll in another school district or a post-secondary school.
17 Parent(s)/guardian(s) of students or eligible students have a right to obtain copies of records
18 transferred under this provision;⁴
- 19 9. To financial institutions or government agencies that provide or may provide financial aid to a
20 student in order to establish eligibility, to determine the amount of financial aid, to establish
21 conditions for the receipt of financial aid, and to enforce financial aid agreements.
- 22 10. To make the needed disclosure in a health or safety emergency when warranted by the serious-
23 ness of the threat to the student or other persons, when the information is necessary and needed
24 to meet the emergency, when time is an important and limiting factor, and when the persons to
25 whom the information is to be disclosed are qualified and in a position to deal with the
26 emergency.
- 27 11. To the Attorney General or his designee for official purposes related to the investigation or
28 prosecution of an act of domestic or international terrorism. An educational agency that, in
29 good faith, produces education records in accordance with an order ~~issued under this Act~~ shall
30 not be liable to any person for that production.⁵
- 31 12. To any agency caseworker or other representative of a state or local child welfare agency or
32 tribal organization authorized to access the student's educational records when such agencies or
33 organizations are legally responsible for the care and protection of the student.⁶

34 Authorized school officials may release information from a student's education record if the student's
35 parent(s)/guardian(s) or the eligible student gives written consent for the disclosure. The written consent
36 must include:

- 1 1. A specification of the records to be released;
- 2 2. The reasons for the disclosure;
- 3 3. The person, organization, or class of persons or organizations to whom the disclosure is to be
- 4 made;
- 5 4. The signature of the parent(s)/**guardian(s)** or eligible student; **and**
- 6 5. The date of the consent and, if appropriate, a date when the consent is to be terminated.

9 The student's parent(s)/**guardian(s)** or the eligible student* may obtain a copy of any records disclosed under this provision.

10 The school system will maintain an accurate record of all requests to disclose information from or to permit
11 access to a student's education records. The system will maintain an accurate record of information it
12 discloses and access it permits. The system will maintain this record as long as it maintains the student's
education record.

13 The record will include at least:

- 14 1. The name of the person or agency that makes the request;
- 15 2. The interest the person or agency has in the information;
- 16 3. The date the person or agency makes the request; and
- 17 4. Whether the request is granted and, if it is, the date access is permitted or the disclosure is
- 18 made.

19 ~~Additional administrative procedures for operation are available at the Administrative Office Building.~~

20 * *The student becomes an "eligible student" when he/she reaches age **eighteen** (18) or enrolls in a post-*
21 *secondary school, at which time all of the above rights become the student's right.*

~~Legal References~~

~~Cross References~~

1. ~~USCA 20-1232g; TCA 10-7-503; TCA 10-7-504~~
2. ~~TCA 10-7-504(a)(4); 20-USC 1232g~~
3. ~~TCA 37-1-403~~
4. ~~TRR/MS 0520-1-3-.03(11)(e)~~
5. ~~USA Patriot Act of 2001 § 507~~
6. ~~Uninterrupted Scholars Act of 2013~~
7. ~~TCA 49-6-3001(e)(1)~~

~~School Board Records 1.407~~
~~Promotion and Retention 4.603~~
~~Attendance 6.200~~
~~Child Custody/Parental Access 6.209~~
~~Disciplinary Hearing Authority 6.317~~
~~AIDS 6.404~~

Legal References

1. 20 USCA § 1232g; TRR/MS 0520-01-03-.03(11)
2. TCA 49-6-3001(c)(1)
3. TCA 49-1-701, *et seq.*
4. TCA 10-7-504(a)(4); 20 USCA § 1232g
5. 20 USCA § 1232g(b)(2)(B)
6. 20 USCA § 1232g(b)(2); TCA 10-7-504(a)(4)(A)
7. TCA 37-1-403
8. 20 USCA § 1232g(b)(3)
9. 20 USCA § 1232g(b)(1)(F)
10. 20 USCA § 1232g(b)(1)(H)
11. 20 USCA § 1232g(b)(1)(G)
12. TRR/MS 0520-01-03-.03(9)
13. 20 USCA § 1232g(b)(1)(D)
14. 20 USCA § 1232g(b)(1)(I)
15. 20 USCA § 1232g(j); USA Patriot Act of 2001 § 507
16. 20 USCA § 1232g
17. 34 CFR § 99.30
18. 34 CFR § 99.32(a)

Cross References

School District Records 1.407
Promotion and Retention 4.603
Testing Programs 4.700
Attendance 6.200
Withdrawals 6.207
Child Custody/Parental Access 6.209
Bus Safety and Conduct 6.308
Corporal Punishment 6.314
Disciplinary Hearing Authority 6.317
Admission of Suspended/Expelled Students 6.318
AIDS 6.404

Cleveland City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Student Records Use of Records	Descriptor Code: 6.603	Issued Date: 12/09/02
		Rescinds: 6.603	Issued: 07/09/01

~~Authorized school officials will have access to and permit access to student education records for legitimate educational purposes.¹ A “legitimate educational interest” is the official’s need to know information in order to:~~

- ~~1. Perform required administrative tasks;~~
- ~~2. Perform a supervisory or instructional task directly related to the student’s education;~~
- ~~3. Perform a service or benefit for the student or the student’s family such as health care, counseling, student job placement, or student financial aid.~~

~~Authorized school officials may release information from or permit access to a student’s education record without the parent(s) or eligible student’s* prior written consent in the following instances:~~

- ~~1. To comply with a judicial order or lawfully issued subpoena. The school system will make a reasonable effort to notify the student’s parent(s) or the eligible student before making a disclosure;~~
- ~~2. To provide directory information;~~
- ~~3. To comply with the requirements of child abuse reports to the extent known by the school officials including the name, address and age of the child, the name and address of the person responsible for the care of the child, and the facts requiring the report;²~~
- ~~4. To respond when certain federal and state officials need information in order to audit or enforce legal conditions related to federally supported education programs in the school system;~~
- ~~5. To conduct scientific research on the system’s behalf to develop tests or improve instruction, provided that the studies are conducted in a manner which will not permit the personal identification of students and their parents by individuals other than representatives of the organization and the information will be destroyed when no longer needed for the purpose for which the study was conducted;³~~
- ~~6. To appropriate officials if the parent(s) claim the student as a dependent as defined by the Internal Revenue Code;~~
- ~~7. To carry out accrediting functions;~~

1 ~~8.—To enroll a student in another school district or a post-secondary school. Parent(s) of students~~
2 ~~or eligible students have a right to obtain copies of records transferred under this provision;⁴~~

3
4 ~~9.—To provide information to financial institutions or government agencies that provide or may~~
5 ~~provide financial aid to a student in order to establish eligibility, to determine the amount of~~
6 ~~financial aid, to establish conditions for the receipt of financial aid and to enforce financial aid~~
7 ~~agreements.~~

8
9 ~~10.—To make the needed disclosure in a health or safety emergency when warranted by the~~
10 ~~seriousness, of the threat to the student or other persons, when the information is necessary and~~
11 ~~needed to meet the emergency, when time is an important and limiting factor and when the~~
12 ~~persons to whom the information is to be disclosed are qualified and in a position to deal with~~
13 ~~the emergency.~~

14
15 ~~11.—To provide information to the Attorney General or his designee for official purposes related to~~
16 ~~the investigation or prosecution of an act of domestic or international terrorism. An educational~~
17 ~~agency that, in good faith, produces education records in accordance with an order issued under~~
18 ~~this Act shall not be liable to any person for that production.⁵~~

19 ~~Authorized school officials may release information from a student's education record if the student's~~
20 ~~parent(s) or the eligible student gives written consent for the disclosure. The written consent must~~
21 ~~include:~~

- 22 ~~1.—A specification of the records to be released;~~
23 ~~2.—The reasons for the disclosure;~~
24 ~~3.—The person, organization, or class of persons or organizations to whom the disclosure is to be~~
25 ~~made;~~
26 ~~4.—The signature of the parent(s) or eligible student;~~
27 ~~5.—The date of the consent and, if appropriate, a date when the consent is to be terminated. The~~
28 ~~student's parent(s) or the eligible student may obtain a copy of any records disclosed under this~~
29 ~~provision.~~

30 ~~The school system will maintain an accurate record of all requests to disclose information from or to~~
31 ~~permit access to a student's education records. The system will maintain an accurate record of~~
32 ~~information it discloses and access it permits. The system will maintain this record as long as it~~
33 ~~maintains the student's education record.~~

34 ~~The record will include at least:~~

- 35 ~~1.—The name of the person or agency that makes the request;~~
36 ~~2.—The interest the person or agency has in the information;~~
37 ~~3.—The date the person or agency makes the request; and~~
38 ~~4.—Whether the request is granted and, if it is, the date access is permitted or the disclosure is~~
39 ~~made.~~

Legal References

1. ~~USCA 20-1232g; TCA 10-7-503; TCA 10-7-504~~
2. ~~TCA 37-1-403~~
3. ~~TRR/MS 0520-1-3 .09.14(7)(h) (k)~~
4. ~~TRR/MS 0520-1-3 .03(11)(e)~~
5. ~~USA Patriot Act of 2001 § 507~~

Memo

To: Russell Dyer, Ed.D.
From: Kelly Kiser
Date: November 21, 2019
Re: Tenure Recommendations for the December 2, 2019 Board Meeting

The following employees are eligible for professional tenure with the Cleveland City Schools System. They have received evaluations demonstrating an overall effectiveness level of above expectations (4) or significantly above expectations (5) during the last two years of the probationary period.

Meghan Guinn, CMS

Mallory Pickert, CHS



2021/2022

School Calendar A

- Regular School Day
- Abbreviated Day
August 2, December 17, May 20
- School-Level Sessions (AM) and District Convocation (PM) (All Staff attend sessions/No Classes) July 26
- Teacher In-Service (No Classes)
July 23 (Certified Staff - 6 FLEX hours)
July 27, 28, 29, and January 3
- Teacher Workday (No Classes)
July 30
(Two Work Days at Teacher's Discretion and documented with building administrator)
- Parent Conferences (No Classes)
April 18
(After-school conferences can be scheduled in lieu of this date)
- Staff Development (No Classes)
October 11 (AM District; PM School)
November 22 (Safe Schools Online Exchange Day)
January 4 (AM District; PM School)
February 22 (AM: District; PM: School)
May 13
- Holiday (Schools and AOB Closed)
July 5 (Independence Day Holiday)
September 6 (Labor Day)
October 4-8 (Fall Break)
November 23-26 (Thanksgiving)
December 20-31 (Christmas/New Year)
January 17 (Martin Luther King Day)
February 21 (President's Day)
March 7-11 (Spring Break)
April 15 (Easter Break)
May 30 (Memorial Day)

Report of Progress Information Periods

- Grading period 1: Aug 2 - Oct 1 (44 days)*
Paper Reports issued: October 22
- Grading period 2: Oct 11 - Dec 17 (46 days)*
Paper Reports issued: January 14
- Grading period 3: Jan 4 - Mar 16 (45 days)*
Paper Reports issued: March 25
- Grading Period 4: Mar 17 - May 20 (45 days)*
Paper Reports issued: May 20

JULY 2021						
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2021/2022

School Calendar B

- Regular School Day
- Abbreviated Day
August 4, December 21, May 24
- School-Level Sessions (AM) and District Convocation (PM) (All Staff attend sessions/No Classes) July 28
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July 29, August 2, August 3, and January 5
- Teacher Workday (No Classes)
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JULY 2021						
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JUNE 2022						
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		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Strategic Planning

Cleveland City Schools
2020-2025

The Process

- Focus Groups
- Online Surveys
- Committee Process
 - Steering Committee
 - Student Success
 - Articulated Pathways K-12
 - STEM
 - Safe and Healthy Schools
 - Communications
 - Engaged Workforce
- Committee work will begin in January
- Committees will include teachers, staff, administrators, board members, parents, students, and community partners
- Final product to the school board in May

Steering Committee

- Chaired by Russell Dyer
- Dawn Robinson, Board Member
- Items to Address:
 - Mission and Vision
 - Theme and Branding
 - Cultural Awareness
 - Compiling and sorting information from implementation groups, focus groups, and surveys
 - Ensuring the new plan is easy to understand, yet meaningful for our future
 - Tying budgetary decisions to strategic initiatives
 - Understand and Implement McREL's View of Change for Systemic Improvement
 - Liaison committee to full board of education

Student Success

- Chaired by Jeff Elliott
- Krista McKay, Board Member
- Items to Address:
 - High-quality curriculum and professional development - guaranteed and viable curriculum
 - Academic Excellence - achievement, growth, data dashboard, benchmarks
 - Education equity
 - Virtual school
 - How are we ensuring students are college ready (2/4 year)?
 - High-Reliability schools and PLCs
 - Portrait of a Graduate
 - The Shields to ensure college and career readiness
 - What do we need to address to ensure students are college/career ready?

Articulated Pathways

- Chaired by Renny Whittenbarger
- Steve Morgan, Board Member
- Items to Address:
 - How we do educate students, parents, teachers, and staff about post-secondary opportunities?
 - What are our current pathways and how we move toward adding more officially recognized pathways for our students?
 - What type of professional development is needed?
 - How does CAPS, TN-CAPS, and Redefining Ready fit into our overall plan regarding Ready Graduates?
 - How we continue to garner community support and partnerships?
 - How does Your Skills, Your Future and Youscience fit into this work?

STEM/STEAM

- Kellye Bender and Joel Barnes will co-chair
- Carolyn Ingram, Board Member
- Items to Address:
 - How and when do we pursue STEM designations for every school - TN STEM and Cognia?
 - What are our clearly thought out STEM goals per grade span?
 - How do we align our vision K-12 in this area?
 - How do fine and performing arts fit into this area?
 - How do we best leverage the BLADE Project and other technology moving forward?
 - Digital Citizenship

Safe and Healthy Schools

- Doug Moore and Gena Reed will co-chair
- Peggy Pesterfield, Board Member
- Items to Address:
 - Counseling, mental health, physical health, and nutritional goals and aspirations
 - Social-Emotional guidelines, supports, and initiatives
 - Discipline - Restorative Justice/PBIS
 - Culture - school and district work
 - School Nutrition services
 - Athletics and clubs
 - What do we need to address to ensure students are life ready?

Communications

- New Director of Innovation and Andrea Byerly will co-chair
- Tom Cloud, Board Member
- Items to Address:
 - Internal and external communications
 - Public relations
 - Social media strategy
 - Overall communication plan implementation from our communications audit
 - NSPRA standards
 - Branding, marketing, and use of materials

Engaged Workforce

- Chaired by Kelly Kiser
- Charlie Cogdill, Board Member
- Items to Address;
 - Enhanced recruitment to identify the best talent for our system
 - Strengthening staff retention
 - Building a culture of inclusiveness and understanding
 - Clear and consistent use of TEAM evaluation system
 - Continued work on diversifying our staff including the Grow your Own initiative
 - Employee health, wellness, and engagement

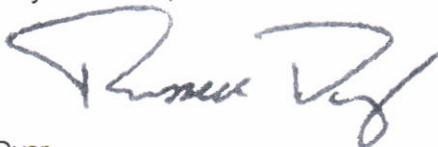
Cleveland City Schools

Financial Report

October 2019

Balance on hand October 1, 2019	2,874,514.05
RECEIPTS	
City Clerk's Monthly Report	4,589,944.52
Contributions & Gifts #44570	6,350.68
Retiree Ins #44160	-755.52
Misc. Refund #44170	-9,715.18
Interest Earned	<u>4,008.11</u>
	<u>7,464,346.66</u>
DISBURSEMENTS	
Instruction	2,213,873.10
Special Education	334,188.42
Vocational Education	132,583.70
Attendance	8,895.00
Health Services	39,385.21
Other Student Support	134,821.48
Regular Instruction Support	149,771.70
Special Education Support	11,138.21
Vocational Education Support	13,564.99
Technology Support	59,955.43
Board of Education	22,341.09
Office of the Superintendent	54,047.83
Office of the Principal	261,778.82
Fiscal Services	28,478.31
Operation of Plant	263,849.83
Maintenance of Plant	178,645.16
Transportation	121,171.92
Food Service	7,206.84
Community Services	0.00
Early Childhood Education	78,903.19
Regular Capital Outlay	138,405.25
Education Debt Service	<u>0.00</u>
	4,253,005.48
Retirement paid	359,303.66
Retirement withheld not paid	-359,246.69
Balance November 1, 2019	<u>3,211,284.21</u>
	<u>7,464,346.66</u>

Respectfully submitted,



Russell Dyer
Director of Schools

Personnel Items – November 2019

Appointments

Kidwell, Linda. CMS, PT Interventionist, eff. 11/12/2019

Resignations

Conrad, Margaret. CHS, Assistant, eff. 1/7/2020

Phillips, Andrew. AOB, Director of Technology, eff. 11/22/2019

Retirements

Transfers

Leaves of Absence

Cardin, Kim. (FMLA) CHS, Assistant, eff. 10/14/2019

Davis, Deborah. (FMLA) AR, Cafeteria, eff. 10/28/19

Porter, Julia. (FMLA) BB, Assistant, eff. 10/21/2019

Watson, Sydney. (FMLA) BB, Assistant, eff. 11/7/2019

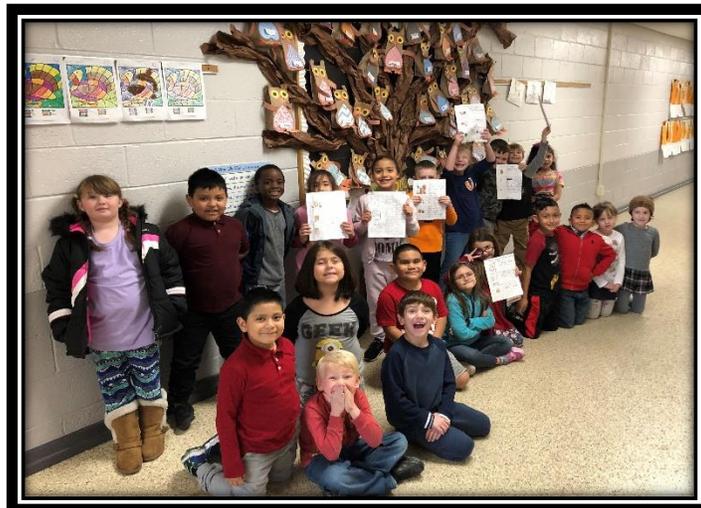
School Highlights

For

Arnold Memorial Elementary School

School

Our first graders have been completely immersed in Lucy, Lucy, Lucy...writing! We have enjoyed seeing the blooming authors in first grade. The Units of Study program provides many opportunities for our children to grow as writers by building their understanding of writing concepts, and most importantly, strengthening their perseverance in writing. In the first quarter, first grade held an Author Celebration where students shared their "Small Moment" stories with other first graders. We did this in the library and invited several faculty members to join in the celebration. Afterward, we had muffins and juice. This quarter we focused on "How-to" writing. We completed many hands-on activities and then wrote how-to do these activities step-by-step. Featured below is "How-to Make a Paper Bag Owl". We had tons of fun!



Teacher

First grade would like to highlight Mrs. Meghan Blackmon this month. Mrs. Blackmon has demonstrated her flexibility this school year by stepping in to fill the role of RTI coordinator during our first semester. She has excelled in this leadership opportunity by splitting her time between two schools, setting up her new, beautiful first grade classroom, guiding her interim teacher, Miss Wickman, conducting RTI & staff meetings, managing ALL the fun RTI data, performing fidelity checks, and serving our students outside of the regular school day by volunteering for school events. May I remind you, she does this all with a smile on her face and with a spirit of grace. We are so blessed to have her here at Arnold. We are grateful for her commitment to our students and to our faculty and staff. We love you, Mrs. Blackmon!



Mrs. Meghan Blackmon

Students

First grade would like to highlight our “New to Arnold” students. This year has been a year of change and with that change came many new, bright-shining faces. The rezone process brought to us children that were mostly previously served by our Blythe-Bower neighbors. However, we’ve also added a few former Mayfield friends and others from the surrounding area outside of Cleveland City. We are excited to welcome them into our Arnold family and love them just as our sister schools have. It is our hope and goal that these students will feel a sense of belonging by learning the Arnold Way, and that they’ll understand we are ALL cheering them on in their educational journey!



New & old friends enjoying the change of seasons!



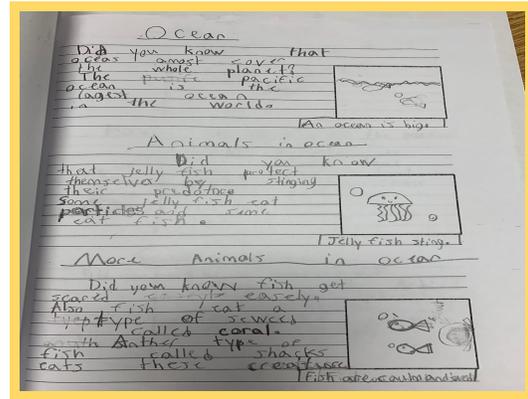
BLYTHE-BOWER ELEMENTARY SCHOOL HIGHLIGHTS

3RD GRADE

Kayla Caldwell, Scyler Dockery, Frankie Durham,
Mandy Franklin, Sonjia Norman

Third Graders at Blythe Bower Elementary have been working on information writing. This includes research, drafting, revising, publishing and incorporating text features such as illustrations and tables of contents.

Published work is displayed in the classroom or in the hallways.



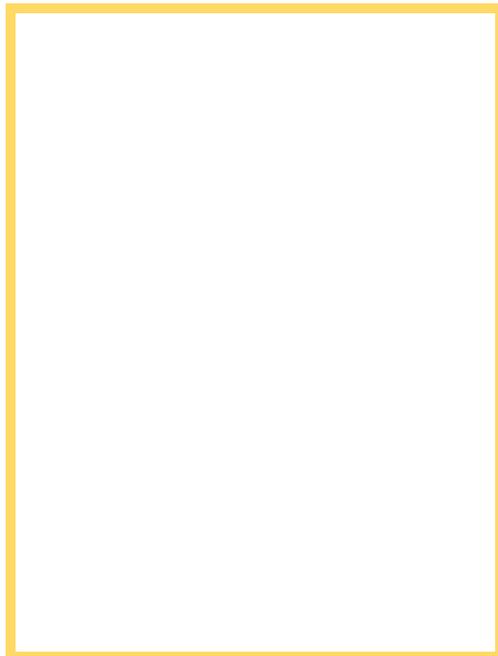
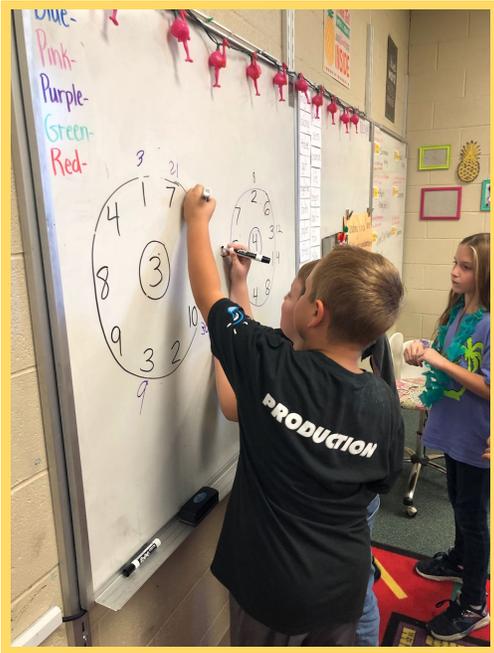
Setting individual weekly SMART goals for iReady reading and math as well as setting a long-term classroom goal ensures that students take responsibility for their own learning. Students meeting their goals place a football on the "field" in the main hallway.

BLYTHE-BOWER ELEMENTARY SCHOOL HIGHLIGHTS

3RD GRADE

*Kayla Caldwell, Scyler Dockery, Frankie Durham,
Mandy Franklin, Sonjia Norman*

In our Third Grade Mighty Minds after-school program, students have been working hard on math standards by completing hands-on activities and collaborating with their peers.



▶ **THANKFULNESS!**

In This Issue: CMS is a great place to be. See the ways that we say thanks and serve those who may be in need.

▶ **NEW TEACHER**

In This Issue: Meet a new-to-CMS teacher, Megan McClellan, who will serve on the related arts faculty.

▶ **STUDENT SPOTLIGHT**

In This Issue: Preston McCleskey is an 8th grade student. Learn more about him and his adventures at CMS.

cmsraiders.com

Twitter: @RaidersCMS

Facebook: fb.me/RaidersCMS



DECEMBER 2019

CLEVELAND MIDDLE SCHOOL



● **Veteran's Day**

CMS Honored the Veterans of the US Armed Forces in a Special Assembly.

● **CMS Wrestling**

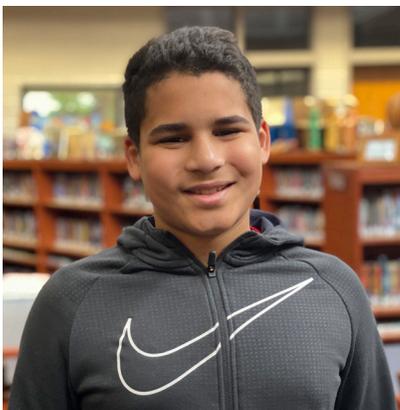
Cleveland Middle Earned 1st at the Burnt Mountain Duals.



MEET: PRESTON McLESKEY

Preston McLeskey is in 8th grade at Cleveland Middle School. Before moving to Cleveland in 7th grade and coming to Cleveland Middle School, Preston lived in Knoxville, Tennessee and attended 3 different schools.

Preston's favorite subject is social studies. He enjoys learning about the world and its history. Dr. Hanley (8th Grade ELA) is Preston's favorite teacher. Preston is a member of the Raider Times staff for which Dr. Hanley is the advisor. Preston enjoys working for the Raider Times, and he loves the atmosphere that Dr. Hanley



creates. Preston notes that it's very fun and exciting.

Preston plays for the Cleveland Middle School basketball and baseball teams. He enjoys those sports partially because he grew up watching them and playing them since he was a little boy.

In his free time, Preston likes to cook and play outside-- and like most boys his age, he enjoys video games.

When Preston grows up, he would like to either go to culinary school and become a chef or join the medical field.

Cleveland Middle School is so thrilled that Preston and so many other wonderful students call CMS home. Enjoy the rest of your 8th grade year here!

You can see some of Preston's work and other students' work on the Raider Times website at raidertimes.org.

CMS IS THANKFUL!

Cleveland Middle School has a lot to be grateful for. In recognition of this, CMS celebrated a month of thankfulness. This included many celebrations and activities denoted as "Thankful Thursdays."

First, Dr. Laing encouraged the faculty and staff to write cards to each other. While this may seem like a simple gesture, too often we don't take the time to enumerate and spell out the ways that someone has made our day special or a little easier.

Second, the CMS Admin Team presented all staff with t-shirts that said "Difference Maker." This not-so-subtle message reminded staff of their efforts and acknowledged the work that CMS does in the classroom every day.

Third, CMS thanked its parents through cards and candy. This was a wonderful time for teachers to take a moment to honor the parents with whom we come into partnership with to effectively do our jobs.

Finally, there's food. The month of thanksgiving concluded with a special meal for CMS faculty, staff, Innovation Department, bus drivers, and maintenance workers.



STUDENT COUNCIL GIVES BACK

Cleveland Middle School's Student Council continues to serve the students and families of CMS by preparing Thanksgiving baskets for those in need. This is a tradition dating back several years.

Overall, the student council donated 45 baskets this year. They consisted of a turkey, dressing, cranberry sauce, gravy, pumpkin pies, canned food, and more!

Students were able to be a part of this special time. Members of the student council handled all aspects of the initiative from making the baskets to distributing them to families.

Additionally, the Student Council Food Drive raised over \$1,400 and had the most canned food items ever donated. These cans will be distributed to local families through The Caring Place.

Sponsors of the Student Council are Ashley Pemberton (6th Grade), Grey Briggs (7th Grade), Andrea Johnson (7th Grade), and Sage Smith (8th Grade).



Please Welcome: Mrs. Megan McClellan

Megan McClellan was born and raised in Cleveland. She grew up in the Bradley County School system, attending Michigan Avenue Elementary, Lake Forest Middle, and then graduating from



Bradley Central High School in 2009. After graduating high school, she received her Associates in Teaching degree from Cleveland State Community College. Her Bachelor of Science degree in Interdisciplinary Studies was obtained from Lee University in 2013.

Megan McClellan is in her 7th year of teaching. Her first 5 years were taught at Hopewell Elementary School in 3rd grade. She taught one year in 2nd grade at Christian Heritage School in Dalton, GA before coming to Cleveland Middle School. Megan started her 7th year at Yates Primary School before being transferred in the second week of school to CMS due to enrollment numbers.

Megan is married to Stephen McClellan, also a teacher at CMS. She teaches 7th grade related arts - Leadership Development, 7th grade RTI math, and 6th grade WIN classes for ELA and math.

Megan says, "CMS has been a breath of fresh air, and everyone has been extremely welcoming and hospitable. Students' success academically and personally has always been an overwhelming passion of mine and getting the opportunity to influence children at this age has been an exciting adventure."

Beyond the classroom, Megan enjoys traveling with Stephen, NASCAR, reading, and running an online health+wellness business.



Cleveland Middle School Presenters

AMLE Annual Conference 2019 - Nashville, TN



Cana Kirksey and Angie Wright

Reading, Research, and Revelations: Student Voice and Community Engagement

This session is intended to provide attendees with confidence, resources, and support to present content knowledge to students with the ultimate goal of setting in motion a student-directed project. Topics include student voice, choice, grouping, demonstration of knowledge, and community engagement. Attendees will see examples of past projects, be given resources for planning and instruction, and have opportunity to brainstorm, share, and build potential project ideas to take back to the classroom and, ultimately, community.

Terry Esquinance and Ashley Keith

Meet in the Middle: Building the Relationships that Meet the Needs of Middle School Students

The participants will leave with a better understanding on how to develop a classroom culture of respect, acceptance, and learning through building relationships and setting goals. They will be reminded of what made them want to teach in the first place and the unique, but rewarding, task it is to teach middle school students. They will be energized to go back to their classrooms and use new strategies to connect with students and guide them to reach their full potential.



Ed Fickley

Engaging Students Using Digital Storytelling Techniques

Teaching students to be storytellers creates interest, engagement, and meaningful learning. Storytelling promotes higher order thinking by requiring students to engage and synthesize information. This session will help educators learn how to integrate successful digital tools and applications such as Flipgrid to engage students to become storytellers. Utilizing digital storytelling techniques helps reduce public speaking anxiety while requiring students to engage material with rigor.

Cody Raper and Emily Raper

50 Nifty Tech Tools for the Blended Learning Classroom

Effectively reaching every student in a class can feel like an impossible task. As schools move into the digital age, teachers must be prepared to reach unique middle level learners with engaging and effective online lessons and assessments. Through the websites, apps, and activities modeled in this session, educators will leave with more confidence and a new excitement in their ability to reach all learners through technology integration.



Exploring a Successful 1:1 Rollout From Every Angle: What Teachers and Administrators Need to Know

Giving a device to every student could be the single greatest change agent schools and districts have enacted in decades to impact student learning. Though, the logistics involved with the task can be overwhelming. Come be a part of this session whether you are a school exploring 1:1 rollouts or a veteran 1:1 district. We'll learn from each other and explore what both teachers and administrators need to know to make it successful.

School Highlights

For

Mayfield Elementary – December 2019

Family Thanksgiving Dinner

Our theater was packed during lunch time as families accepted the invitation to come and have Thanksgiving lunch with their children. Parents, grandparents, aunts and uncles enjoyed turkey, stuffing and 'the fixins'. Thanks to Dr. Simpkins

for hosting this event and for the nutrition staff for making a little extra.



Eagle Awards

Eagle Awards were presented to fellow colleagues for acts of kindness, mentoring, and perseverance. Recipients at our November faculty meeting were: Amelia Grubb, Morgan Burke, Michele Lefoy, and Jennifer Morris (not pictured). We appreciate the professionalism and caring that our faculty and staff express on a daily basis.



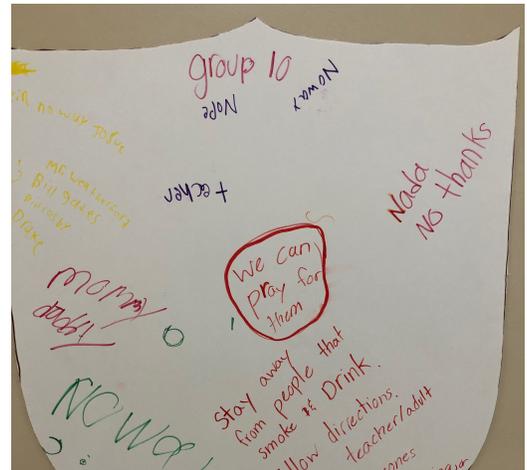
Flag Donation

The American Legion Auxiliary #81 graciously gifted Mayfield Elementary with new American flags for our outdoor flagpole. Auxiliary members Janet Allen and Carol Smith presented the flags to students Andrew Saez and Eric Polo who assist SRO Geoff Humberd in raising and lowering the flag.



The Bridge/ATS

Our friends from The Bridge/ATS visited Mayfield to speak to 4th and 5th grade students about the dangers of vaping. Students were attentive to the presentation and at the end made 'shields' to remind them of the resources available to them for prevention.

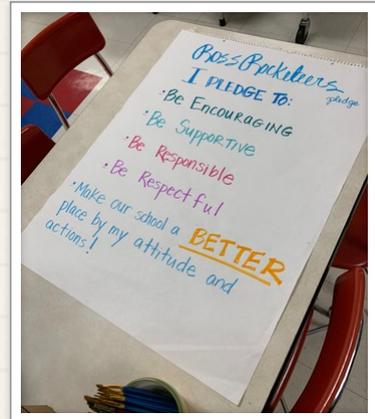


E. L. Ross School Highlights

November 2019

Kindness Rocks!

Our service club, the Ross Rocketeers, painted kindness rocks to hide around our school and community. Our creative administrative assistant, Pam Geren, worked with the students on this project. Thanks to Mrs. Geren, our club sponsors, and our students for spreading joy throughout our community!



Veteran's Day

Students held a Veteran's Day reception for our veterans. The choir sang a beautiful song and refreshments were served. Each class "adopted a veteran" and made cards and wrote letters to present to them. It was a wonderful time!



Stuart Elementary

Love * Learn * Lead



1st Grade had their first Author Celebration



Kindergarten has been exploring Weather with our Unit Starters



Stuart will celebrate Thanksgiving with families the week before break!

Stuart Turns 60!

Students and teachers alike celebrated our school by dressing up in their favorite decade attire on the 60th Day of School! We had a great time paying tribute to our school through the years.



Fall Field Trips!

A little rain didn't dampen Kindergarten's field trip to our local apple orchard, Apple Valley! The students had a great time learning about all the work that goes into running an orchard, picking apples, and making cider. They even got to try out Johnny Appleseed's hat!

First Grade had a fun day at Guthrie Pumpkin Patch! They learned all about life cycles, took a hayride, and got to pick their favorite pumpkin to take home.



MEET OUR PARAPROFESSIONALS!

Teresa Rush has been working at Stuart 7 years. She has two children. Her favorite things to do are hiking and biking with them. Deborah Loemker has been working at Stuart 13 years. She has 3 children and 8 grandchildren. Her favorite thing to do is spending time with her family.

These ladies both go above and beyond their job description, always having positive attitudes with both students and adults. They are constantly looking for additional avenues to help support student growth, allowing their students to experience success. We're very thankful and appreciative of all their hard work!





December 2019

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
1	2 5:30 – BOE Meeting @ AOB	3	4 12:00 – Director’s Christmas Lunch @ Café Roma	5	6	7
8	9	10	11 11:30 – Board Visit @ Mayfield	12	13	14
15	16 11:30 – Lunch with Legislators	17	18	19	20 <i>Abbreviated Day</i>	21
22	23 <i>Christmas Break – No Classes</i>	24 <i>Christmas Break – No Classes</i>	25 <i>Christmas Day – No Classes</i>	26 <i>Christmas Break – No Classes</i>	27 <i>Christmas Break – No Classes</i>	28
29	30 <i>Christmas Break – No Classes</i>	31 <i>Christmas Break – No Classes</i>				



January 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
			1 <i>New Year's Day – No Classes</i>	2 <i>Christmas Break – No Classes</i>	3 <i>Christmas Break – No Classes</i>	4
5	6 <i>In-Service Day – No Classes</i> 5:30 – BOE Meeting @ AOB	7 <i>Staff Development – No Classes</i>	8	9	10	11
12	13	14	15	16	17	18
19	20 <i>MLK Day – No Classes</i>	21	22 11:30 – Board Visit @ Candy's Creek Cherokee	23	24	25
26	27	28	29	30	31	



February 2020

Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
						1
2	3 5:30 – BOE Meeting @ AOB	4	5	6	7	8
9	10	11	12	13	14	15
16	17 <i>Presidents Day – Holiday</i>	18 <i>Staff Development – No Classes</i>	19 11:30 – Board Visit @ CMS	20	21	22
23	24	25	26	27	28	29