

BILL LEE
GOVERNOR

STATE OF TENNESSEE
DEPARTMENT OF EDUCATION
NINTH FLOOR, ANDREW JOHNSON TOWER
710 JAMES ROBERTSON PARKWAY
NASHVILLE, TN 37243-0375

PENNY SCHWINN
COMMISSIONER

Date: January 28, 2022

SFA Name: Campbell County

SFA # 070

SFA DUNS: 100072586

Indirect Cost Rate: N/A

CFDA Name: NSLP-Supply Chain Assistance Grant

CFDA Number: 10.555

DUNS# 879016251

Period of Performance: January 1, 2022-September 30, 2023

FAIN #225TN333N8903

Federal Awarding Agency: United States Department of Agriculture Food and Nutrition Service

This is not a Research & Development Award.

Total Amount Awarded to the State Agency: \$20,541,400.00

Grant Award Date: December 29, 2021

Total Amount Awarded to the SFA: \$ 103,540.83

Dear Director Jennifer Fields,

The State of Tennessee is awarding federal funds for Supply Chain Assistance (SCA) from the United States Department of Agriculture (USDA). The USDA Food and Nutrition Services (FNS) is offering additional funds to state agencies administering the National School Lunch Program (NSLP) and School Breakfast Program (SBP) to provide local operators direct targeted financial relief for those impacted by disruptions to programs due to supply chain issues.

This grant funding is in response to the unprecedented challenges in purchasing and receiving food that operators of the National School Lunch Program (NSLP) and School Breakfast Program (SBP) are experiencing in School Year (SY) 2021-22. As a result of supply chain disruptions, school meal program operators in some localities across the nation have had to significantly revise planned menus, popular and previously available food items may have become more difficult to procure, and in some cases, shortages and price fluctuations have made it difficult to provide the meals which are appealing to students and meet the NSLP/SBP nutrition and meal pattern requirements.

General procurement standards: If applicable, the School Food Authority (SFA) must use its own documented procurement procedures, which reflect applicable state and local laws and regulations. Competition: All procurement transactions must be conducted in a manner providing full and open competition consistent with 2 CFR 200.319.

SFAs must follow all existing Buy American provisions, with no limited exceptions provided. Examples of some allowable food products include fluid milk and other dairy foods such as cheese and yogurt; fruits and vegetables (including 100% juices); grain products such as pastas and rice; meats (whole, pieces, or food items such as ground meats); and meat alternates such as beans or legumes. Foods in a wide variety of minimal processing states (e.g., whole, cut, pureed, etc.) and/or forms (e.g., fresh, frozen, canned, dried, etc.) are allowable. Additionally, incidental costs (such as those related to shipping and handling or packaging) that are a part of the normal or customary purchase price charged by a vendor for any given food product are an allowable use of SCA funds.

SFAs will be required to sign an attestation form in order to receive SCA funds. The attestation form states that the SFA is experiencing supply chain disruptions, will only use SCA funds for purchasing unprocessed or minimally processed domestic food products; will not use funds for labor, indirect cost, or administrative expenses; will comply with recordkeeping and review requirements, and will follow federal procurement and financial management requirements per 2 CFR 200.

Based on the state agency payment calculation, we are pleased to announce that **Campbell County** has been awarded \$ **103,540.83** from the Supply Chain Assistance Fund grant. The award will be provided to all SFAs in the same manner as the monthly meal claim reimbursement, so be sure to check with your trustee's/finance office for receipt of the grant funds.

All books and records relating to the grant award shall be made available as required by state and federal regulations, for inspection and audit by state and federal auditors. Records pertaining to this grant award shall be retained by the SFA for a period of three years. In line with these grant funds, the revenue code to use will be **47114** and be sure to denote the funding source for auditing purposes.

If you have any questions, please contact our office at (800) 354-3663. We look forward to working with you in creating ways to help students develop lifelong, healthy eating habits.

Sincerely,



Dr. Sandy Dawes, State Director of School Nutrition Program

CC: SNP Director
Regional Consultant
Budget Director



Supply Chain Assistance (SCA) Grant Funds ATTESTATION Form

Instructions: The following statement must be signed by the school nutrition director or director of schools within ten days of receiving the Supply Chain Assistance (SCA) funds award letter and prior to the funds being distributed. The signing authority must initial each federal requirement, sign and date this form, and return to the State Director of School Nutrition. If the School Food Authority (SFA) would like to decline the funds they should let the state agency know within ten days of receiving the SCA grant funds award letter.

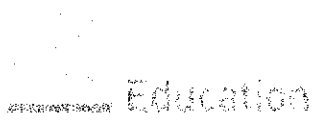
I, _____ as the duly authorized representative of _____, do hereby attest that the aforementioned SFA and all schools under its jurisdiction operating the National School Lunch Program authorized under the Richard B. Russell National School Lunch Act (42 U.S.C. 1751 et seq), and/or the School Breakfast Program authorized under the Child Nutrition Act of 1966 (42 U.S.C. 1773), attest to following Supply Chain Assistance funds allowable practices:

- _____ Are experiencing supply chain disruptions and related financial difficulties/need;
- _____ Will only use funds to purchases domestic unprocessed or minimally processed foods;
- _____ Will not use funds for any labor, indirect costs, or other administrative expenses;
- _____ Will comply with all recordkeeping and review requirements per 7 CFR 210.9(b)(17) and 7 CFR 210.18, which would include maintaining documentation demonstrating appropriate use of SCA funds; and
- _____ Will comply with all applicable federal procurement and financial management requirements per 2 CFR 200.

Signature

Title

Date



Supply Chain Assistance (SCA) Grant Funds Declination Form

Instructions: If the School Food Authority (SFA) opts to decline the Supply Chain Grant Funds awarded to its school nutrition program, the following statement must be signed by the school nutrition director or director of schools and returned to _____ within ten days of receiving the Supply Chain Assistance (SCA) funds award letter.

I, _____, as the duly authorized representative of _____, decline the funds provided in the Supply Chain Assistance (SCA) Grant.

Signature

Title

Date

CAMPBELL COUNTY BOARD OF EDUCATION

CONTRACT FOR SPECIAL EDUCATION SERVICES

This agreement made this 9th day of February and between the Campbell County Board of Education (hereinafter known as **BOARD OF EDUCATION**) with its principal office at Jacksboro, Tennessee and Robinson Psychological Services (hereinafter known as **SERVICE PROVIDER**) with its principal office in 112 S. David Lane, Knoxville, Tennessee.

WITNESSETH

WHEREAS T.C.A. §49-10-107, T.C.A. §49-10-305 and T.C.A. §49-10-701 provide that school districts may enter into agreements with suitable public or private agencies having appropriate programs, capacity, and competence where necessary to provide appropriate special education services to students.

WHEREAS **BOARD OF EDUCATION** in order to provide a proper comprehensive and well implemented Special Education Program, finds it desirable to acquire the services of another agency

WHEREAS, **SERVICE PROVIDER** is an agency having appropriate programs, capacity and competence to provide Special Education services for children who are the responsibility of the **BOARD OF EDUCATION**.


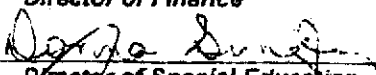
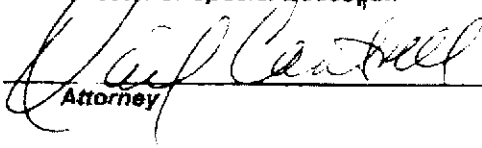
NOW, THEREFORE, **BOARD OF EDUCATION** and **SERVICE PROVIDER** for the consideration hereinafter names, agree as follows:

1. The Board of Education shall pay services agreed upon for the number of children referred to the service provider by the Campbell County Special Education Department in the amount of \$150 per hour (2-4 hrs. per student) for evaluation. Milage is included in the \$150 per hour. \$150 per hour for IEP teams, zoom meeting, consultations, etc. Payment shall be made upon receipt of a performance of services invoiced.
2. **SERVICE PROVIDER** in collaboration with **BOARD OF EDUCATION** shall be responsible for providing clinical evaluations and consultations. The service provider shall provide input for development and implementation of Individual Education Programs for students meeting criteria for special education eligibility. The education program for each child shall include:
 - a. A clinical assessment report to be considered complementary and supplementary to psychological evaluation report.
 - b. This assessment will examine emotional issues and concerns regarding referred students.
 - c. A justification for the type of education placement, which the child will have.
 - d. Reports shall be sent to the parents and the Board of Education upon completion and following IEP meeting.
3. This Agreement is contingent on the following:
 - a. **SERVICE PROVIDER'S** evaluation is appropriate in relation to the educational needs of the individual student.
 - b. This contract may be terminated by either party by giving written notice to the other at least thirty (30) days before the effective date of termination. In that event, the Contractor shall be entitled to receive just and equitable compensation for any satisfactory work completed as of the termination date.
 - c. The Contractor agrees to carry adequate public liability and other appropriate forms of insurance, and to pay all taxes incident hereunto. The school system shall have no liability except as specifically provided in this contract.

March 22, 2002

- 4 **SERVICE PROVIDER** shall not discriminate against any applicant for employment because of race, color, religion, or natural origin, and:
- a. Shall take affirmative actions to insure that applicants are employed and employees are treated during employment without regard to their race, color, natural origin, and
 - b. Shall in all solicitations or advertisements for employees' state that all qualified applicants will receive consideration for employment without regard to race, color, religion, or natural origin.
 - c. **BOARD OF EDUCATION** and **SERVICE PROVIDER** ensures that the rights and privileges available to children attending schools of **BOARD OF EDUCATION** shall be available to the children served by the **SERVICE PROVIDER**, including due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.
5. **SERVICE PROVIDER** herein agrees to hold **BOARD OF EDUCATION** harmless on account of any and all claims by third parties for damages due to personal injuries or property damage, arising from each individual child using the premises, including the use of materials by the child, except when such injuries or damages arise in the acts of negligence of **BOARD OF EDUCATION**. Any obligation of **SERVICE PROVIDER** to indemnify and hold **BOARD OF EDUCATION** harmless is limited to the terms of **SERVICE PROVIDER'S** liability insurance.
- 6 The term of this agreement is from February 9, 2022 to June 30, 2022

IN WITNESS THEREOF, parties have executed this AGREEMENT the day and year first above written

<i>Director of Schools (BOARD OF EDUCATION)</i>	<i>Date</i>
	<i>02/21/22</i>
<i>SERVICE PROVIDER</i>	<i>Date</i>
<i>Director of Finance</i>	<i>Date</i>
	<i>2/17/22</i>
<i>Director of Special Education</i>	<i>Date</i>
	<i>2/24/22</i>
<i>Attorney</i>	<i>Date</i>
<i>Chairman of the Board</i>	<i>Date</i>

TRAVEL POLICIES

FOR THE CAMPBELL COUNTY BOARD OF EDUCATION

The Campbell County Board of Education Travel Policies were originally adopted the 12th day of January 1995.

This first revision was passed the 18th day of January 2007.

This second revision was passed the 15th day of February 2007.

This third revision was passed the 21st day of October 2008.

This fourth revision was passed the 30th day of June 2009.

This fifth revision was passed the 9th day of March 2010.

This sixth revision was passed the 9th day of August 2011.

This seventh revision was passed the 9th day of April 2013.

This eighth revision was passed the 8th day of March 2016.

This ninth revision was passed the 8th day of March 2022.

.....
APPROVED, Director of Schools

.....
ATTEST: Board of Education Chairperson

TRAVEL POLICY FOR THE CAMPBELL COUNTY BOARD OF EDUCATION

These travel policies approved by the Campbell County Board of Education, shall be the official policy for all members and employees of the Campbell County Board of Education. Travel will not be granted nor will expenses be reimbursed unless the travel policy is adhered to and claimed in accordance with these duly approved policies.

These policies shall supersede all previously used travel policies.

CLAIMS FOR TRAVEL EXPENSE

1. A standard form or other forms approved by the County Department of Finance will be used for all claims for travel expense. Any recovery of the cost of travel by other methods is not allowed. This form must show movement and detail of expenses day by day. Receipts must accompany this form, and a separate claim for expenses must be filed by each claimant. Travel claims shall cover a one month period of time, from the first of the month to the last day of the month. Travel claims shall be typed or printed in black ink.
2. The limits on travel expenses set forth herein are maximum amounts above which reimbursements cannot be made. Board of Education employees, when traveling, should be as conservative as circumstances permit.

TRANSPORTATION OUT OF STATE

3. Transportation for person traveling out of state should be by common carrier (air, train, bus) whenever practical and the fare must not exceed the regular tourist fare charged the general public. Travel by common carrier must also be approved in advance by the Director of Schools and Finance Director.

Advantage of round trip rates must be taken when available. A receipt in the form of a ticket stub must accompany the expense claim. The use of air travel is encouraged when time is an important factor, or where the trip is so long that other methods of travel would prove more expensive because of subsistence allowance.

AUTOMOBILE TRAVEL

4. Officials and employees should make use of county-owned vehicles whenever possible. However, county-owned vehicles should be used **ONLY** on official business.
5. When transportation is by county-owned vehicle, the necessary expenses for repair bills, tolls, parking, oil, and gasoline are allowable. Whenever possible, county credit cards should be used for gas and oil purchases. In the use of personally-owned cars, the authorized mileage allowance

includes all operating expenses such as gas, oil, and repairs precluding any separate claim for such items

6. Excepting officials and employees who have been authorized to use personal cars in the daily performance of their duties and/or to whom county cars are not available, the use of personally-owned cars in travel should be restricted to cases when county-owned vehicles are not available with the department. Reimbursement for use of privately-owned vehicles may be claimed under the following conditions:

a. If personally-owned car has been authorized in the daily performance of duties, officials or employees shall reimburse at the standard mileage rate (see attached rate schedule).

b. If an employee is authorized in writing by his/her supervisor to use his/her supervisor personal vehicle on out-of-state trips for the convenience of the Board of Education reimbursement may be claimed at the standard mileage rate (see rate schedule attached) provided that the cost of such reimbursement is less than the comparable cost of commercial transportation.

c. The supervisor of each department shall be responsible for ensuring the use of personally-owned vehicles is properly limited to working conditions, which are such that the use of a Board-owned vehicle is impossible or impractical. Full utilization of county-owned vehicles should be the primary consideration where travel is concerned.

d. Mileage as shown by the official state map and that published by Rand-McNally for out-of-state routes will be regarded as official.

e. Vicinity mileage must be reported on a separate line and not included with point-to-point mileage. Only mileage on official business may be claimed for reimbursement.

f. In no instance shall charges for automobile rental be allowed unless approved by the Director of Schools or Finance Director.

7. TAXI FARES -- If an individual travels by common carrier, reasonable taxi fares will be allowed for necessary transportation. It is expected that bus or limousine service to and from airports will be used when available and practical. In traveling between hotel and lodging, and meeting or conference, reasonable taxi fares will be allowed.

OUT-OF-STATE TRAVEL

1. LODGING -- Reimbursement for actual expenses for out-of-state lodging will be on the following basis:

a. Out-of-state lodging will be allowed up to the maximum indicated (see rate schedule attached), however, in-route lodging will be allowed for only one day each way on trips of long duration

b. Higher rates for lodging at the location of a convention or conference will be allowed, without special approval, up to the amount indicated in the convention or conference brochure. If more than one rate is indicated, the lowest rate is the amount, which will be reimbursed. However, the employee should attempt to receive a government rate for the lodging. If the lowest rate indicated in the convention or conference brochure is unavailable, advance approval of the higher rate must be obtained from the County Finance Department. The convention or conference brochure, which indicates the lodging rates, must be included with the travel claim. Otherwise, reimbursement will be limited to the applicable lodging rate as provided in these regulations.

c. Baggage handling fees will be allowed up to the maximum indicated (see rate schedule attached).

d. Board of Education officials and employees are encouraged, and expected, for the benefit of the county, to share a hotel room, where practical. Each person should claim a proportionate share of the room cost, and include an explanation with his or her travel claim detailing dates and other employees with whom the room was shared. Most hotels will provide duplicate or separate billings.

e. If a room is shared with other than a School System Employee or Board Member, actual cost subject to the maximum specified in the rate schedule will be allowed. IN NO INSTANCE SHALL THE BOARD MAKE REIMBURSEMENTS ON BEHALF OF A SPOUSE, FRIEND, ETC. The receipt for the entire amount should be submitted with the travel claim.

2. MEALS – A daily allowance for meals and subsistence will be provided for out-of-state travel. For fractional days in travel status, the allowance will be prorated (see rate schedule attached). The Board of Education or employees on overnight travel status not claiming lodging must include an explanation to claim meal allowances, (e.g., staying with friends). Receipts for meals and appropriate tip would be submitted with travel claim.

IN-STATE TRAVEL

1. LODGING – reimbursement for actual expenses for in-state lodging will be made on the following basis:

a. Lodging in the cities in-state will be allowed up to the maximum amount indicated (see rate schedule attached)

b. Higher rates for lodging at the location of a convention or conference will be allowed, without special approval, up to the amount indicated in the convention or conference brochure. If more than one rate is indicated, the lowest rate is the amount, which will be reimbursed. However, the Board of Education or employees should attempt to receive government rates for the lodging. If the lowest rate indicated in the convention or conference brochure is unavailable, advance approval of the higher rate must be obtained from the Director of Schools. The convention or conference brochure that indicates the lodging rates must be included with the travel claim.

Otherwise, reimbursement will be limited to the applicable lodging rate as provided in these regulations.

c. Baggage handling fees will be allowed up to the maximum indicated (see rate schedule attached)

d. The Board of Education and employees are encouraged and expected, for the benefit of the county, to share a hotel room, where practical. Each person should claim a proportionate share of the room cost, and include an explanation with his or her travel claim detailing dates and other employees with whom the room was shared. Most hotels will provide duplicate or separate billings

e. If a room is shared with other than a Board of Education member or employee, actual cost subject to the maximum specified in the rate schedule will be allowed. IN NO INSTANCE SHALL THE BOARD OF EDUCATION MAKE REIMBURSEMENTS ON BEHALF OF A SPOUSE, FRIEND, ETC. The receipt for the entire amount should be submitted with the travel claim.

2. MEALS - A daily allowance will be provided for in-state travel. For fractional days in travel status, the allowances will be prorated (see rate schedule attached). Employees on overnight travel status not claiming lodging must include an explanation to claim meal allowances, (e.g. staying with friends). Receipts for meals and appropriate tip should be submitted with travel claim.

SCHOOL BOARD MEMBERS AND DIRECTOR OF SCHOOLS - SPECIAL GUIDELINES

1. It is recognized that certain county-wide elected officials must travel within the county in the daily performance of their duties. Such officials include, but are not limited to, Director of Schools, School Board Members, and Central Office Staff etc. These officials are expected to travel by county-owned vehicle, where practical and available. Travel by county-owned vehicle, within Campbell County, and by such officials would not be subject to county travel regulations (daily account of expense - preparation of travel claims). Such expense would, however, be charged to the officials travel budget. It is highly recommended and desired that each official maintain a log for each county-owned vehicle that details automobile expenses and statistics such as gasoline, repairs, maintenance, miles driven, etc. IN NO EVENT SHOULD A BOARD OF EDUCATION-OWNED VEHICLE BE USED IN ANY WAY FOR PERSONAL BUSINESS OR PLEASURE. In the event a county official should travel for the benefit of the county by means of his/her personally-owned vehicle would make the official subject to county travel regulations unless, however, the Campbell County Board of Education has approved increases in annual salary above the minimum salary requirement in-lieu of fixed travel allotments for travel within the county by such officials. ALL BOARD OF EDUCATION MEMBERS AND EMPLOYEES SUBJECT TO THE BOARD OF EDUCATION TRAVEL REGULATIONS MUST FILE A TRAVEL CLAIM TO RECOVER EXPENSES INCURRED

2. MEALS - TIPPING It is recognized that from time to time School Board Members, and Director of Schools entertain guests, visitors, and/or business associates for the benefit of the school system. In such cases, only expenses for meals, appropriate restaurant tip, and travel expenses, on an actual cost incurred basis upon receipt of documentation of expenses incurred, are reimbursable expenses. A travel claim must be filed detailing all expenses incurred including the reason for such expense.

3. MILEAGE EXPENSE – SCHOOL BOARD MEMBERS It is recognized that Campbell County Board of Education members may be paid a monthly mileage amount for their attendance at regular and special called meetings, as well as various other committee meetings. A Board Member not attending a meeting will not receive compensation for travel expenses. Round trip mileage is to be computed from the School Board Members residence to the School Board meeting place. Such expense DOES NOT require the filing of a travel claim. However, the Director of Schools will be responsible for reporting, by memo, to the Finance Office, the amount of compensation due each Board Member using the mileage rate in the rate schedule, each month unless, however, the Campbell County Commission and the Campbell County Board of Education have approved increases in the annual salary of the Board of Education Members in-lieu of fixed travel allotments for travel with the county by such officials. The employees of the Board of Education will be paid mileage if required to attend Board of Education meetings.

MISCELLANEOUS

1. Expenditures for entertainment (employee or others), laundry, valet service, theatre, etc., are PERSONAL CHARGES and WILL NOT BE ALLOWED.

2. Charges for long distance telephone calls on official business will be allowed provided a statement is furnished indicating the date, name and location called. Telegrams and faxes will be allowed provided a statement similar to that for long distance calls is furnished. Local calls on official business will be allowed.

3. Registration fees for approved conferences, conventions, seminars, meetings, etc. will be allowed including cost of official banquets and/or luncheons. The Director of Schools, or whomever he/she directs to act on his/her behalf, will make arrangements for the number of officials/employees to be in attendance. IN NO EVENT SHOULD A DEPARTMENTS TOTAL EXPENDITURES FOR TRAVEL EXCEED THE DEPARTMENTS BUDGETED AMOUNT FOR TRAVEL.

INFORMATION FOR COUNTY FINANCE DEPARTMENT

1. All signatures on travel claims must be original. Furthermore, all signatures of department heads on travel related documents indicating approval and authorization must be original. No stamped signatures or initialed signatures made by a person other than the person making the claim for expenses or indicating approval/authorization will be permitted.

TRAVEL ADVANCES

2. Charge cards should be considered and used by officials/employees where practical and available. Cash advances must be approved and issued by the County Finance Director. Cash advances for travel will be considered for approval on an individual case by case assessment. Approval for advances for travel must be justified to the Director of Schools and requires his/her signature of approval.

EXCEPTIONS TO BOARD POLICIES AND TRAVEL AND EXPENSES

Exceptions to this policy could be justified with approval from the State Department of Education, in the areas of Vocational travel, Special Education travel, and Parent Involvement travel, expenses, and provisions for meals during training periods.

These exceptions will be justified by line-item expenditures in the budget with approval from the State Department of Education affixed.

RATES OF REIMBURSEMENT FOR TRAVEL AT COUNTY EXPENSE

(Effective 03/01/2022 as Modified by the Board of Education on 03/08/2022)

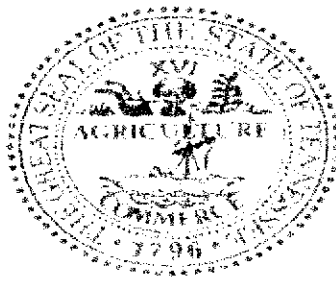
Maximum Amount for Which Receipt is Not Required for Reimbursement	\$5.00
Standard Mileage Rate	¢58.5 cents per mile
Maximum Parking Fees without Receipt	\$8.00
Maximum Parking Fees with Receipt	\$50.00
Fees for Handling of Equipment/Materials	\$20.00

Standard In-State Rates

Lodging per Day (excluding rates at conference hotels)	
Nashville, Chattanooga, Knoxville, Memphis and Sevier County	\$250.00 plus tax
All Other Cities	\$250.00 plus tax
Baggage Handling Fee	\$5.00 per hotel
<u>Meals per day:</u>	
Full Day of Travel	\$40.00 per day
Fractional Day of Travel:	
Breakfast	\$10.00 per day
Lunch	\$10.00 per day
Dinner	\$20.00 per day

Standard Out-of-State Rates

Lodging per Day (excluding rates at conference hotels)	
New York, Washington D.C., Chicago, Los Angeles and San Francisco	\$250.00 plus tax
All Other Cities	\$250.00 plus tax
Baggage Handling Fee	\$5.00 per hotel
<u>Meals per day:</u>	
Full Day of Travel	\$40.00 per day
Fractional Day of Travel:	
Breakfast	\$10.00 per day
Lunch	\$10.00 per day
Dinner	\$20.00 per day



LAFOLLETTE
 705 E. Central Ave.
 Lafayette, TN 37136
 Office: 423-663-8120
 Fax: 423-666-6745

JELICO
 215 S. Main St.
 Jelico, TN 37072
 Office: 615-784-0900
 Fax: 615-784-0850

Alene Baird
 Campbell County Clerk
 570 Main St., Suite A21
 P.O. Box 450
 Jackshorn, TN 37757
 Office: 423-562-4985
 Fax: 423-566-9852
 Alene.baird@tn.gov

February 22, 2022

A motion was made by Commissioner Zachary Marlow and seconded by Commissioner Ralph Davis to revise the County's mileage reimbursement rate to parallel the rate established by the State of Tennessee and the IRS of 58.5 cents, effective March 1. Whereupon a roll call vote was had: Charles Baird Aye, Dewayne Baird Aye, Johnny Bruce Aye, Ralph Davis Aye, Whit Goins Aye, Robert Higginbotham Aye, Tyler King, Aye, Scott Kitts Aye, Cliff Kohlmeyer Aye, Lisa Lester Aye, Zachary Marlow Aye, Sue Nance Aye, Lawrence Orick Aye. This motion passed with 13 Aye and 2 Absent.

I, Alene Baird, County Clerk do hereby certify that
 the foregoing instrument is a true and correct copy
 of the original Minute Rec.
 as appears on record in my office this 22 day
 of Feb 2022
 Alene Baird
 Campbell County Deputy Clerk

Motivational Professional Learning: What other ways is Computer Science implemented? Visit Scott County Museum to see computer science in action.

Training Cost = \$400 for subs & \$200 travel

Professional Learning: What have we learned? How can we implement the standards? What do we need to implement the standards?

Total Cost = \$400 for subs



Professional Learning: What is Computer Science? How is it taught? Half day presentation to introduce and explore Computer Science standards with all staff members.

Training Cost = \$400 for subs

Motivational Professional Learning: How is Computer Science implemented in the world around us? Dinner and cruise on the Knoxville Riverboat. Prior to dinner and cruise, have a class with the Captain about operations and explore boat to gain insight of how computer science is incorporated, then enjoy a cruise and dinner to see how it works in action on the water.

Training Cost = \$78/ person x 13 staff = \$1014 & travel expenses = \$300

Professional Learning: How is Computer Science implemented in other schools? Visit schools where computer science is being taught and implemented.

Training Cost = \$680 for subs & \$380 travel

Culminating Activity/Community Involvement: STEM Night, 'The Muse of Knoxville' hosts STEAM events with their outreach program.

Cost: = \$500 for presenters & \$400 food and refreshments

Elk Valley Elementary STEM School's expected outcomes for the aforementioned five days of professional learning and STEM Night is to help teachers gain knowledge and insight to Tennessee's Computer Science Standards. Attendance of these professional learning opportunities will lead to an understanding of each individual standard, provide visuals for the standards by visiting other schools and venues, and create opportunities to discuss and brainstorm what implementation in our school will look like.



RE: Prototype Proposal - feedback

Ashie, Becky (US) <ashie@unacellz.org>

1/19/2022 11:04 AM

To: Nancy Lay <nancylay@cpunet.net>

So absolutely LOVE the mix of motivational and professional learning days. What a great way to pay attention to the needs and mindsets of your teachers! I love how in your expected outcomes you identify a desire for teachers to brainstorm what implementation could look like. You are empowering your teachers and then giving them the opportunity to drive the initiative themselves. Very smart in its comprehensive design.

Your planning looks like you've also considered all expenses to make this low-risk and high-incentive for teachers.

Our budget is flexible enough that if you wanted to do all 4 days before the June 30, we can grant the entire amount - \$467k. That leaves you a full \$10,000 to use next year to build on the momentum this will create in your teachers to explore other some sources for them to implement some of the ideas they brainstorm as you go through this learning process.

Unless you have questions for us, please be sure you have attached your letter from the school board earlier this week and we'll get the check request going to 51874 to the office.

Nancy Lay
Director of Professional Learning and Innovation
Tennessee STEEM Commission Secretary
Office: 615.777.1407 | Nashville, TN 37233

Nancy Lay
1707 19th Ave S
Nashville, TN 37215
615.777.1407

From: Nancy Lay <nancylay@cpunet.net>
Sent: Tuesday, January 18, 2022 11:02 AM
To: Ashie, Becky (US) <ashie@unacellz.org>
Subject: Re: Prototype Proposal

To Becky,

I don't hear back from you so I was worried you didn't receive this email. Therefore, I'm resending it. I hope you are well!

Thanks,
Nancy

Get

From: Nancy Lay
Sent: Tuesday, January 11, 2022 3:47:04 PM
To: Ashe, Becky <>
Subject: Prototype Proposal

Hi Becky,

I hope you had a wonderful holiday break! Breaks are always nice, but sometimes too much downtime can make me lazy. I am attaching our prototype proposal for your review (I believe it is due Jan. 14th). The way I understand, correct me if I am wrong, is that once you receive this proposal, you will then reach out to us for a virtual meeting to discuss. We will await our meeting/conversation with you before moving to the next steps. Please advise if we need to do anything differently.

Have a great rest of your week!

Thank you.

Mrs. Nancy Lay, Principal

Elk Valley Elementary STEM School

6691 Highway 297

Pioneer, TN 37847

PH: 423-784-6800

FAX: 423-784-5826

The information contained in this message is confidential and intended solely for the use of the person or entity named above. This message may contain individual identifiable information that must remain confidential and is protected by state and federal law. If the reader of this message is not the intended recipient, the sender is hereby notified that any dissemination, distribution or reproduction of this message is strictly prohibited. If you have received this message in error, please immediately notify the sender by telephone and destroy the original message. I request any inconvenience to be considered to your cooperation.

Monitoring: Review: Annually, in October	Descriptor Term: Scheduling and Routing	Descriptor Code: 3.401	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Students who ride school buses shall attend the school designated unless the Board designates an
3 alternate school. If a parent/guardian chooses to send his/her child to another school in the district, the
4 parent/guardian shall provide transportation to and from that school.

5 The Transportation Supervisor shall be responsible for surveying all bus routes and scheduling bus
6 transportation, including the determination of bus stops and the assignment of students. Appeals of
7 transportation decisions shall be made to the Director of Schools. Students shall not be in transit to and
8 from school more than one and one-half hours each way.¹

9 **BUS DRIVER RESPONSIBILITIES**

10 Upon being hired and at the beginning of each school year thereafter, every bus driver shall be given the
11 policies and procedures related to the transportation program.²

12 Once the official route has begun, stops shall only be made to take on, discharge, or transfer students.
13 Buses are not to make any non-designated stops, except for emergencies, when transporting students.

14 **EXITING THE BUS**

15 No student may exit the bus at a destination other than that student's designated bus stop. The Director
16 of Schools shall develop procedures that would allow a student to exit the school bus at an alternative
17 location. However, a student shall be allowed to exit the bus at a stop other than the student's regular
18 bus stop if the student provides the driver with a signed note from the parent/guardian, informing the
19 driver of the change in the student's bus stop for the day. The driver shall turn the note over to the
20 principal as soon as practical after the completion of the route.³

21 In the event that the driver finds it necessary for a student to exit the bus at a stop other than the student's
22 designated stop in order to preserve the safety of other student passengers or the driver, the driver may
23 remove the offending student from the bus, provided that the driver secures the safety of the student for
24 the uncompleted trip.

25 A driver shall report to school authorities as soon as possible, but no later than the end of the route, any
26 student refusing to obey the driver or exiting the bus without the driver's permission at a point other than
27 the student's destination for that trip.⁴

Legal References

1. TCA 49-6-2105
2. TCA 49-6-2118(b)
3. TCA 49-6-2118(a)
4. TCA 49-6-2118(c), (d)

Cross References

Bus Safety and Conduct 6.308

<p>[Insert School System] <i>Campbell County Board of Education</i></p>	
<p>Employee Assignments During Emergency Closure</p>	<p>1.8011.3</p>

1 *General*

2 In the event of an emergency that requires closure of a school building, group of schools, or the entire
3 district, the Director of Schools is authorized to continue to pay employees who are not able to physically
4 report for duty as a result of the ongoing emergency.

5 Employees shall work as directed by the Director of Schools, whether that is by physical appearance at
6 work or teleworking.

7 **CUSTODIAL STAFF**

8 During school district closures related to an emergency, custodial staff, including ten- and eleven-month
9 employees, may be required to report to their assigned buildings for work unless approved for leave or
10 directed otherwise by their supervisor. Building assignments may fluctuate to meet the needs of the
11 district.

12 **FOOD SERVICE WORKERS**

13 During school district closures related to an emergency, certain food service workers may be required to
14 report to an assigned location. Assigned locations may vary to meet changing needs of the district.

15 **LEAVE REQUESTS**

16 If an employee has exhausted his/her leave, the employee shall obtain approval from ^{Director of Schools} [insert title of
17 **employee**] before being allowed to take any specially approved paid leave during an emergency closure.

18 Failure to report without approved leave will result in disciplinary measures up to and including
19 termination.



**Campbell County
Director of Schools
Performance Evaluation Instrument**

Campbell County Director of Schools Performance Evaluation Guidelines

1. An Annual evaluation of the Director of Schools shall take place in June.
2. The evaluation shall be based on the duties and responsibilities of the Director of Schools as set forth by the laws of the State of Tennessee and his/her contract.
3. The evaluation instrument utilized in this process shall be cooperatively developed by the Board and Director of Schools.
4. The evaluation rating scale to be used is as follows:
 - 5 – Significantly above expectations
 - 4 – Above expectations
 - 3 – At expectations
 - 2 – Below expectations
 - 1 – Significantly below expectations
5. In alignment with the current TEAM rating configuration, a satisfactory score will be if the average overall score is 3.00.
6. Weighted sectional averages will be:

Section I Qualitative:	
Appendix A-Administrator Survey	____%
Appendix B-Board Observational Data	____%
Section II Quantitative:	
Appendix C-Achievement of Board Goals/Strategic Plan	____%
Appendix D-Value Added District Current Year Composite	____%
7. Appendix A needs to be distributed to administrators in May in order to be completed and included in the written evaluation to Director of Schools in June.
8. Appendix B and C needs to be distributed to all board members in May in order to be completed and included in the written evaluation to Director of Schools in June.

9. The Board shall meet with the Director of Schools to discuss the evaluation results at the June board meeting. The evaluation shall include a recommendation for improvement in any areas where the Board deems the Director of School's performance to be unsatisfactory or in need of improvement.
10. The Director of Schools shall have the right to make a written or oral response to the evaluation.
11. A copy of the written evaluation shall be delivered to the Director of Schools two weeks prior to the June board meeting.

**SECTION I-QUALITATIVE:
APPENDIX A-Administrator Survey**

Administrators' Perceptions of Director's Performance	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
1. The director develops clear expectations.					
2. The director models good communication skills.					
3. The director is knowledgeable about the curriculum.					
4. The director ensures that funds are spent wisely.					
5. The director holds me accountable for my job responsibilities.					
6. The director supports professional learning activities for teachers and administrators.					
7. The director maintains positive relationships with administrators.					
8. The director enforces board policy in a fair and consistent manner.					
9. The director ensures the safety of students and school personnel.					
10. The director administers the schools in accordance with state laws.					
11. The director has an effective plan to recruit effective employees.					
12. The director takes an active leadership role in the instructional improvement.					
13. The director evaluates my performance in a fair and consistent manner.					
14. The director interacts effectively with system employees.					
15. The director is accessible to administrators.					
16. The director develops good staff morale and loyalty to the system.					
17. The director works effectively with the school board.					
18. The director involves administrators as much as possible in decision-making.					
19. The director listens to suggestions from the administrative staff.					
20. The director demonstrates a caring attitude.					

**SECTION I-QUALITATIVE:
APPENDIX B-Board Observational Data**

Board Observational Data	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
BOARD RELATIONSHIPS					
1. Keeps all board members informed on issues, needs and operation of the school system.					
2. Keeps board informed of employment, promotion, and dismissal of personnel.					
3. Has a harmonious relationship with the board.					
4. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.					
5. Maintains a high degree of understanding and respect between staff and the board.					
6. Interprets and executes the intent of board policy.					
7. Seeks and accepts constructive criticism of work.					
8. Supports board policy and actions to the public and staff.					
9. Remains impartial toward the board, treating all board members alike.					
10. Refrains from criticism of individual or group members of the board.					
11. Goes immediately and directly to the board when he/she feels an honest, objective difference of opinion exists between him/her and any or all members of the board, in an earnest effort to resolve such difference immediately.					
12. Bases position with regard to matters discussed by the board upon principle, and is willing to maintain that position without regard for its popularity until an official position has been reached, after which time the superintendent supports the decision of the board, as long as he/she remains in its employ.					
Total Mean Score for Board Relationships					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
COMMUNITY RELATIONSHIPS					
1. Is an effective spokesperson for the school system.					
2. Models the highest professional standards to the community.					
3. Builds public support for the school district.					
4. Develops cooperative relationships with the news media.					
5. Works effectively with public and private agencies.					
6. Uses information about family and community concerns, expectations, and needs regularly.					
7. Secures available community resources to help the school district solve problems and achieve goals.					
8. Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.					
9. Treats community stakeholders equitably.					
10. Recognizes and values diversity.					
11. Uses public resources and funds appropriately and wisely.					
12. Models community collaboration for staff.					
13. Encourages parental involvement.					
Total Mean Score for Community Relationships					
STAFF AND PERSONNEL RELATIONSHIPS					
1. Develops good staff morale and loyalty to the system.					
2. Treats all personnel fairly.					
3. Delegates authority to staff members appropriately.					
4. Recruits and assigns the best available personnel.					
5. Organizes a planned program of staff evaluation.					
6. Offers professional development that is focused on student learning consistent with the school districts vision and goals.					
7. Considers diversity in developing learning experiences.					
8. Uses technologies in teaching and learning.					
Total Mean Score for Staff and Personnel Relationships					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
FACILITIES AND FINANCE					
1. Demonstrates knowledge of school facilities and develops a process that builds support for buildings' needs.					
2. Ensures the maintenance of school property and the safety of personnel and property.					
3. Provides accurate and timely reports to the board on the financial condition of the school system.					
4. Ensures that expenditures are within the limits approved by the board.					
5. Evaluates financial needs and makes recommendations for adequate financing.					
6. Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.					
7. Uses technology effectively to manage school operations.					
8. Manages fiscal resources of the school responsibly, efficiently, and effectively.					
9. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.					
Total Mean Score for Facilities and Finance					
VISION					
1. Works effectively with board, staff, and community to develop long-range strategic plans.					
2. Keeps board and community informed of progress towards long-range goals.					
3. Facilitates a community informed of progress towards long-range plans.					
4. Clearly articulates system's vision, mission and priorities to community and media.					
5. Inspires others to achieve the vision of the school system.					
6. Recognizes and celebrates the contributions of school community members to the realization of the vision.					
7. Ensures that the vision shapes the educational programs, plans, and activities.					
8. Uses assessment data related to student learning to develop the school district vision and goals.					
9. Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.					
10. Seeks and obtains needed resources to support the implementation of the school district mission and goals.					
11. Monitors, evaluates and advises the vision, mission, and implementation plans regularly.					
Total Mean Score for Vision					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
STUDENT ACHIEVEMENT					
1. Develops, implements, promotes and monitors continuous improvement in student achievement.					
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement.					
3. Promotes academic rigor and excellence for students so that they are college and career ready.					
4. Maintains a current knowledge of developments in curriculum and instruction and ensures that the instructional program is rigorous and relevant.					
5. Reviews, reports and reacts appropriately to state accountability measures.					
6. Identifies, clarifies and addresses barriers to student learning.					
7. Recognizes and celebrates student accomplishments.					
Total Mean Score for Student Achievement					
MANAGEMENT AND OPERATIONS					
1. Recognizes, studies and applies emerging trends as appropriate.					
2. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.					
3. Manages time to maximize attainment of organizational goals.					
4. Identifies potential problems and opportunities.					
5. Confronts and resolves problems in a timely manner.					
6. Aligns financial, human, and material resources to the goals of school district.					
7. Involves stakeholders in decisions affecting schools.					
8. Uses effective problem-framing and problem-solving skills.					
9. Uses effective conflict resolution skills.					
10. Uses effective group-process and consensus building skills.					
11. Uses effective communication skills.					
12. Participates in professional learning that is aligned with strategic plan and enhances leadership skills.					
Total Mean Score for Management and Operations					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
INTEGRITY, FAIRNESS AND ETHICS					
1. Examines personal and professional values.					
2. Demonstrates a personal and professional code of ethics.					
3. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.					
4. Serves as a role model.					
5. Accepts responsibility for school operations.					
6. Considers the impact of one's administrative practices on others.					
7. Uses the influence of the office to enhance the educational program rather than for personal gain.					
8. Treats people fairly, equitably, and with dignity and respect.					
9. Protects the rights and confidentiality of students and staff.					
10. Demonstrates appreciation for and sensitivity to the diversity in the school community.					
11. Recognizes and respects the legitimate authority of others.					
12. Examines and considers the prevailing values of the diverse school community.					
13. Expects that others in the school community will demonstrate integrity and exercise ethical behavior.					
14. Fulfills legal and contractual obligations.					
15. Applies laws and procedures fairly, wisely, and considerately.					
Total Mean Score for Integrity, Fairness and Ethics					
POLITICAL/SOCIAL/CULTURAL CONTEXT					
1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.					
2. Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.					
3. Ensures that there is ongoing dialogue with representatives of diverse community groups.					
4. Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.					
5. Ensures that lines of communication are developed with decision-makers outside the school community.					
Total Mean Score for Political/Social/Cultural Context					

**SECTION II-QUANTITATIVE:
APPENDIX C-Achievement of Board Goals/Strategic Plan**

Annual Objectives	5 – Significantly Above Expectations	4 –Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
Performance Objective 1: Ensure that there is a continuous improvement plan for student achievement and growth that is driven by the district’s annual measurable objectives.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. 3-5 grade Math reached the achievement goal.					
2. 6-8 grade Math reached the achievement goal.					
3. 3-5 grade Reading/Language Arts reached the achievement goal.					
4. 6-8 grade Reading/Language Arts reached the achievement goal.					
5. High School Math reached the achievement goal.					
6. High School English reached the achievement goal.					
7. ACT composite goal was reached.					
8. High School graduation rate was reached.					
9. 3-5 grade Math reached the gap closure for racial ethnic subgroups goal.					
10. 6-8 grade Math reached the gap closure for racial ethnic subgroups goal.					
11. 3-5 grade Reading/Language Arts reached the gap closure for racial ethnic subgroups goal.					
12. 6-8 grade Reading/Language Arts reached the gap closure for racial ethnic subgroups goal.					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
13. 3-5 grade Math reached the gap closure for economically disadvantaged goal.					
14. 6-8 grade Math reached the gap closure for economically disadvantaged goal.					
15. 3-5 grade Reading/Language Arts reached the gap closure for economically disadvantaged goal.					
16. 6-8 grade Reading/Language Arts reached the gap closure for economically disadvantaged goal.					
17. High School Math reached the gap closure for economically disadvantaged goal.					
18. High School English reached the gap closure for economically disadvantaged goal.					
19. High School Graduation reached the gap closure for economically disadvantaged goal.					
20. 3-5 grade Math reached the gap closure for Students with Disabilities goal.					
21. 6-8 grade Math reached the gap closure for Students with Disabilities goal.					
22. 3-5 grade Reading/Language Arts reached the gap closure for Students with Disabilities goal.					
23. 6-8 grade Reading/Language Arts reached the gap closure for Students with Disabilities goal.					
24. High School English reached the gap closure for Students with Disabilities goal					
25. ACT Composite reached the gap closure for Students with Disabilities goal.					
26. High School Graduation reached the gap closure for Students with Disabilities goal.					

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations
Performance Objective 2: Ensure that an effective human capital/development process is in place.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. A hiring and assessment process that utilizes a set of criteria that is consistent with the system's strategic plan and supports rigorous student achievement goals has been created and implemented.					
2. Training and development that supports the system's strategic plan and rigorous student achievement goals have been provided to all employees.					
Performance Objective 3: Develop a comprehensive plan of professional learning for instructional staff.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Teacher and school leaders plan for professional learning that is aligned with common core standards and teacher evaluation implementation efforts.					
2. A high quality plan for school leaders to develop and enhance their instructional leadership skill has been developed.					
3. A high quality plan for individual teachers and groups that is aligned with teacher evaluation feedback and/or student learning goals.					
Performance Objective 4: Develop a school district strategic plan.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Annual and long-range goals, along with measurable objectives and strategies, have been established.					
Performance Objective 5: Evaluate the organizational structure of the district and reorganize as necessary to achieve maximum effectiveness.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. The reorganization of personnel and a revised organizational chart has been developed.					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
2. If necessary, a fiscal review with budgetary recommendations.					
Performance Objective 6: Develop a comprehensive plan to promote school system and increase parent and community involvement.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Promotional tools for the school system have been developed such as blogs, podcasts, videos and brochures.					
Performance Objective 7: Will review, be knowledgeable of, and work to remain in compliance with all approved board policies and administrative procedures; and when necessary, recommend deletions, additions, or modifications that ensure compliance with federal, state, and local guidelines.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. All school board policies and administrative procedures have been reviewed.					
2. Federal, state and local guidelines have been reviewed.					
3. A method of review and process for recommending deletions, additions or modifications to the school board is complete.					
Performance Objective 8: Work with the school board to develop and implement an annual plan for promoting school system and increasing communication and support with the county commission/city council.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. The board adopts an annual agenda for promotion, which includes activities, which the board and/or the Director will complete during the year. The plan must include activities to build support from the County Commission/City Council.					

	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
Performance Objective 9: Develop a budget for the school board as outlined in school policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. A budget document has been formulated using procedures required by school board policies, activities in the school board annual agenda, and guidelines established by the State Department of Education.					
Performance Objective 10: Ensure the Board’s annual agenda is developed and implemented.					
Performance Indicator - The performance objective is complete when the Director of Schools reports:					
1. Evidence that annual agenda items referencing the Director of Schools have been completed or are ongoing and nearing completion.					
Performance Objective 11: Provide and promote activities that give the school board an opportunity to review its effectiveness and improve the relationship between individual school board members, and the school board as a whole with the Director of Schools.					
Performance Indicators - The performance objective is complete when the Director of Schools reports:					
1. Information regarding improvement activities such as workshops, clinics, conventions, board retreats, etc.					
2. Information regarding criteria for individual school board member recognition (e.g., Boardmanship Awards), school board recognition (e.g., Board of Distinction) and the criteria required for school board district and state recognition.					
3. A self-evaluation instrument that reviews school board effectiveness and allows for each school board member to make recommendations and suggestions for improvement has been distributed to the Board for their review.					

**SECTION II-QUANTITATIVE:
APPENDIX D-Value Added District Current Year Composite**

Value Added District Current Year Composite

(Insert Value Added District Current Year Composite)

**Director of Schools
Overall Evaluation Score**

Section I Qualitative:

Appendix A-Administrator Survey _____ X ___% = _____

Appendix B-Board Observational Data _____ X ___% = _____

Section II Quantitative

Appendix C-Achievement of Board Goals/Strategic Plan _____ X ___% = _____

Appendix D-Value Added District Current Year Composite _____ X ___% = _____

OVERALL EVALUATION SCORE _____