

HICKMAN COUNTY BOARD OF EDUCATION
January Board Retreat---January 25, 2020

The Hickman county Board of Education met on January 25, 2020, at 8:00 AM in Room 203 of the Central Office Building.

Call To Order

Board of Education Strategic Plan

Cafeteria Financial Update

Land for Sale behind HCMS

Adjourn

Hickman County Board of Education

Five Year Plan

2016-2021

Jackie Deitmen, Chair

Amy Bryant

Tim Hobbs

Jim Hudgins

Jewell Prince

Kathy Redden

Mike Thomasson

Dr. Jerry W. Nash, Director of Schools

Adopted

11 January 2016

Table of Contents

State Board of Education Planning Rule	2
Hickman County Board of Education Planning Policy	3
Mission Statement	4
Vision Statement	5
Belief Statement	6-7
Priorities	8
Goals	9
Objectives and Strategies	10-18
Early Foundations & Literacy and All Student Learning	10-13
School Environment	14-15
Leadership	16
Academic Support Services	17

Tennessee State Board of Education

School Board Planning

Rule 0520 – 1- 3 - .03 (16) (a)

Each local board of education shall develop, maintain, and implement a long-range strategic plan which addresses at least a five year period of time. The plan shall be updated every two years and include a mission statement, goals, objectives and strategies, and address the State Board of Education master plan.

Hickman County Board of Education Policy 1.701 School District Planning

The Board shall develop comprehensive, long-range plans based on the following:

1. Identifying and analyzing the major factors that affect what and how students learn;
2. Developing and implementing a written five-year plan to include a mission statement, goals, objectives and strategies;
3. Establishing annual program improvement objectives, including major activities, expected out-comes, time-lines, responsible persons and required resources; and
4. Basing major budget decisions on long-range plans.

The Board shall plan by means of an annual retreat with the director of schools and staff. The purpose of the retreat shall be to review progress on the implementation of priorities, initiatives, and long-range plans, to determine which goals have been achieved, whether any new efforts are needed, and to review major issues that may affect the future. The Board shall also consider annual objectives and strategies proposed by the director. An annual status report on these plans shall be submitted to the Commissioner of Education by September 1 of each year in the required format.

The director shall develop necessary procedures, forms or other measures to implement the goals of this policy.

A planning coordinator may be designated by the director to help coordinate system-wide planning efforts, establish and coordinate an issues management process, aid district staff in developing specific plans, and monitor implementation schedules.

Hickman County Board of Education

Organizational Mission

To enlarge and develop, to maximum capacity, the mind, body, and character of each student.

Hickman County Board of Education Shared Vision

Our school system is a learning organization whose culture, through high expectation, is committed to lead students to be quality learners, performers, and citizens with high moral character.

This vision is grounded in continuous quality improvement, based upon data driven shared decision making among staff and stakeholders from a research based information perspective and policies and procedures which focus on high student achievement expectations for all students.

The pillars of the vision are:

1. high expectations of student and school;
2. instructional excellence in a safe and educationally conducive environment;
3. shared accountability among the community, the school system, the schools, the parents, and students; and
4. efficient and effective administrative staff which provides support and resources for the school and advocates for all students.

Hickman County Board of Education

Beliefs

- Education is vital for sustaining liberty, democracy, and civility.
- The primary goal of education should be learning.
- All learning must have high expectations as a prerequisite.
- High expectations, at a minimum, is proficiency.
- All students can learn, but they do not all learn best in the same way.
- Learning should be appropriate for each student through data driven decision making which should be a shared decision-making process.
- For learning to be effective, it must take place in a moral-cultural context where there are rights, wrongs, and consequences.
- Learning is optimized by a cooperative effort among all stakeholders.
- Personal responsibility must be accepted by all involved in the educational process.
- Discipline, both personal and corporate, is incumbent upon both students and school staff and is necessary for a good educational environment.
- Discipline problems are minimized when students are busy, learning, the learning is meaningful, and the learning is acknowledged.
- Schools must be safe but not institutional places.
- Schools should be places where children want to be.
- Students (i.e., their person) should not be criticized or humiliate, but their inappropriate behavior, lack of effort, et cetera should be addressed and/or disciplined in an appropriate manner.
- Parents and visitors should find schools to be orderly, well kept, hospitable places, where they are treated with respect, receive cooperation, and find fairness.
- Every person in every position plays an important role in the success of the educational system.
- Everyone in the educational system must function as a part of the system and support each other's part of the system.
- Each part of the educational system must perform its duty effectively and efficiently.

- Problems arise when a part of the system fails to do its duty or tires to do another part's duty.
- Education must embrace technology.
- Teachers are the indispensable part of the educational process.
- We must listen.
- We must communicate.

Priorities

- I. Early Foundations & Literacy and All Student Learning
- II. School Environment
- III. Leadership
- IV. Academic Support Services

Goals

I. Early Foundations & Literacy and All Student Learning

Goal: All Children will be ready for learning at or above the appropriate grade level.

Goal: Demonstrate student mastery of core subject matter and apply their essential learning and critical thinking skills to achieve academic excellence.

Goal: Implement the instructional shifts necessary to provide academic rigorous learning opportunities for students to ensure they are on the trajectory for College and Career Readiness.

II. School Environment

Goal: All schools will provide a safe, disciplined, and orderly environment for teaching and learning for students and staff.

III. Leadership

Goal: Develop, maintain, and enhance leadership opportunities in the school system.

IV. Academic Support Services

Goal: Provide support to all students and staff to enhance learning.

Objectives and Strategies

I. Early Foundations & Literacy and All Student Learning

Goal I: All Children will be ready for learning at or above the appropriate grade level.

Objective: Prioritize early interventions to ensure all students enrolled in grades K-5 are on a path to success.

Strategies:

- A. Provide additional Pre K classrooms as funding becomes available.
- B. Extend the Family Resource Centers' early outreach program to pre-birth by offering parting classes and implement "Ready for Kindergarten" Program.
- C. Fully implement Tennessee's Early Childhood Education/Early Learning Developmental Standards, 0-5 years.
- D. Share the TNELDS standards and Kindergarten standards with licensed day care facilities.
- E. Child find activities which include developing among health/medical agencies, child care providers, Adult Education, social agencies, and other groups to identify all potential students from pre-birth through the following avenues: advertising in newspaper; flyers made available at High Schools via Guidance Department and Homebound Teachers, as well as, the Health Department.
- F. Scientifically based ongoing professional development specific to foundational skills for literacy and math.

G. Expand RTI program to include accelerated learning opportunities.

Goal II: Demonstrate student mastery of core subject matter and apply their essential learning and critical thinking skills to achieve academic excellence.

Objectives:

- Mastery will be measured by proficiency on state assessment at or above state average.
- High school graduation rate = 93%
- Post-secondary attendance rate = 70%
- Earn postsecondary certificate, diploma, or degree = 35%
- ACT average goal = “21 by 21”

Strategies:

- A. Strengthen data teams to analyze student and district data to inform instruction and improve student performance on state assessments and standing in Hickman County and increase high school graduation rate.
- B. Research methods to track post-secondary completion for Hickman County high school graduates.
- C. Increase preparedness for post-secondary attendance through mentoring, teaching of life skills, critical thinking skills, and inspiring students to reach their potentials.

Goal III: Implement the instructional shifts necessary to provide academic rigorous learning opportunities for students to ensure they are on the trajectory for College and Career Readiness.

Objectives:

- Utilize and integrate technology into daily instruction.
- Expand additional high school course offerings to include early post-secondary opportunities.
- Increase opportunities for hosting post-secondary offerings.
- Implement a career program for grades K-12.

- Use data to make an informed decision about professional development decisions.

Strategies:

- A. Include more career readiness into high school creating an awareness of the opportunities available.
- B. Provide ongoing scientifically based professional development opportunities for teachers and administrators to ensure the successful implementation of district programs for the advancement of instructional strategies to support student learning.
- C. Training to provide teachers with the tools necessary to implement new testing and teaching strategies.
- D. Monitor integration and use of technology through the teacher evaluation process.
- E. Monitor program offerings at the high school to reflect current trends in the workforce.
- F. Career counseling program.
- G. Individual career portfolio for middle school to high school students.
- H. Exploring different ways to integrate technology into instructional practices.
- I. Evaluate and modify CTE programs on a yearly basis.
- J. Increase CTE programs.
- K. Expose students to a variety of career exploration opportunities in grades K-5 provided through the guidance department.
- L. Utilize career assessment data to plan course offerings.
- M. Recruit and retain highly qualified teachers.
- N. Individualized and ongoing scientifically based professional learning for teachers based on survey data, teacher evaluation results and student effective learning environment data.
- O. Expand foreign language options in high schools.
- P. Begin foreign language instruction in Spanish and Chinese in elementary, intermediate, and middle schools.
- Q. Improve gifted programs for students above grade level.

- R. Increase dual enrollment opportunities and advance placement course offerings.
- S. Increase arts and music offerings at all grade levels.
- T. Explore possibility of instituting annual School/Career Days for schools and public.
- U. Explore possibility of creating evening and summer tutoring sessions for students and parents to be able to gain assistance with homework and life skills.

II.

School Environment

Goal: All schools will provide a safe, disciplined, and orderly environment for teaching and learning for students and staff.

Objective: To maintain and improve the teaching and learning environment for our schools.

Strategies:

- A. Continue to emphasize positive student behavior through district wide behavior management plan.
- B. Continue to provide an alternative school to serve grades 6-12.
- C. Provide in-school suspension programs at each grade 6-12 school.
- D. Pursue the implementation of an alternative school in the East Hickman zone.
- E. Increase opportunities for families to be involved in school.
- F. Increase opportunities for stakeholders to provide constructive input into the operation of the schools.
- G. Provide one SRO per school under one agency.
- H. Training for RTI 2B that includes climate, attendance, anti-bullying, and behavioral supports.

III.

Leadership

Goal: Develop, maintain, and enhance leadership opportunities in the school system.

Objective: To recruit and prepare an adequate pool of personnel to assume administrative positions as they come available.

Strategies:

- A. Continue to hold Aspiring Administrator Academies for current and potential principals and supervisors.
- B. Offer aspiring administrators the opportunity to serve as an administrator of the day.
- C. Continue to strengthen the development of PLC (professional learning committee) teams and PAC (parent advisory committee) for schools and district.
- D. Develop an administrator policy manual.

IV.

Academic Support Services

Goal: Provide support to all students and staff to enhance learning.

Objective: To provide a nutritious, clean, and safe environment through support services.

Strategies:

- A. Follow maintenance and transportation vehicle replacement protocol.
- B. Stay up to date on state mandates.
- C. Follow maintenance and technology plans.
- D. Stay up to date with rules and regulations of the NSLP.
- E. Proper maintenance of kitchen facilities.
- F. Up to date training for all food service staff.
- G. Evaluate continued capability of providing free CEP.
- H. Explore cost effective strategies for all support services such as: food services, maintenance, and transportation.
- I. Network with community resources for mental health services.
- J. Updating of computer technologies.
 - New network servers and network switches.
 - Review and update acceptable devices for BYOD.
 - Research and update teacher computers.
 - Expand distance learning opportunities in high schools.
- K. Addition of personnel in Technology Department.
- L. Increase social media presence through district Facebook and Twitter accounts.
- M. Create open hours for computer labs for academic support



Hickman County Schools

Vision, Mission, and Core Values

Our Mission: The Hickman County School System exists to engage and develop the mind, body and character of every student so that each is prepared for success in education, work and life.

Our Vision: We engage and inspire our students from start to finish by setting high expectations for both students and adults. Every student is valued by teachers, leaders and support staff who provide each one access to quality instruction and support.

Our Core Values:

- 1. Our schools must be safe, welcoming and positive for students, parents and teachers.**
- 2. Each student can learn, can be successful and deserves our high expectations. We encourage and support growth without limitations for all.**
- 3. We engage and inspire our students from start to finish.**
- 4. We expect to develop our students into well-rounded citizens who continue to learn throughout life.**
- 5. We strive to develop citizens who can apply knowledge ethically and with integrity in our community and world.**

Goals

- 1. Caring educators will create a positive environment and culture of high expectations and empower students to establish and pursue their future aspirations and goals.**
- 2. High quality instruction and a rigorous and engaging curriculum will positively impact student learning and improve achievement.**
- 3. Identify, grow, and support future teachers and leaders to sustain an educational system of excellence.**
- 4. Nurture partnerships between schools and stakeholders to serve the community and its citizens by sharing resources to create learning opportunities.**



Hickman County Schools

Vision, Mission, and Core Values

Strategic Planning Priorities for 2019-2020:

Culture

1. Build and promote a positive environment and caring culture in all schools.
2. Hold high expectations for students at all levels of learning.
3. Expose students to the world of college and career at all levels and provide opportunities early for students to experience success at the postsecondary level.

Instruction

1. Increase literacy achievement and TVAAS growth across all grades.
2. Increase numeracy achievement and TVAAS growth across all grades.
3. Emphasize course offerings for early postsecondary and ACT success.

Effective Personnel

1. Recruit, hire, and retain high quality personnel.
2. Promote the education profession to current students.
3. Provide opportunities to develop teacher leaders.
4. Participate in the Principal Pipeline Grant, including mentoring and job shadowing experiences.

Community Engagement

1. Promote the school system initiatives in the community and celebrate success.
2. Communicate effectively with stakeholders.
3. Promote and expand partnership opportunities with local businesses and employers.

Culture

Action Steps for 2019-2020:

College field trips for high school students to assist them with registration, books, and other issues they face as first time generation college students.

Increase post-secondary opportunities at the high school level academically and through the CTE department through partnerships with FHU, APSU, TCAT, Columbia State, and Nashville State.

College and career days at each of our PK-12 schools in Hickman County.

Implement K-12 program in guidance for career exploration and college readiness.

Partner with emergency services to provide assistance in drills and safety planning.

Utilize Coordinated School Health Program to build positive culture during and after school through Farm to School grants and programming.

Clear communication between the home and school regarding behavioral expectations on school buses.

Graduation Walk for EHHS and HCHS through lower grade schools

STOPit app for anonymous reporting for bullying and harassment

Future Action Steps:

Potential alternative school location in the East Hickman zone.

Restorative Practices implementation.

Alumnae reach out program—share our own success and build upon it.

Teacher Recognition program (attendance, excellence, strategies)

Exploration of Work Ethic diploma

Training for RTI2B for culture, bullying, and positive behavior.

Instruction

Action Steps for 2019-2020:

PLC Meetings for content/grade level bands for planning towards the rigor and expectations of the curriculum standards.

Leadership teams meeting in every school to prioritize needs based on data analysis.

Plan professional development based on: data analysis, teacher educator surveys, and TEAM observation data, and recommendations of professional development committee.

Analyze CTE course offerings based on student interests and qualifications of teaching staff.

Walkthrough feedback for teachers on literacy initiatives including text selection and task analysis.

Walkthrough feedback for teachers on mathematics initiatives including major work of the grade and task analysis.

Teacher selection of new reading materials for grades K-12.

Future Action Steps:

Modify pacing guides for new academic standards and assessment.

Purchase additional ACT preparation books for students in 11th-12th grades.

Implement a district-wide PLC for singleton teachers to allow collaboration and planning.

Provide training on the integration of technology for classroom instruction in all grades and content areas.

Re-establish positions in Art and Music to reinforce instruction in STEAM and the arts.

Bring Your Own Device Expansion

Effective Personnel

Action Steps for 2019-2020:

Utilize Principal Pipeline for job shadowing and mentoring opportunities for future leaders.

Based on educator survey results, provide job-embedded time to plan and collaborate with colleagues regarding standards and planning.

Provide signing and/or bonus for teachers and leaders in areas that are considered hard to fill.

Provide stipend for teachers to collaborate and create pacing guides for the system in content areas through the differentiated pay plan.

Develop teams to recommend action steps for strategic planning for each goal.

Student advisory council at each high school for students to share experiences and suggestions for creating positive culture and expanding opportunities.

Future Action Steps:

Further develop and collaborative team for strategic planning and goal setting to include specific objectives and timelines for each group. Provide stipend for each group leader.

Develop student advisory council to meet with district leaders regarding student experiences and concerns, as well as extended learning.

Seek out former students during their junior year to gauge interest in educational fields.

Explore possibility of the grow your own initiative.

Explore additional strategies for recruitment and retention including an employee clinic and child care options for young children.

Community Engagement

2019-2020 Action Steps:

Community college/career events for students and parents

Continued construction of blessing box initiative

School system presence at community events to provide information and free books

Kindergarten Orientation for all students and parents

Individualized high school planning for all students yearly

Business Education Council trips to local businesses to discover skills needed and employment opportunities available

Transparency with county commission regarding budgeting and facilities

Long-term facility planning between members of the Board of Education and the budget committee

Future Action Steps:

Heroes Banquet (in partnership with Chamber of Commerce)—spring 2020

Recognize children from birth with a book and onesie from the school system

Schools open after hours from parent and student clinics for tutoring and/or assistance with content utilizing retired school personnel with alternate hours

Post-secondary classes offered for community and students on campus

Celebrate success with teachers about the “why” of teaching: “I love teaching because...”

Celebrate success with students about the “why” of learning: “I loved your class because...”



Thursday, January 17, 2019

LOCATION

Property Address Middle School Rd
TN
Subdivision Middle School Sub Phase I
County Hickman County, TN

PROPERTY SUMMARY

Property Type Farm
Land Use Farm
Improvement Type
Square Feet

GENERAL PARCEL INFORMATION

Parcel ID/Tax ID 095 102.00
Special Int 000
Alternate Parcel ID
Land Map 095
District/Ward 01
2010 Census Trct/Blk 9503.02/3
Assessor Roll Year 2018



CURRENT OWNER

Name First Federal Bank
Mailing Address 611 E College St
Dickson, TN 37055-2017

SALES HISTORY THROUGH 01/03/2019

Date	Amount	Buyer/Owners	Buyer/Owners 2	Instrument	No. Parcels	Book/Page Or Document#
4/9/2010		First Federal Bank			2	26/3888
9/28/2007		Riverview Inc			2	21/8180
5/17/2006	\$154,000	Riverview Inc		Multiple Parcels Sold	2	18/5992
10/9/2001		Hassell James W			2	7/865
10/27/2000	\$65,000	Hassell James		.W	8	4/1004

TAX ASSESSMENT

Appraisal	Amount	Assessment	Amount	Jurisdiction	Rate
Appraisal Year	2018	Assessment Year	2018	Hickman County	2.8002
Appraised Land	\$48,800	Assessed Land			
Appraised Improvements		Assessed Improvements			
Total Tax Appraisal	\$48,800	Total Assessment	\$12,200		
		Exempt Amount			
		Exempt Reason			

TAXES

Tax Year	City Taxes	County Taxes	Total Taxes
2018		\$341.62	\$341.62
2017		\$335.10	\$335.10
2015		\$289.50	\$289.50
2014		\$289.50	\$289.50

MORTGAGE HISTORY

No mortgages were found for this parcel.

PROPERTY CHARACTERISTICS: BUILDING

No Buildings were found for this parcel.

PROPERTY CHARACTERISTICS: EXTRA FEATURES

No extra features were found for this parcel.

PROPERTY CHARACTERISTICS: LOT

Land Use	Farm	Lot Dimensions	
Block/Lot		Lot Square Feet	701,313
Latitude/Longitude	35.810243°/-87.426059°	Acreage	16.1
Type	Land Use	Units	Tax Assessor Value
Pasture		4.10	\$17,630
Woodland 2		12.00	\$31,200

PROPERTY CHARACTERISTICS: UTILITIES/AREA

Gas Source	None	Road Type	Gravel
Electric Source	Public	Topography	Rolling
Water Source	Public	District Trend	Static
Sewer Source	Individual	Special School District 1	
Zoning Code		Special School District 2	
Owner Type	Private		

LEGAL DESCRIPTION

Subdivision	Middle School Sub Phase I	Plat Book/Page	B/241B
Block/Lot		District/Ward	01
Description			

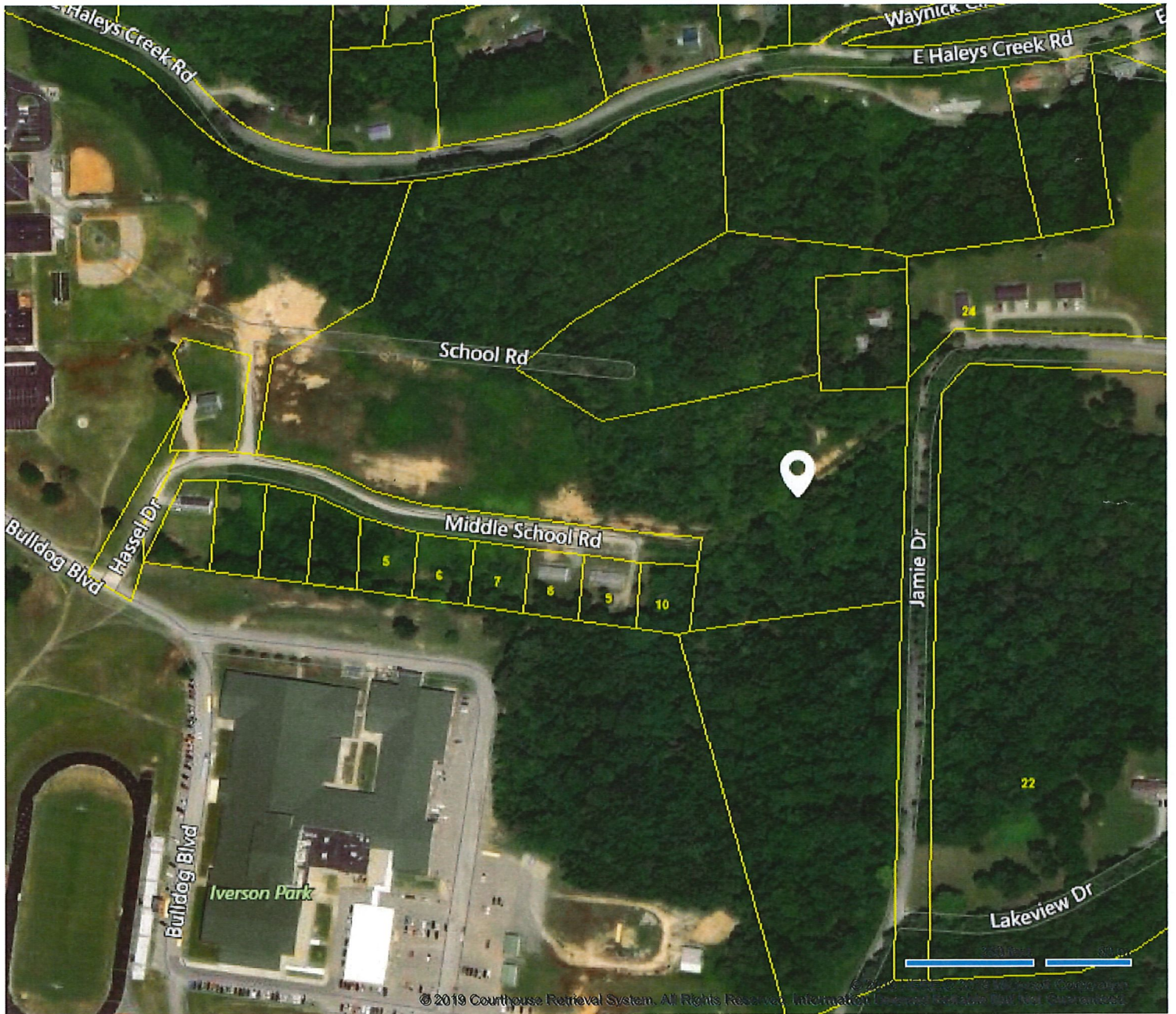
FLOOD ZONE INFORMATION

Zone Code	Flood Risk	Description	FIRM Panel ID	FIRM Panel Eff. Date
X	Minimal	Area of minimal flood hazard, usually depicted on FIRMs as above the 500-47081C0195D year flood level.		08/04/2008

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CRS Data



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2

*** FARM ***

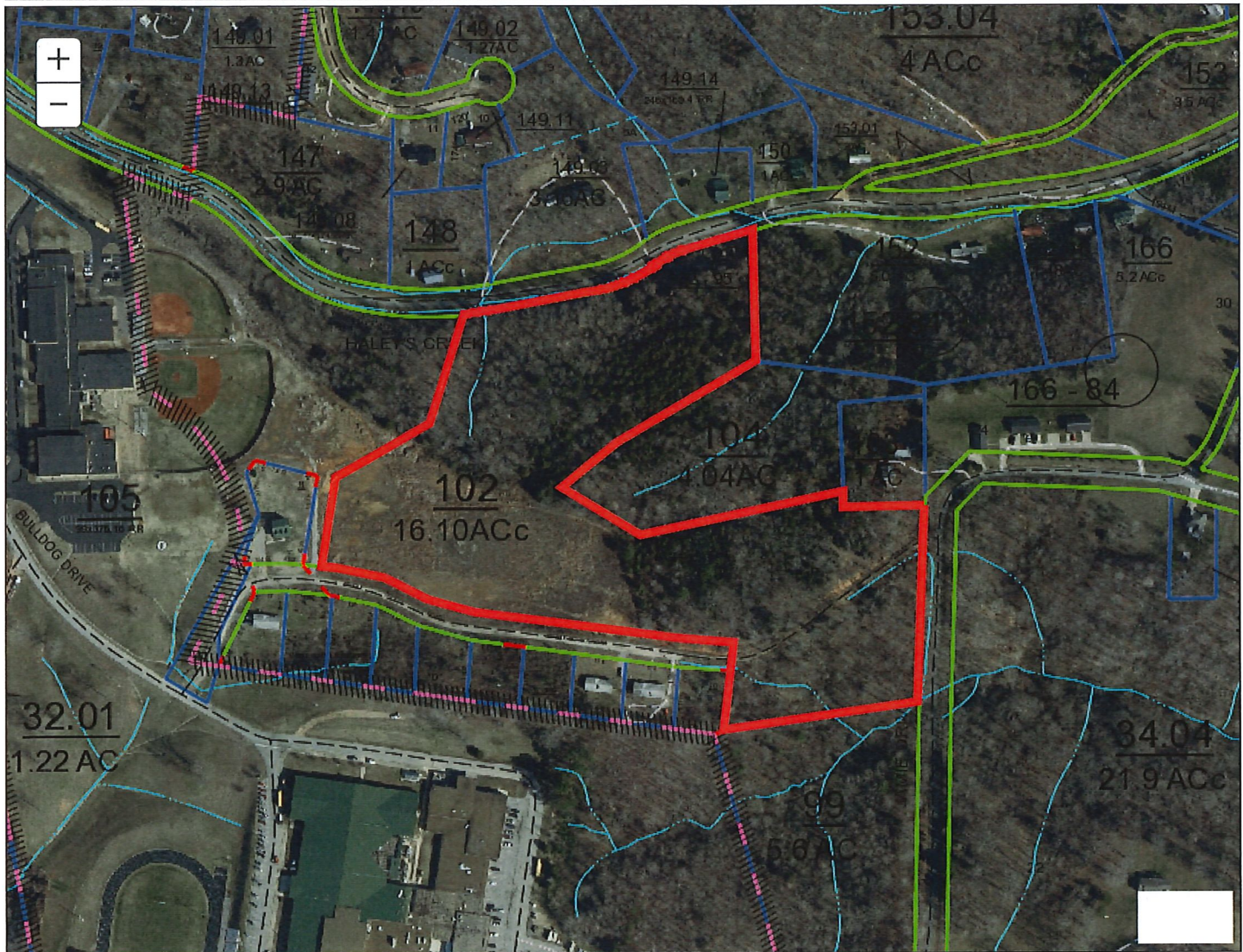
HICKMAN COUNTY PROPERTY RECORD CARD

MIDDLE SCHOOL RD		SUBDIV. 1	MIDDLE SCHOOL SUB PHASE I				TAX YEAR	01	095	095	103.00	000																																																																																																																																																																																		
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DELTON E. MAYBERRY CMS, TMA
PROPERTY ASSESSOR
HICKMAN COUNTY
114 N CENTRAL AVE
STE 106

Parcel: 095 10200 00001095	Tax Year: 2019	Location: MIDDLE SCHOOL RD
Owner Name: FIRST FEDERAL BANK	Mailing: 611 E COLLEGE ST DICKSON TN 37055	



Field	Value
PARCEL NUMBER	095 10200 00001095
TOTAL LAND VALUE	48800
TOTAL IMP VALUE	0
FINAL VALUE	48800
NEIGHBORHOOD	C01
OWNER NAME	FIRST FEDERAL BANK
ASSMT CLASS	10
MUN CODE	000









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931-729-5763
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931-623-3500

