

2018

HAMBLLEN COUNTY

2019

STATE ^{Of} The SCHOOLS

- Building A Plan
- Project 20/20 A Big Hit In Third Year
- Darnell Joins State School Board
- Ely In The Running For Principal Of The Year
- Meet The Hamblen County School Board



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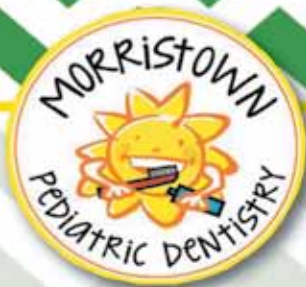
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Welcome from Dr. Perry

Dear Parents, Guardians, and Community:

Welcome back to another exciting year in Hamblen County Schools! We have experienced an extremely successful start to the 2018-19 school year, and we hold the firm belief that our school district is in a constant state of improvement.

We have made a tremendous amount of progress over the last year, and we are extremely proud of what our staff and students have accomplished.

We have seen an increase in our Tennessee Value-Added Assessment System scores. TVAAS measures the amount of academic

growth our students make in one year.

We received perfect scores in each of the six reporting categories.

We have improved our academic rankings in 12 of the 13 categories measured by the state testing program. In addition, five Hamblen County schools were identified as Reward Schools for making significant academic progress.

We are actively engaged in helping students be successful in high school.

We had 665 students taking more than 1,100 Advanced Placement exams last year, with over 50 percent of them earning a 3 or

higher on those exams. We have a 94.11 percent graduation rate as compared to the state average of 89.1 percent.

We are seeing a significant increase in the number of students involved in our career and technical programs. We had 426 students earn industry certifications last year as opposed to 281 in 2017. We also had 243 students earn the Work Ethic Diploma as compared to 102 in 2017.

Please know that we are committed and dedicated to helping each child under our charge to reach his or her potential.

We will be relentless in

our efforts to keep them safe and to strengthen academic skills as well as career and technical skills.

We exist to serve this community, and we will do all in our power to add considerable value to Hamblen County. We understand that the majority of our local tax revenue is allocated to the school system. We will ensure we use those funds wisely and never forget that we serve this community.

Please don't hesitate to contact us if we can be of service to you.

Dr. Jeff Perry

Superintendent of Hamblen County Schools

2018 Fall & Holidays
HISTORIC DOWNTOWN MORRISTOWN



October 6TH - Crafts, Cars and Cakes New car show on Main St., Art & Handmade Crafts at Farmers Market and Green, Library, and other places around town. Free. Register to win prizes.

October 13TH - Tailgate Party at the Downtown Green-time to be announced - dependent on Game time.

October 27TH - Health Fair 10-2 pm by ETSU, McFarlands, and more.

October 31ST - Trick n' Treats Downtown- 5-7 pm. Treats and more for little ones in costume.

November 11TH - Veterans' Day - Do not miss the Parade, date TBA, down Main Street to honor those that served, and serve today.

November 24TH - Small Business Saturday - 10 am-3 pm. Don't miss out on your Downtown Bucks to get your Holiday shopping started.



December 6TH - Christmas Parade - 7 pm. Don't miss the floats, bands, and all the parade merriment.

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Both options for a school renovation and construction plan start with finishing work at Morristown Hamblen High School West.

BUILDING A PLAN

School leaders considering options for construction

Dr. Jeff Perry says a school district's capital building program can have a significant impact on virtually every aspect of the school system.

The physical condition of a building can help to promote learning, or it can be detrimental to the educa-

tional process.

Teachers will struggle to effectively educate children if they don't have access to an environment which is conducive to learning.

The educational process can't be optimized if the facilities are not clean, safe, and orderly.

Overcrowded conditions, poor ventilation, inadequate lighting, lack of electrical supply, and ineffective heating and cooling systems can produce a number of challenges for the teachers and administration.

That's why, he says, it's important to create the best

learning environments feasible for Hamblen County.

"We must use our limited financial resources to create the best learning environment for our students. In addition, we must be good stewards of the taxpayers'

MAKING CONNECTIONS

Perry brings experience, leadership to Hamblen County

Dr. Jeff Perry wasted little time accepting the job offer to lead the Hamblen County School System late in 2017.

Less than an hour after the school board unanimously voted to extend the offer, Perry accepted.

"It was absolutely perfect for us," Perry said.

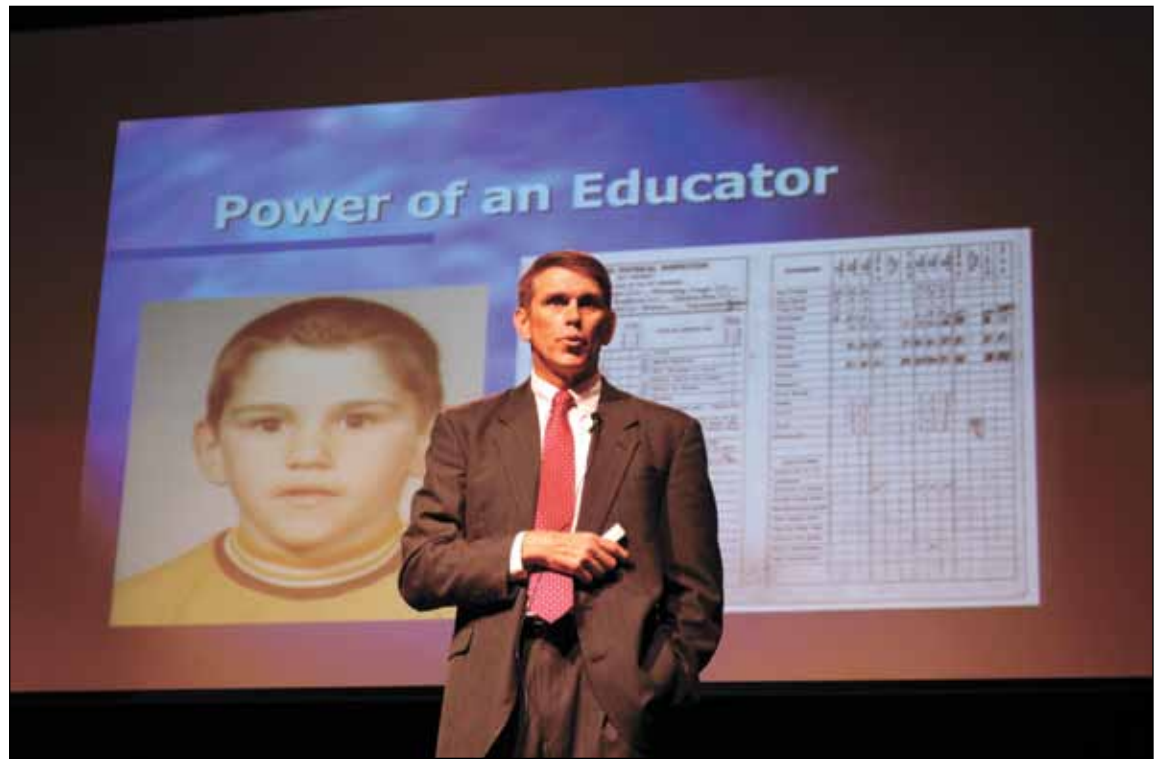
The ensuing months have been a whirlwind of activity as Perry hit the ground running.

From listening sessions with the public to working with the board and the Hamblen County Commission to formulate a capital building plan, Perry has stepped in and provided leadership, according to Dr. Joe Gibson, school board chair.

"He's provided leadership, not just for the schools, but for the community," Gibson said.

Gibson said that Perry has provided great consensus building between the community, businesses and the County Commission.

"Consensus building is his strong point," Gibson said.



Dr. Jeff Perry, superintendent of Hamblen County Schools, speaks to Hamblen County educators during an in-service day.

Perry and his wife, Amy, came to Hamblen County from Wythe County, Virginia.

Perry came to Tennessee with 14 years of experience as a school director. He served as school director at two districts in Colorado and then two other districts in Virginia.

He is a Virginia native and has a master's and doctorate degrees in education from Virginia Tech University. He's also served as a principal and assistant principal at several Virginia schools.

Perry said that he and his wife had planned for years to move to Tennessee. He said when he came to interview in Hamblen County,

everything seemed to fit into place.

"It just seemed that everyone we met was so genuine," he said. "It just felt like home."

Perry said during his first four months, two things stand out to him. The community is open and welcoming and the school district has a lot of room to grow.

"This school district has incredible potential," Perry said.

The superintendent uses the pronoun "we" instead of "I" because he is a firm believer in teamwork.

He said the meetings and forums were something he instituted at the other four school districts he has also led in the past.

"We're a firm believer we serve the community," Perry said. "We need to understand fully their concerns."

He said everything he does is about relationships.

He's making a stamp on that this year as the new school year motto will be "Making Connections."

"I firmly believe that everything we do is about connections and relationships," he said.

And those connections will be made with honesty, according to school board members.

Dr. Shahin Assadnia, a school board member, said one thing Perry has been clear about the schools and

GETTING BETTER ALL THE TIME

The goal is simple: Improve academic success. The Challenge? Not just making the improvements, but identifying what improvements should be and how to quantify them.

It's an issue bigger than the Hamblen County School System as states around the country are grappling with the right way to define and measure improvement.

Still, there are some baseline data points, according to Superintendent of Hamblen County Schools Dr. Jeff Perry, that help determine whether or not a system is on the right track.

"We experienced a great deal of academic success last year," Perry said. "We still have a number of academic issues we must address, and we will constantly be searching for ways to improve our instructional program and to better align the curriculum.

TVAAS Composite

TENNESSEE VALUE-ADDED
ASSESSMENT SYSTEMS

Not all students come to school with the same background experiences, the same academic preparations, or the same family structures to be academically successful.

Many students must overcome a number of obstacles to enjoy even a small amount of success.

Other students possess a number of advantages, and the learning process is much easier for them.

Regardless of the starting point, the need to measure and celebrate the academic growth a student has made exists.

Measuring Growth

| Category | TVAAS 2017 | TVAAS 2018 |
|-----------------------|------------|------------|
| Composite | 5 | 5 |
| Literacy | 3 | 5 |
| Numeracy | 3 | 5 |
| Literacy and Numeracy | 3 | 5 |
| Science | 5 | 5 |
| Social Studies | 5 | 5 |

TVAAS data provides that information.

In TVAAS rankings, a Level 1 ranking indicates that the district's students made less progress than the expected growth standard after an entire school year.

While a score of Level 5 indicates there is significant evidence that the district's students made more progress than the expected growth standard.

"It is important to note that we were one of only 11 school districts in the state of Tennessee who scored Level 5 in each of the main categories," Perry said.

State Rankings

Another way to measure success is to analyze state rankings from one year to the next.

This analysis will often provide a more accurate reflection of how a district is doing academically.

"In this situation, we would look at all other school districts and determine what

percentages of their students passed," Perry said. "We would then rank the school districts from highest to lowest and determine where we

were in those rankings."

The data indicates, Hamblen County students improved their state rankings in 12 of the 13 categories.

Some highlights include, 3-8 science where Hamblen County improved 37 positions and 9-12 high school language arts where it improved 23 positions.

"These gains are significant, and we are proud of these accomplishments," Perry said. "We are still not satisfied with our rankings and there are a number of subject areas in which we are focused on improving.

"We have established a goal of being within the top 15 percent of the districts in the state, and I am confident we will accomplish this goal within two years."

Advanced Placement

Advanced Placement ensure the most academically gifted students have access to a rigorous and challenging curriculum.

The AP programs provide

that rigor and challenge. Students who take the AP test are given a score of 1 to 5. Many colleges and universities would likely award college credit for any students who scored a 3 or above on any subject area test, Perry said.

In 2017, approximately 45 percent of Hamblen County students scored a 3 or higher on the AP exams.

In 2018, approximately 50 percent of students scored a 3 or higher.

"Our students do well on the AP exams, and this is clear evidence of how well our students are prepared for accelerated coursework," Perry said.

Graduation Rates

The end goal, of course, is that students are graduating from high school. Last year, over 94 percent of Hamblen County students graduated, considerably better than the 89 percent state average.

"Our graduation rates have increased slightly this year, but that data is embargoed at this time, and we are not allowed to release it," Perry said. "However, the preliminary data indicates the percentage of students graduating is increasing."

Career and Technical Classes

Another important aspect of the system's instructional

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Plan

(Continued from page 4)

money,” he said. “Renovations to existing buildings and new construction are the greatest financial investments the school district will make and it can have long term impacts. We need to make sure we do this right the first time.”

There are two multi-phase capital building plans on the table.

The first, a three-phase plan, would focus priorities on West High School first, addressing outdated schools with open classrooms second and, phase III, building an addition to Fairview-Marguerite to help address crowded elementary schools on the East side.

The second option would accomplish many of the same goals, stretched over seven phases. The upside of the second option is it would include sinking less money into temporary solutions.

For example, in Option 1, the second phase would require mobile classroom units while renovations are done.

Mobile units are less secure than physical school buildings and come at a cost that would have no long-term benefit to the system.

However, school officials say those costs could be avoided by building an addition at Witt Elementary, then combining Lincoln and Witt elementaries into one school on the Witt Campus.

Then, in phase 3, the old Lincoln Elementary School

2018-2019 School Calendar

| | |
|----------------|-------------------------------|
| September 3 | Labor Day Holiday* |
| October 8-12 | Fall Break* |
| November 6 | State Election Day Holiday** |
| November 21-23 | Thanksgiving Holidays* |
| December 20 | 11:15 a.m. Dismissal |
| Dec. 21-Jan/1 | Winter Break* |
| January 2 | Return to School |
| January 21 | Martin Luther King Day |
| Holiday ** | |
| March 25-29 | Spring Break* |
| April 19 | Spring Holiday** |
| May 7 | City Election Holiday* |
| May 15 | Last Full Day of School |
| May 16 | Administrative Day for |
| Staff** | |
| May 17 | Grade Card Day and Graduation |

*Holiday for students and staff

** Holiday for students; inservice/admin. day for staff

would be renovated to become the new Lincoln Middle.

“Classrooms walls would be installed and all necessary upgrades to mechanical, electrical, and plumbing would be addressed,” Perry said.

From there, Meadowview’s open classrooms would be closed while using some of the empty space at Lincoln to house Meadowview students during renovations.

Next would be open classrooms at John Hay, plus other electrical, mechanical and plumbing improvements.

In phase 6, Fairview would get its addition while some students would be rezoned during construction to eliminate mobile classrooms.

Finally, after all four open classroom projects are completed, the extra space at

Lincoln would be converted to use for the most special needs students.

Perry indicated it was important for the school system to work closely with the County Commission in building the plan, adding that the commission should be a partner in the process, not merely the funding body.

Perry said he knows there will be community concerns about Option 2 and some of the more creative solutions prevented or presented.

But, he stressed no staff members would lose their position in the plan.

“Some staff members may transfer to another school but no one (this would include all certified and all support staff) would lose a job,” he said. “We would eventually adjust staff numbers at the combined school

but we would have a couple of years to prepare and I am confident that attrition will take care of any necessary adjustments to our staffing needs.”

There is not yet a firm timetable for the decision, but Perry said he hopes to start actual construction in the spring of 2019.

“There are no easy answers to most capital building needs because the issue is so complicated and it directly impacts the community,” Perry said. “The first option has been discussed and many understand this plan. It addresses our instructional needs and would most likely receive the most support from the community; however, this plan may not be the most financially responsible plan in the long run.

“We will spend a considerable amount of money in each open-classroom concept school to deal with relocation costs, and there will be significant interruptions to the instructional program.

“In addition, I am extremely concerned that the additional classrooms needed at Lincoln Elementary and Lincoln Middle (because we will lose classrooms within the building due to the construction of walls and hallways) will consume an already crowded campus. We will be forced to take space for classrooms from existing playgrounds, parking areas, and traffic routes.

PROJECT 20/20 A BIG HIT IN THIRD YEAR

The plan, at the start of its third year, to put a laptop computer into the hands of every high school student in Hamblen County, is going better than even the rosier projections.

Starting three years ago with the current junior class, Hamblen County Schools issued, at a \$50 cost, a Dell laptop computer to every incoming freshman at East and West high schools.

The fear was students wouldn't treat the computers well, causing headaches for parents, teachers and administrators.

But, Buddy Smith, assistant superintendent of Hamblen County Schools, said the \$50 fee - which covers maintenance or breakage - combined with the fact the students keep the laptop after they graduate has led to surprisingly low rates of damage.

"I think it's been phenomenal," he said. "I'll tell you I'm surprised. I thought we'd have more issues with loss and damage, the schools have done a good and the students have done a good job."

The computers are used during the school day and for

homework. They have programs for math, English, social studies, science, elective courses and career technical education.

They come with a learning management system that allows teachers to share resources with students to improve the teaching process.

The reception, overall, Smith said, has been positive from students and teachers, although some of the less tech friendly teachers have taken longer to get used to the change.

"I think overall the teachers have been very pleased

with it," he said. "It takes some getting used to."

"By and large its been a very positive response, each year more and more teachers get involved with blended learning."

The computers are proving valuable in CTE training as well, he said.

"A lot of manufacturing jobs require workers to be able program various machines and tasks and programs," he said. "One of the biggest thing we hear from industry, they really want students to be good at Microsoft Excel."



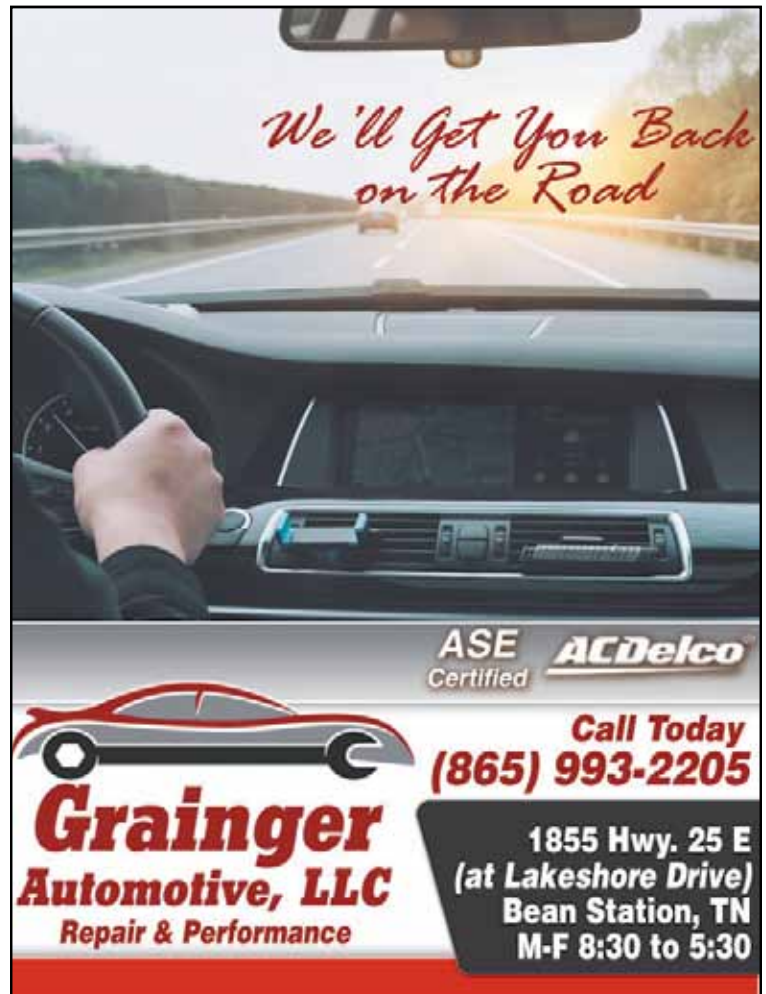
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Every day, the Hamblen County School System transportation department hauls about 5,000 kids to and from school.

They carry students on field trips, to sports games and - during the day- shuttle them back and forth from East and West high schools to take classes at one school the other doesn't offer.

Rodney Long, transportation supervisor, said one of the big keys to the department's daily success is the drivers.

There are no contract drivers on the team, they're all employees of the

Hamblen County School System.

"I've got a bunch of great drivers. Our school board treats our drivers like any other employee and we don't have the turnover other school systems do," Long said. "I know who's in every bus and I know how they feel about the children. It makes a difference."

The department has a fleet of 76 buses, 26 other vehicles, 55 full time route drivers, five mechanics and a bookkeeper.

Each bus drives between 1,000 and 1,300 hundred

miles a month.

"It's just a hectic schedule when you look at it from the outside," Long said.

The fleet turns over about every 15 years, as mandated by the state, but some buses can be granted a longer life with regular inspection.

The system, he says, has always been proactive, installing security cameras on every bus in 1998.

"We have the tutoring program, work-based learning," he said. "The state has just enacted some new training.

"We'd already done a whole lot of it. In Hamblen

County, we've always been proactive in safety measures. The state has used us as a test area for some new things that we tried out."

In the end, the job is about the students.

"We're trying to get them there the safest and shortest way," he said. "Get them there in time to eat breakfast and be ready to get into class."

"The safety of the children is our top priority," he said, adding the school board and the superintendent of schools have always been receptive to the department's needs.

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Summer intern program making a difference

Chuck Carter can only think of one phrase when thinking about this year's summer internship program.

And he pulls no punches.

"All I can say is 'Wow!'" said Carter, career and technical education supervisor for Hamblen County schools.

This summer, 43 juniors and seniors were given the opportunity to enter the workforce as part of the Hamblen County CTE Summer Internship program, and what an opportunity it was.

Carter said this was the largest group participating



Summer interns, from left to right back row: Autumn Snapp MD Pharmacy, Dr. Jeff Perry Superintendent of Schools, Maddie Warren, Morristown Rehab Group, Karrah Franklin, MD Pharmacy, Jania Hill, McFarland Medical, Seth Smith, McFarland Medical, Chuck Carter CTE Supervisor Front Row: Alison Price Extended School Program, Abbygail Templin, Hamblen County Department of Education, Sarah Tripucka, McFarland Medical, Odalys Ceron, All About You Family Clinic.

See **INTERN** page 20



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DRIVING FORCE

CTE becoming a key component of education

With record low unemployment, local industries expanding and international industries locating to the area, the need for a well-trained and capable workforce has never been greater.

The Career and Technical Education program at Hamblen County School Systems is designed to help students meet that demand and be successful in the workforce or at a technical college.

Career and Technical education is a hybrid partnership between what was formerly known as “vocational” school and the technical forms of education dealing with computers, robotics and other advanced skills.

“We possess the full understanding that the path of our future in Tennessee will be through technology,” said Dr. Jeff Perry, superintendent of Hamblen County schools. “It is our responsibility to ensure that students are ready for post-secondary and the workforce.

“Our schools are committed to providing the experiences that will allow all students in Hamblen County to be successful in their post-secondary choices and the workplace of the future.”

“Tennessee has proven once again that we are on the leading edge of educational



A Career and Technical Education student works with a computer during class.

endeavors and Hamblen County is positioned to be a leader in the state as our governor advocates for the highly technical skills offered through career and technical education,” said Chuck Carter, CTE supervisor.

CTE prepares students with the knowledge and skills to be successful today and in their future careers.

Tennessee recognizes 16 career clusters, which are then broken down into more direct programs of study ranging from fields in advanced manufacturing, informational technology, and health sciences. Hamblen

County currently offers programs of study in 13 of those career clusters.

Carter added that all of the programs of study are offered to students at both Morristown East and West, although certain programs are only housed at one of the schools.

Students receive transportation services to the respective school if they are registered for those particular classes.

In addition, all students in both schools have several opportunities to enroll in related dual enrollment courses at our local post-secondary institutions, Tennessee Col-

lege of Applied Technology and Walters State Community College by utilizing their Tennessee Promise dollars for tuition expenses.

Currently, students are transported by bus to TCAT much in the same manner as between high schools, and the possibility of offering bus transportation to WSCC is being considered.

The issue of having personal transportation to our higher education college partners should not be a barrier to our students taking advantage of these opportunities, Carter added.

Darnell joins State School Board

A number of Hamblen County educators have been recognized on a state level in recent years.

Often, they are recognized for their efforts to shape and mold the young minds of the future.

Nick Darnell, an eighth-grade teacher at East Ridge Middle School, has an opportunity now to shape more than young minds, he can help shape the state's educational policy.

Over the summer, Tennessee Gov. Bill Haslam selected Darnell as a member of the Tennessee Board of Education.

"It's an amazing honor,"



Darnell

Darnell said. "It's something I really didn't expect.

"He's entrusted me to this seat," he said. "And I'm thankful."

Darnell will serve in the

District 1 seat, which includes northeast Tennessee, along with Cocke and Sevier counties.

Darnell will now serve a five-year term on the 11-member board.

He has already brought the board to Hamblen County for an educational roundtable with Hamblen School leaders and students.

Darnell is starting his 13th year in the teaching field.

In 2015, he was chosen to be on Haslam's first Teacher Cabinet and for the last three years has advised the governor and state Education Commissioner Candice McQueen about education is-

sues in the state.

He teaches American History and government at East Ridge Middle School.

The board is required to have at least one teacher at all times.

"I am very excited to have Nick join the state board as our new teacher member and feel confident he will bring valuable insight and perspective to the Board's policy discussions and decisions," said Dr. Sara Morrison, executive superintendent of the state Board of Education.

He said he hopes to be able to be a voice for those in the

See **DARNELL** page 21

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Voiles selected for listening tour

Derek Voiles, Lincoln Heights Middle School teacher, is a star among Tennessee teachers.

In 2017, he was tabbed Tennessee's Teacher of the Year.

That reign ended in the fall of 2018, but this summer, Gov. Bill Haslam asked Voiles to be part of a multi-phase plan, highlighted by a statewide listening tour, to improve delivery of the state's elementary and secondary assessments known as TNReady, a testing system that has been beset with mishaps and false starts.

Voiles was named as part of a three-member advisory



Voiles

team.

Voiles said he is honored to take part in the tour and is interested in hearing what his peers have to say

about TNReady.

He said he thinks it is important for teachers to be at the table to voice their concerns about the problems that have occurred with online testing and he encourages everyone to do one thing while talking to him.

"I'm hoping people will be honest," he said.

The listening tour will consist of six stops throughout the state and provide an opportunity for educators, school technology and assessment coordinators, and school district administrators to share information about recent challenges related

to the online delivery of state assessments.

Each meeting will encourage feedback on how the state can continue to improve its assessment; a discussion of steps made to-date to improve test administration in 2018-19; and a conversation on ways to improve test delivery through the oversight and selection of the state's next assessment partner, which will occur later this school year.

Haslam and Tennessee Department of Education Commissioner Candice McQueen will attend each leg of the tour.

Come Find Your **TRIBE!**

A graphic featuring the silhouettes of five diverse people (three men and two women) standing on a musical staff. The staff is filled with colorful musical notes in various colors (red, yellow, green, blue, purple) and a large, stylized treble clef in blue and green. The background is white with scattered musical notes.

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COUNCIL FOR THE ARTS

Ely in the running for Principal of the Year

The word on the street for some time is there's something special happening at Lincoln Height Middle School.

Go to the school at the start of any day, and there's a buzz in the air; students are excited, teachers are excited.

The atmosphere is great for learning and the results are pouring in.

A big part of the reason for that success is Principal Joe Ely. Ely's efforts at the helm of Lincoln Middle have drawn more than just local attention. Earlier this year, he was named as one of three finalists for the state's Principal of the Year, an award that is due to be announced any

day now.

"We know that strong leadership plays a key role in the ultimate success of our students, schools, and state, and these 18 finalists represent some of the best leaders in Tennessee," Tennessee's Education Commissioner Candice McQueen said. "It is an honor to recognize them for their years of dedication to our students and their track records of success."

The award is given annually to a school leader for outstanding service in education and exceptional leadership that drives overall improvements in his or her school. To qualify, candidates must have a minimum of



Ely

three years' experience as a principal and a minimum of five years' experience in Tennessee public schools. In addition, all nominees must have a proven track record of exceptional gains in student learning.

Dr. Jeff Perry, superinten-

dent of Hamblen County Schools, said the recognition is well earned.

"We're really proud of that particular recognition and to be even nominated as Principal of the Year is a big recognition, to be among the finalists is even a greater recognition," he said. "We're real proud of the leadership that he has demonstrated at the middle school. He cares deeply about this community. He has a sincere and deep commitment to children and staff there at Lincoln, that's part of what separates him."

"He truly cares. He works hard and he puts a lot of effort into making sure every one is successful."

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West's Whaley named a Teacher of the Year finalist

West High's Amy Whaley is one of three finalists representing East Tennessee for the Tennessee Department of Education's Teacher of the Year award.

Whaley, who teaches computer science and journalism, is one of nine finalists from across the state, each representing a Center of Regional Excellence (CORE) area in the state, with three finalists in each Grand Division.

"I am honored to represent Hamblen County Schools and Career and Technology Education students for the Tennessee Teacher of the Year endeavor," Whaley said. "My prevalent motivation for students and colleagues is 'Your outlook determines your outcome.' With a positive outlook and finding the positive in change, evaluations, test scores, professional learning communities, and searching innovative ways to reach students, Tennessee educators will have a positive outcome."

Grand Division winners including the Teacher of the Year will be selected from this group and announced during an honorary banquet this fall, following a panel interview with each finalist.

"Teaching is some of the hardest, most rewarding work there is, and because of our educators and their commitment to an excellent education for all, more Tennessee students are prepared



Whaley

for their next steps in school and in life," Education Commissioner Candice McQueen said. "It is a great honor to recognize these educators from across our state for the ways each of them are proving what is possible in our classrooms. Because of teachers like these nine finalists, Tennessee will continue to be a national leader in student gains and outcomes."

The final winner will represent Tennessee in the National Teacher of the Year competition and serve as an

ambassador for education in the state throughout the year. To qualify, candidates must have been teaching full-time for at least three years, have a track record of exceptional gains in student learning, and be effective school and community leaders.

These finalists will have the opportunity to serve on Commissioner McQueen's Teacher Advisory Council for duration of the 2018-19 school year.

This council acts as a working group of expert teachers to provide feedback and in-

form the work of the department throughout the school year. Additionally, to provide continuity and leadership, the three Grand Division winners will continue their term during the 2019-20 school year.

Whaley was first named as teacher of the year at West and later as a teacher of the year countywide for the high school level. She has spent 18 years as a teacher and has a Bachelor's of Science in business management and a Masters of Arts in teaching curriculum from Carson-Newman University.

She serves as an advisor for the school newspaper "West Side Story."

"As a career and technical teacher, I want to see all students become sustainable. In my past 19 years of teaching, I have had students and employers approach me every year to type a letter of reference, provide an in-person reference, or give a phone or email reference," she said. "I know I am making a difference when I receive that contact. More importantly, students win when they land that first job."

"My belief about teaching students to be sustainable is then achieved. I especially love when students tell me they are working in a career and they remember that classroom lesson on job interviews or résumés."

Time

(Continued from page 6)

program is to prepare students for the workforce.

"This is an extremely important element of our school system because approximately 70 percent of the jobs that will exist for our students will be in the career and technical field.," Perry said. "We saw 145 more students earn an industry certification in 2018 than we did in 2017. Eight more students earned TCAT dual enrollment credits in 2018.

"We had 20 more students participate in meaningful and productive industry internships over the summer. These internships gave our students valuable experience working in an actual industry, business, or medical facility to determine if they possessed a true interest in that profession.

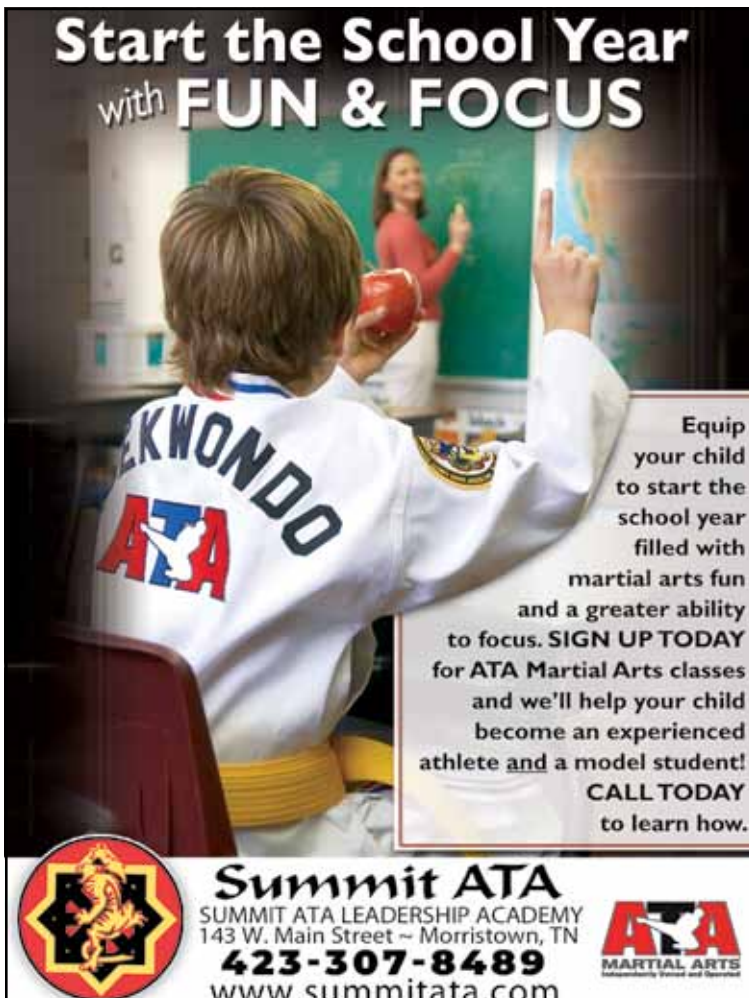
"We had 141 more students earn the work ethic diploma which requires the students to meet a holistic set of work-based standards throughout their high school career."

Despite the success, Perry says there's still more to do.


"We still have several issues which we must address. We have a clear focus on academic success and a good plan in place to achieve those goals," Perry said. "We are excited about the future and are confident Hamblen County will be seen as an academic leader in the state of Tennessee."

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MEET THE HAMBLLEN COUNTY SCHOOL BOARD

The Hamblen County Board of Education consists of seven members – Dr. Joe Gibson Jr., Roger Greene, Jim Grigsby, Janice Haun, Carolyn Holt Clawson, Clyde Kinder and Shahin Assadnia.

Board members are elected for four-year terms and are responsible for setting educational and discipline policies for the school system, approving the district budget, making purchasing decisions and hiring the superintendent of schools. Officers include Chairman Joe Gibson Jr. and Vice-chairman Clyde Kinder.

The superintendent of schools, Jeff Perry, in his role as the school district's chief executive officer, serves as secretary to the board and administers the policies the board sets.

Vision, planning and teamwork are the keys to being an effective school board, according to the Hamblen County Board of Education. Over the past few years, Hamblen County board has won several Awards for Excellence in Education Programs from the Tennessee School Boards Association.

Shahin Assadnia

Shahin Assadnia represents voter Districts 1 and 2, which consist of the courthouse and Meadowview areas.

He was elected to his seat

in the August 2014 general election.

Assadnia is a local vascular surgeon who was appointed to serve on the school board

from September 2011 until 2012 to replace Charles Cross after his death.

Dr. Joe Gibson Jr.

Dr. Joe Gibson Jr., was appointed to the board in 2003 to fill the remaining term of his late father. He represents voter Districts 3 and 4, which consist of the East and West High School areas.

Gibson is a dentist specializing in orthodontics for children and adults.

He has said he gets insight into the educational issues families face from his patients.

Carolyn Holt Clawson

Carolyn Holt Clawson represents voter Districts 5 and 6, the Manley Intermediate and Fairview Marguerite area.

She is a former vice chair

and chair of the board. She holds the distinction of a Level V Master Boardsman with the Tennessee School Board Association, where she is a past president of the Board of Directors and is the board's representative to the HC*EXCELL Board of Directors.

She is also a member of the P-16 Council and Sustainment Committee.

She received a Master of Science degree from the University of Tennessee, Knoxville, and is a registered dietician. She is superintendent of nutritional and diabetes management services for Morristown-Hamblen Healthcare System and has served as president of the Tennessee Dietetic Association.

She is the wife of James Clawson, and the mother of Matthew Holt, a West High School graduate.

Roger Greene

Roger Greene, a real estate broker with Crye Leike Real Estate, represents voter Districts 7 and 8; the Cherokee Park and Guard Armory areas. He has served on the board since 1985 and is a former board chair. A graduate

of Walters State Community College and the School of Banking at Louisiana State University, he has participated in many continuing education opportunities of the Tennessee State Boards Association and has achieved TSBA Level 4.

The organization celebrated his membership in 2010 by inducting him into the Quarter Century Club for his 25 years of service on the Hamblen County Board of Education.

Greene has served on the Tennessee Unemployment Compensation Trust since 1991 and served 13 of those years as trust chair. He is a delegate to the Tennessee Legislative Policy Committee.

Greene and his wife, Susan, have four children, Todd, Pam, Yvette and Ashley.

Janice S. Haun

Janice S. Haun, a Morristown dental hygienist for nearly 30 years represents voter Districts 9 and 10; the Russellville, Whitesburg, Fish Hatchery and Union Heights areas. She is a former school board chair and graduated from Morristown-



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Perry

(Continued from page 5)

the future direction.

“He’s made us aware of some weaknesses we have,” he said.

Assadnia said his experience of leading four other school systems previously is evident. Now, Perry is making his mark in Hamblen County, Assadnia said.

“He’s taken full ownership,” he said.

Perry said he has tried to be open and transparent and that shows as the road

map for the school system’s future has been spelled out within the six-year plan.

Future plans include capital improvements at several schools and molding the school system into a top 10 to 15 percent school in the state.

“It’s not about having the highest test scores in the state,” he said. “It’s about having the most educated students in the state.”

He said he finds himself in Hamblen County at an

opportune time. There is a buzz and energy in the county right now with the amount of growth it is experiencing.

Perry said he also finds himself enjoying working with the school board and says they have been an integral part of the team.

“You can tell they really care about the kids,” he said.

“This community has a lot of inviting individuals that have made us feel wel-

come into this community,” he said.

One of Perry’s big goals involves diving into data on school performance and finding areas in which the system can improve.

He said he wants to see where the system stands academically.

“We have a good school division,” he said. “I’m sure there’s things we can do better.”

Intern

(Continued from page 11)

in a Work Based Learning internship since Hamblen County started the program back in 2014.

“Over the four years since its inception, Hamblen County has produced 74 interns, so it is clear that the opportunities are growing and our students are taking advantage of this life changing experience,” Carter said.

Work Based Learning is not a new offering in high school, it is more of an expansion of the former co-op situation that many high school students chose to earn some extra money with a part time job.

Today, Work Based Learning is an integral component in exposing high school students to career options and exploration.

“WBL incorporates internships, co-op experiences, job shadowing, and school-based

enterprises where students create a business within the school and carry out all aspects of an industry,” Carter said. “To say that these types of experiences are relevant and important to the development of a young person’s career plan would definitely be an understatement.”

“Game changing and life changing!”

Those are the words Carter used to describe the impact on student career plans that he has witnessed with the summer internship program in Hamblen County.

Used as a credit-bearing, paid work experience, students apply for internship opportunities during their junior and senior year of school.

Students must be in line to be classified as a concentrator, having completed three courses in an aligned pro-

gram of study, and complete a rigorous application/ interview process.

“During the 2017-2018 school year, we had more than 100 applicants and eventually were able to provide 43 with placements,” Carter explained.

“Not only was this the largest group of interns in Hamblen County, but also the most diverse set of interns that has participated,” he added.

Hamblen County offers programs of study inside of 13 of the 16 state-recognized career clusters and this year were able to offer internships in eight different career clusters.

Students applied their content knowledge in a wide variety of areas ranging from advanced manufacturing, medical fields, informational technology, to working with

the Tennessee Wildlife Resource Agency and the U.S. Forestry Service.

“Not only were the take-aways tremendously important for the student interns, but also the opportunities stemming from their placements has led to future prospects in their career plans,” Carter noted.

Thirteen of the interns have been offered part-time employment during their senior year, and in some instances, students were offered potential support for their post-secondary educational plans with the promise of future employment.

“See what I mean about life-changing opportunities? To be 17 and work a summer job is great,” an elated Carter said, “but having a summer internship in your area of interest is worth its weight in gold!”

Darnell

(Continued from page 13)

instructional profession.

"Being the only teacher on the board, I hope to bring the perspective of being a teacher," he said.

The announcement comes just two months after Haslam visited Darnell's classroom and had a chance to watch the teacher in action. That stop was part of Haslam visiting every teacher's classroom on his Teacher Cabinet.

Dr. Jeff Perry, Hamblen County school superintendent, said it's a major achievement to have a local teacher on the board.

"That's a major honor and a major accomplishment for any school educator," Perry said.

Board

(Continued from page 18)

Hamblen High School West. She has an associate degree in dental hygiene from ETSU.

Her civic activities include working with Project Graduation, the after graduation party free for all county high school graduates, and the Hamblen County Literacy Council. She is a former president of the Russellville Elementary parent/teacher organization.

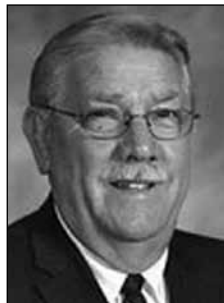


Haun and her husband Philip, have a son, P.J.

Clyde Kinder

Clyde Kinder represents voter Districts 11 and 12, consisting of the West View, Witt and Alpha Intermediate areas. He has served on the board for more than 12 years.

He is a retired agent with Modern Woodmen Insurance. He is married to Joyce Kinder.



Kinder has two sons, Joshua and Rodney. Kinder graduated from Hancock County High School.

Jim Grigsby

Jim Grigsby represents Districts 13 and 14, the Cedar Hill and Manley areas. He holds a bachelor's degree in marketing from UT. His civic activities include holding past positions with the Red Cross. He is a member of First Baptist Church in Morristown. He is married to the former Susan Stutts. They have a daughter, Caroline, and a son, Kyle.



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Hamblen County Schools

Hamblen County Schools has some of the highest numbers of students in the state. The district has 21 schools – three primary schools, 11 elementary schools, four middle schools, two high schools and one alternative school. The school's administrators and telephone numbers are:

Alpha Elementary

Principal Dr. Kimberly Dyke
Assistant Principal Dr. Misty Hance
Primary Campus 423-581-3440
Intermediate Campus 423-586-3332

East Ridge Middle

Principal Danny Templin
Assistant Principal Traci Jefferson
423-581-3041

Fairview-Marguerite Elementary

Principal Suzanne Wampler
Assistant Principal Eric Helton
423-586-4098

Hillcrest Elementary

Principal Dr. Paula Davis
Assistant Principal Angela Bain
423-586-7472

John Hay Elementary

Principal Dr. Matthew Drinnon
423-586-1080

Lincoln Heights Elementary

Principal Michelle Greene
Assistant Principal Krista Christian
423-586-2062

Manley Elementary

Principal Debra Dickenson
Assistant Principal Kasey Self
Primary Campus 423-586-7400
Intermediate Campus 423-585-3874

Russellville Elementary

Principal Samuel K. Taylor III
Assistant Principal Teresa Murph-Smith
Primary Campus 423-586-6560
Intermediate Campus 423-585-3861

Union Heights Elementary

Principal James Patrick
423-586-1502

West Elementary

Principal Dr. Krista Crum
Assistant Principal Dr. Christy Hogan-Young
423-586-1263

Whitesburg Elementary

Principal William Southern
423-235-2547

Witt Elementary

Principal Lisa Templin
423-586-2862

Lincoln Heights Middle

Principal Joseph Ely
Assistant Principal Jaime Greene
423-581-3200

Meadowview Middle

Principal Ricky Witt
Assistant Principal Kristen

Brockman
423-581-6360

West View Middle

Principal Dr. Rebekah Patrick
Assistant Principal David Hartsook
423-581-2407

Morristown-Hamblen High School East

Principal Gary Johnson
Assistant Principals Brad Hall, Morgane Watkins and Dr. Patricia Sigler
423-586-2543

Morristown-Hamblen High School West

Principal Jeff Kinsler
Assistant Principals Calvin Decker, Tim Landefeld and Jennifer Laster
423-581-1600

Miller Boyd Alternative School

Principal Randy Greene
423-585-3785

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CTE

(Continued from page 12)

Another opportunity offered to students in our high school through CTE is Work Based Learning experiences. Partnerships with local industry and business leaders has led to a robust Summer Internship program that has grown exponentially over the past three years.

"These purposeful and project based experiences not only equip students with a better understanding of the particular skills needed and in demand in our local industries and businesses, but the learning takeaways in soft skills acquisition are priceless in terms of experience," Carter said.

As for the future of CTE in

Hamblen County, a goal is to continue integrating more intentional career exploration and awareness.

One of these ways is the annual Career Day in Hamblen County when professionals from all walks of life visit Hamblen school and discuss their careers.

Buddy Smith, assistant superintendent of curriculum and instruction summed it up best, "CTE is the key to a successful future for so many of our students. It is also key to the economic health and prosperity of our state. This is important work and we have got to get it right."



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