



# Employee Newsletter

July 2, 2019

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## The Convocation is Coming!

All employees are asked to attend the 2019-20 School Year Convocation at the Austin Peay State University Dunn Center at 8:30 a.m. on Tuesday, Aug. 6. Transportation will be available and communicated by administrators across the school system.



Cornerstone Financial Credit Union is sponsoring national speaker Dr. John Draper to share motivating words for the upcoming year. This promises to be an inspiring event, featuring the Montgomery Central High JROTC color guard as well as cheerleaders, spirit squads and bands from all seven high schools. Come ready to be energized!



## Prepped for Success

Over 10,000 students in CMCSS are considered economically disadvantaged. That is almost 30% of the 35,500+ students in the school system. To help educators close the achievement gap, it is crucial to improve equity and ensure all students have the resources they need to be prepped for success.

With this mission, the United Way of the Greater Clarksville Region, the Clarksville-Montgomery County Education Foundation, and the Clarksville-Montgomery County School System partnered together for the inaugural Prepped for Success campaign. Prepped for Success is a large-scale, community-wide effort to provide students with essential school supplies so they can start the 2019-2020 school year on the same page as their peers.

Volunteers from the Clarksville-Montgomery County community gathered June 21 & 22 to fill bags with school supplies so that 10,000 CMCSS students could begin the next school year with some of the materials they need. For more information, click the image below to watch the Focus Video on Prepped for Success.



## Stuff the Bus

The annual CMC Education Foundation Stuff the Bus event coincides with Tennessee Tax-Free Weekend on July 27 and 28. This event helps stock The Teacher Warehouse where teachers can shop for school supplies at no cost. School supplies will be collected at each Clarksville Walmart over the weekend of Saturday, July 27 and Sunday, July 28. Volunteers are needed for both days. Shifts are as follows:

On Saturday, July 27 Foundation collections will be at Walmart at 1680 Ft. Campbell Boulevard. in Clarksville as well as the Walmart at 3050 Wilma Rudolph Blvd. The event will be from 10 a.m. to 5 p.m. at both locations.

Volunteer shifts for Saturday, July 27 are:

9:30-11:30  
11:30-1:30  
1:30-3:30  
3:30-5:30

Sunday, July 28 will be at Walmart at 2315 Madison Street. The event will be from Noon to 5 p.m.

Volunteer shifts for Sunday, July 28 are:

11:30-1:30  
1:30-3:30  
3:30-5:30

Please contact Katie Williams at [katie.williams@cmcss.net](mailto:katie.williams@cmcss.net) to volunteer or visit [https://uwgcr.galaxydigital.com/need/?agency\\_id=83484](https://uwgcr.galaxydigital.com/need/?agency_id=83484) to sign up.

## Administrative Appointments Announced for CMCSS

A number of appointments have been announced for the upcoming school year.

### Northwest High Principal Named

Jessica Peppard, who has served as assistant principal at Northwest High School, has been named principal of her alma mater. She replaces Theresa Muckleroy who recently was appointed as principal of the Middle College High School at Austin Peay State University.

For the last four years, Peppard has served as athletic director and administrator of the Health Science Academy at Northwest, where she implemented a grade-level leadership model for Problem-Based Learning challenges. Peppard also implemented an interview process for eleventh graders. She developed a Certified Medical Assistant program affiliation agreement for students to earn their certifications while still in high school. As athletic director, Peppard introduced transformational coaching to strengthen the athletic culture at the school. She developed and organized the CMCSS Coaches Symposium for the past two years and has created a number of opportunities to enhance students' athletic experience at Northwest.

Previous experience includes being an academic coach at Northeast and Northwest High Schools and teaching English at Northwest and West Creek High Schools. She earned her M.S. in educational leadership at Austin Peay as well as her B.S. in English.

### Director of Educator Quality Selected

Melissa Izatt has been selected to serve as the Director of Educator Quality. Izatt will lead the district's efforts in attracting and retaining the highest quality teacher candidates. She is a Clarksville native, product of CMCSS schools, and has been employed with the district since 2001.

Over the past 18 years with the district, Izatt has served as a classroom teacher, after-school program director, assistant principal, Substitute Program Manager, and most recently as a Human Resources Coordinator. In 2009, she earned the Distinguished Classroom Teacher and Teacher of the Year honors as an educator at Northeast Elementary School.

Izatt received both her B.S. in Elementary Education and M.A.Ed. in Educational Leadership from Austin Peay State University. In 2008, she was named Graduate Student of the Year at APSU.

### Human Resources Coordinator Selected

Erica Christmas begins her CMCSS career as Human Resources Coordinator, replacing Melissa Izatt. With a decade of educational experience, she has worked at Clarksville Academy as an administrator developing professional training for faculty and staff. She is pursuing her doctorate in organizational leadership and learning from Vanderbilt University. She has also served as Head of the Upper School and curriculum director for the Academy. She worked nine years for LifeWay Church Resources in Nashville.



Peppard



Izatt



Christmas



## Administrative Appointments Announced for CMCSS Cont.

Two high school assistant principals and one elementary assistant principal have been named for the 2019-20 school year.

**Amelia Owen**, who has served as an assistant principal at Vanleer Elementary School in Dickson County, has been selected as assistant principal at Barkers Mill Elementary. Her prior experience was in CMCSS for nine years as a teacher, middle school counselor, intervention specialist, behavior consultant and high school counselor. She began her career in Cheatham County in August 2003 as a middle school counselor. She earned her Ed.S. from the University of Central Florida, her M.S. in school counseling from Austin Peay State University and a B.A. in elementary education and psychology from State University of New York at Potsdam. She is pursuing her doctorate of education from Lipscomb University.

**Shona McLaurin**, who has been student support coordinator at Kenwood Middle School, will be an assistant principal at Kenwood High. She has worked in CMCSS since 2006, when she began as a teacher at Kenwood Middle. She earned her M.A. in education from Bethel University; her educational certification from Austin Peay; and her B.S. from William Carey College in Hattiestburg, Miss. She is pursuing a doctorate of education from Trevecca Nazarene University.

**Timothy D. George**, who has served in several roles at Northeast High since 2011, has been chosen as an assistant principal at Northeast. He has experience as student support coordinator, special education department chair, special education biology teacher, and wrestling coach. He served in the U.S. Army from 2001-2006. He earned his master's in administrative leadership, as well as his Ed.S from Trevecca Nazarene. He has a B.S. in biology education from Illinois State University.



Owen



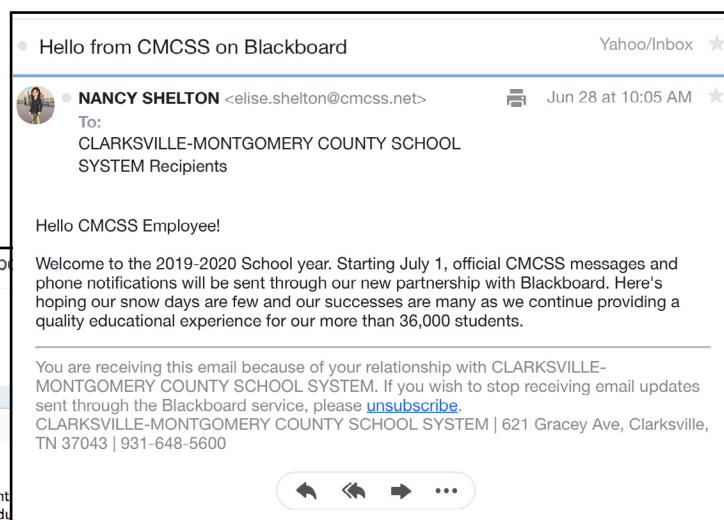
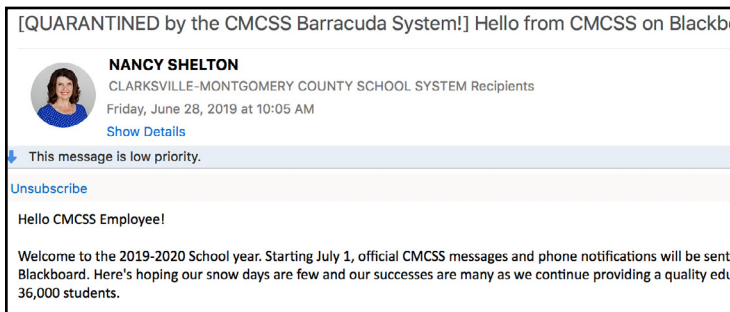
McLaurin



George

## NOTICE: Phone Notification System Changing

As of July 1, CMCSS will be using Blackboard for our phone, email, and SMS notification services. It is providing us with more flexibility in communication at a lower price. So that recipients don't think they are receiving SPAM, the notifications may look like the photos below and to the right.



# Benefits Update

## Open Enrollment

Open enrollment begins Aug. 1 for the medical, dental and vision plans. Last day to enroll or make changes to coverage is Oct. 1. If adding a spouse to any of your plans, you will need to provide a copy of your marriage certificate.

Sick Leave Bank enrollment also begins Aug. 1. The last day to enroll is Oct. 31.

Open enrollment for Colonial Supplemental Insurance and the Medical Flexible Spending/Dependent Care plan will be in November. Specific dates will be set later.

## Made Any Changes? Any Changes Coming Up Over the Summer?

Please notify Human Resources if you are moving, have a name change, or need to make other updates to your personal information.

If you're adding a spouse or new baby, or making any changes to your insurance, contact the Benefits Office. Remember that changes to your insurance coverage due to a status change must be made within 30 days of the event.

If you need to update your beneficiary forms, please contact the Benefits Office.

The Benefits Office is open Monday - Friday, 7:30 a.m. to 4:30 p.m.

Donna McIntosh – [donna.mcintosh@cmcoss.net](mailto:donna.mcintosh@cmcoss.net)

Amy Wigington – [amy.wigington@cmcoss.net](mailto:amy.wigington@cmcoss.net)

Faye Tryon – [faye.tryon@cmcoss.net](mailto:faye.tryon@cmcoss.net)

## Music City Social Emotional Learning Conference

Approximately 70 school counselors, teachers, and administrators, along with two CMCSS parents and Mr. House, attended the Music City Social Emotional Learning Conference in Nashville, TN, on June 27 and 28. Speakers from around the country shared strategies and resources to help school employees learn how to better support students.

Topics included:

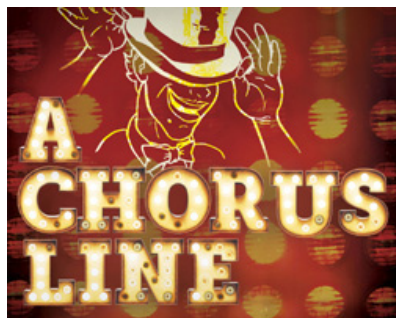
- Trauma Informed Classrooms: Strategies for Working with the Traumatized Child
- Student Leadership in Restorative Practices
- Collaborative Problem Solving with Students
- Understanding Implicit Bias



# Community

## Roxy Regional Theatre 2019-2020 Student Series

For groups of 20 or more, student tickets for daytime performances are \$7.00. Teachers, staff and bus drivers are admitted at no charge. Parent chaperone tickets are \$10.00. For bookings and more information, please email [roxy@roxyregionaltheatre.org](mailto:roxy@roxyregionaltheatre.org) or call (931) 645-7699 between 9:00am and 2:00pm, Monday through Friday.



September 16, 17, 18, 19  
@ 10:00 a.m.

Exploring the inner lives and poignant ambitions of seventeen professional Broadway dancers, this stunning concept musical superbly captures the spirit and tension of a Broadway chorus audition. A brilliantly complex fusion of song, dance and compellingly authentic 1970's drama, this classic features one powerhouse number after another, including "What I Did for Love," "One," "I Can Do That," "At the Ballet," "The Music and the Mirror" and "I Hope I Get It."

Please note: This production contains strong language and adult situations.

Recommended for 9th Grade - 12th Grade



September 23, 24, 25, 26, 27, 30  
October 1, 2, 3, 4  
@ 9:15 a.m. and 11:30 a.m.

Edward Tulane, an expensive toy rabbit made of china, is loved by a little girl named Abilene, but the vain and self-centered Edward cares for no one other than himself. On an ocean voyage, Edward is accidentally thrown overboard and sinks to the bottom of the sea. So begins his journey. As years pass, Edward meets many different people in various situations: an older grieving couple, a farmer in need of a scarecrow and a doll mender with an old doll who teach Edward an invaluable lesson. Through this journey, Edward learns what it is to love, what it is to lose that love, and how to find the courage to love again in this play based on the beloved novel by Kate DiCamillo.

Recommended for Pre-K - 5th Grade



October 8, 9, 10, 11  
@ 10:00 a.m.

From John Wilkes Booth to Lee Harvey Oswald, our nation's most notorious assassins gather on stage to pursue a twisted American Dream. This Tony Award-winning tour-de-force combines Sondheim's signature blend of intelligent lyricism and stunning music with a panoramic story of our nation's celebrity culture and the violent ambition to obtain it. Bending the rules of time and space, this one-act historical "revusical" takes us on a nightmarish roller coaster ride in which four assassins and five would-bes from different periods meet, interact and inspire each other to harrowing acts in the name of the American Dream.

Please note: This production contains strong language and adult situations.

Recommended for 9th Grade - 12th Grade



November 12, 13, 14, 15  
@ 10:00 a.m.

An age-old vendetta between two powerful families erupts into bloodshed in this timeless tale of star-crossed lovers. At a masquerade ball, young lovesick Romeo, a Montague, meets and falls instantly in love with Juliet, from rival family the Capulets, setting in motion a chain of events that will leave a trail of blood and broken hearts in one of William Shakespeare's most renowned tragedies.

Recommended for 6th Grade - 12th Grade



December 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 16, 17, 18, 19  
@ 10:00 a.m.

Ebenezer Scrooge is an affluent curmudgeon who places personal wealth above the happiness and comfort of others. With an infuriated "Bah! Humbug!" Scrooge summates his feelings of Christmas tidings and charitable giving, but he's forced to face his selfish ways when visited by the ghosts of Christmas Past, Present and Future. Thanks to their guidance, Scrooge recognizes his faults and greets Christmas morning with a cheerful "Happy Christmas" before spending the day reconnecting and sharing love with those that mean the most to him. Ebenezer and his ghostly encounters come to life in this lavish and thrilling musical adaptation of Charles Dickens' most well-known story.

Recommended for Pre-K - 12th Grade



January 27, 28, 29, 30, 31  
February 3, 4, 5, 6, 7  
@ 9:15 a.m. & 11:30 a.m.

It's Junie B.'s first day of first grade, and a lot of things have changed for her: Junie's friend, Lucille, doesn't want to be her best pal anymore and, on the bus, Junie B. makes friends with Herb, the new kid at school. Also, Junie has trouble reading the blackboard and her teacher, Mr. Scary, thinks she may need glasses. Add a friendly cafeteria lady, a kickball tournament and a "Top-Secret Personal Beeswax Journal," and first grade has never been more exciting in this delightful adaptation of four of Barbara Park's best-selling books.

Recommended for Pre-K - 5th Grade

For a listing of other shows including The Fantasticks, A Streetcar Named Desire, and Fahrenheit 451, visit <http://roxyregionaltheatre.org/education/curriculum-matinees/>.