

October Classified Kudos

Employee Group Being Recognized: **OnSite**

Employee Representing Group: **Lauren Calhoun**

Time of Service to CMCSS: **1 year**

Primary Job Responsibility: **Medical Receptionist**

"I support the mission of CMCSS by helping staff members and their families to get / remain healthy so that they can continue to educate and empower students to reach their potential."

"The best part of my job is working in the medical field; and, I get to interact with all of the family members of CMCSS and the County. I like being involved in the community too."



CMCSS Newsletter

October 23, 2017

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Classified Kudos is a monthly employee newsletter feature, which was initiated by a Continuous Improvement Team charged with employee recognition. The month's featured group will mirror the Classified Staff Appreciation calendar. The spotlight will focus on one employee representing the group or groups being recognized.

October's Point of Pride Awards

Three CMCSS physical education teachers have been recognized as Teachers of the Year through the Tennessee Association for Health, Physical Education, Recreation and Dance (TAHPERD). They will be honored in an awards ceremony on Tuesday, Nov. 7 at Embassy Suites in Murfreesboro.

Elementary: Mark Banasiak, Sango

Middle: Michael Griggs, Kenwood

High: Shannon Morrison, Montgomery Central

West Creek Middle School Assistant Principal Michael Moseley was recognized at the Tennessee School Counselor and Administrator Leadership Institute conference earlier this month as the 2017 Tennessee School Counselor Association Administrator of the Year.



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October's Point of Pride Awards Continued

The Tennessee office of early postsecondary is excited to announce the winner of the Early Postsecondary Opportunity (EPSO) Week logo competition, Kyndall Waller. Kyndall attends Rossville High and is involved in a Digital Arts and Design course taught by Erica Trout and Hannah Brooks. This logo will be the official logo used to promote EPSO Week, which will take place Oct. 23–27. Her logo may be viewed by clicking here:

https://gallery.mailchimp.com/b28b453ee164f9a2e2b5057e1/files/da42f400-fcb7-4db4-87c6-b55612e05f11/SREPS_EPSO_Week_Logo_2017_LS.pdf?mc_cid=dba875aaf9&mc_eid=52b1515981



Donna Baker's Retirement Reception

A reception will be held Nov. 15 at Central Services South from 3:30 to 5:30 p.m.

ENGAGE

CMCSS Professional Learning Conference



*Kristi Davis, 7th Grade
Reading Teacher at KMS*

ENGAGE 17 provided more than two weeks of professional learning opportunities for teachers. It also added scores of first-time professional learning presenters to the CMCSS pool of professionals who learned firsthand about the craft of training and working with adult learners. Kristi Davis, 7th Grade Reading Language Arts teacher at Kenwood Middle School, was among the many first-time presenters. When asked how it went, she said, “Really well! At first I was very nervous.” She was excited however to discover some similarities to working with her students. “They really wanted to participate. I found everyone was supportive and I enjoyed how much they wanted to be there.” Of the seven classes for which she was a presenter or co-presenter, she found each audience to be active and engaged. “They learned from each other, and it was a very friendly atmosphere.” Like her experience with her students, she found each class of teachers to be different with its own personality.

With so many first-time presenters, Professional Learning provided training on best practices for adult learners and presenting shorter sessions. When asked if it helped, Kristi answered a resounding, “Yes, so much! I learned what the adult learner was like and how to prepare for them.” Her classes went very well, but she indicated how important it is to prepare ahead of time. Following the presenter training, she spent several hours preparing by creating activities and practicing, which reminded her of planning an effective lesson for students. She even recorded herself a few times using Screencastify to review her presentation skills, which allowed her to refine her approach. After the first class, she realized how supportive teachers were and enjoyed how much they wanted to be there. “It was not intimidating anymore.” The part she enjoyed most was meeting new people, especially from other schools.

When asked what she would tell teachers who would like to present but had not presented before, she said, “Go for it! Everyone should try to present if possible.” She found her experience prepared her for professional learning and helped her to be a part of the CMCSS environment. Later in the year, CMCSS Instruction will call for proposals for ENGAGE 18 through principals and the CMCSS Employee Newsletter.

PRIDE Programs Demonstrate Impact in Performance

Many classroom teachers recall their first years with an equal mix of nostalgia and fear. As teachers leave universities for school districts, they look forward to the impact that they can make in the lives of children, but soon after the first days of school, they realize they have a steep learning curve to ensure high levels of learning for all students.

Research on supporting new teachers indicates that in order for them to be successful, new teachers need comprehensive induction strategies that include high quality mentoring, common planning time, targeted professional learning, and ongoing communication and support. (Ingersoll, 2011) In order for our district to achieve the vision that all students will graduate college and career ready, it is imperative that CMCSS provide quality supports to new teachers, and through the dedicated work of Tina Smith, New Teacher Coordinator, we do just that. Prior to the first day of school, new teachers participate in PRIDE District Orientation where they learn district expectations and are introduced to their content and our instructional model, Explicit Instruction. Also, new teachers participate in PRIDE School Orientation where they learn school expectations and are introduced to their Site Based Induction Specialists (SBIS), their mentors for the year.

During the school year, SBISs work regularly with new teachers on Explicit Instruction and hold induction seminars to address common issues that new teachers experience. New teachers are also supported by school leadership, academic coaches, lead teachers, consulting teachers, technology integration coaches, etc...

Recently, Dr. Kimi Sucharski and our assessment team provided some data regarding the effectiveness of PRIDE induction programs. Experienced teachers scored an average of 3.89 on the TEAM teacher evaluation. Those teachers who participated in all PRIDE programs (district orientation, school orientation, induction seminars) averaged 3.82, and teachers who participated in some but not all of the program averaged 3.26. Those teachers who chose not to participate averaged a 3.01.

As a general rule, new teachers struggle to understand their standards and content, but in CMCSS TEAM data indicated that new teachers scored comparable to experienced teachers in those areas as well. Because we saw a strong connection to participation and teacher success, PRIDE was required for all new teachers beginning this year to ensure that they had the best supports possible to support student achievement.

Our students continue to demonstrate that they are learning at high levels, and we are proud to know that Tina Smith and our schools are working diligently to ensure that our new teachers have the supports they need to contribute to our district's success.

Ingersoll, R. M., & Strong, M. (2011). The Impact of Induction and Mentoring Programs for Beginning Teachers: A Critical Review of the Research. *Review of Educational Research*, 81(2), 201-233.

Benefits Update

Sick Leave Bank Open Enrollment Closing

The last day to enroll in the Sick Leave Bank will be Oct. 31. If you are not a member and would like to join, please use the link below for an enrollment form. Please send completed enrollment forms to the Benefits Office.

<http://www.cmcss.net/iso/masterdocs/BEN-F050.pdf>

Colonial Supplemental Insurance and MedFSA/DCAP-Open Enrollment

The open enrollment period for Colonial plans will be Nov. 1 – Dec. 1. Colonial provides supplemental insurance plans that include Short-Term Disability (which includes a Maternity Rider), Accident, Critical Illness and Cancer plans. The online enrollment form and instructions will be available on the Employee Benefits web page under “Colonial” beginning on Nov. 1.

MedFSA & Dependent Care open enrollment will be Nov. 1 – Dec. 1. The 2018 enrollment form will be available on the Employee Benefits web page under “Benefits Connection” beginning on Nov. 1. You may also use the link below to access the enrollment form.

<http://www.cmcss.net/documents/benefits/fsadcapenrollment.pdf>

New Vision Insurance Carrier

We will be changing our vision insurance carrier from VSP to BlueCross-BlueShield-TN, **effective January 1, 2018**. BC-BS-TN has offered comparable benefits with lower premium rates as shown below:



New BlueCross-BlueShield Vision Premiums

Monthly Rates (Teachers & Administrators) New rates begin on the Dec. 29 payroll for Administrators and on the Jan. 5 payroll for Teachers

Type of Coverage	Current Montly Premium With VSP	New Montly Premium Eff. Jan. 2018 with BC-BS
Single	\$10.60	\$ 7.79
2-Party	\$15.38	\$12.73
Family	\$27.55	\$24.16

Bi-weekly Rates (Classified Staff) New rates begin on the Dec. 21 payroll for Classified Staff

Type of Coverage	Current Bi-Weekly Premium With VSP	New Bi-Weekly Premium Eff. Jan. 2018 with BC-BS
Single	\$5.30	\$ 3.89
2-Party	\$7.69	\$6.37
Family	\$13.78	\$12.08

Benefits Update Continued

The vision network will be VisionBlue, which features a broad local and nationwide network, ensuring members have access to the vision and eye care they need no matter where they live, work or travel (bcbst.com – click on find a doctor to begin your search). Benefits will include the following:

- Exams, lenses and contact lenses are covered every 12 months - frames are covered every 24 months
- You pay a \$10 copay for exams and a \$20 copay for lenses, then Blue Cross will pay the remaining cost of exams and lenses, up to \$150 for frames, and up to \$150 for contact lenses to the provider when you use a network provider.
- There are no copays when you use an out of network provider, and Blue Cross will pay up to: \$35 per exam, \$30 for single lenses, \$45 for bifocal lenses, \$60 for trifocal lenses, \$75 for frames, and \$120 for contact lenses. You must pay in full at the time of your visit and then submit a claim for eligible reimbursements.
- You may order glasses (glasses.com) and contact lenses (contactsdirect.com) online, while using your in-network allowance toward the purchase
- As an option (but not required), you may try on new frames at a virtual eyeglass store (glasses.com) by uploading a picture of yourself
- If you elect an out of network provider, you will incur more out of pocket charges

This change will result in new BlueCross-BlueShield-TN ID cards being issued. Your new card will provide information for the plans you are enrolled in. BlueCross BlueShield will mail the new card to your home address beginning in mid-December.

***Please note: members may use their current VSP benefits through December 31, 2017.**

BlueCross BlueShield Prescription Drug Changes

The following prescription changes will be effective 1-1-18:

SmartStart Program – if you start taking a new specialty drug that is on Blue Cross' SmartStart list, you will now be able to get a 2 week supply on your first fill for half the cost. This allows you to make sure you adapt to the drug properly. If it works, the pharmacy will fill the remaining two weeks and you will pay the other half the cost. If it does not work, both you and our plan save money since the supply was for two weeks instead of four weeks.

Over-the-Counter Medications – Because many medications are available over the counter, our plan will no longer cover certain prescription allergy treatment drugs and stomach disorder drugs that have over the counter alternatives unless your condition meets specific medical criteria. Over the counter alternatives cost significantly less than their prescription alternatives yet can have similar results, and you can purchase these popular medications when you need them most without a prescription.



Benefits Update Continued

BlueCross BlueShield Prescription Drug Changes Continued

The following prescription changes will be effective 1-1-18:

Compound Medications – Safety concerns of compounded medications have had nationwide news attention, prompting legislation on both the national and state levels. Due to availability of commercial products, lack of approval by the FDA, questionable drug efficacy, and exceptionally high cost, all compounded medications will be excluded from coverage under our plan effective 1-1-18. There is an appeal process for those patients who are not capable of taking a commercially available medication due to age, physical condition, or need for an alternative route of dosage.

Medicare Notice and WHCRA

The website is a very good resource for finding information regarding your medical, dental and vision coverage. Along with information concerning retirement and other supplemental benefits offered by CMCSS. The two links listed below are documents pertaining to the Women's Health and Cancer Act and Medicare prescription drug coverage.

<http://www.cmcss.net/documents/benefits/WHCRA.pdf>

<http://www.cmcss.net/documents/benefits/CreditableCoverage.pdf?>

REMINDER

Please remember to notify the Benefits Office any time your marital or family status changes.

- Marriage
- Birth of a baby
- Adoption
- Divorce

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

Donna McIntosh – donna.mcintosh@cmcss.net

Amy Wigington – amy.wigington@cmcss.net

Faye Tryon – faye.tryon@cmcss.net

Office for Mac or PC? -Now you can get both

CMCSS employees may now get exclusive employee pricing on both PC and Mac versions of Microsoft Office 2016 for just \$9.95 each

As an added benefit for faculty or staff of Clarksville-Montgomery County School System, you may now be eligible to purchase your own copy of both Office Professional Plus 2016 and Office Home & Business 2016 for Mac to use at home for just \$9.95 each.

You must use your work email to see if you are eligible to purchase one or both of the versions of the new Office 2016.

<https://www.microsoft.com/hupus/home.aspx?page=lookup&ClickID=cn4wevzi4qvwpxpfqavapnvpe4wk4vkzkznzs&culture=en-US>



Congratulations to the following teams on having the most participants enrolled in the Be Alive Points Program! Each team will receive \$250 to use for wellness-related items and programs for employees.

Minglewood Elementary Team
New Providence Middle Team
Cumberland Heights Elementary Team
Ringgold Elementary Team
Kenwood Middle Team

Also, congratulations to the following who earned the most Be Alive points in the month of September!

Top 25 Point Earners

1. Lindsie Leis
2. Deborah Wallace
3. Monica Gautier-Rosario
4. Courtney Smith
5. Dianne Edlin
6. Christopher Maille
7. Michaela Harris
8. Rachel Hamrick
9. Gwen Lamonica
10. Judy Blackmon
11. Gena Albertia
12. Stacey Benson
13. Tonya Sherman
14. Holly Carneyhan
15. Laura Rauscher
16. Shannon Bryant
17. Kelly Robinson
18. Arthur Davis
19. Jeff Rauscher
20. Kim Dowdy
21. Tommy Butler
22. Lee Clayton
23. Tyler Jean
24. Holly Lanham
25. Kelli Prichard

Alive & Well Continued

November Alive & Well Events



Holiday Cooking Class: Appetizers and Desserts; Nov. 1 and 30 5 p.m. at Rossview High
Join us in making healthier versions of holiday appetizers and desserts! This is a great way to get ideas for the upcoming holidays.

Nov. 1 sign-up: <https://goo.gl/forms/YYmrsAyQunEu8Hwn2>

Nov. 30 sign-up: <https://goo.gl/forms/PAWuePvhTbdfDRTy1>

Self-Defense Class; Nov. 8 4:15 p.m. at Cumberland Heights Elementary
Come learn practical skills related to awareness, defense, and safety, and practice basic blocks, kicks, punches, and holds.

Sign-up: <https://goo.gl/forms/yoRg9lLs7DjE9skl2>

Strength Training for Beginners; Nov. 9 and 28, 5 p.m.

A certified personal trainer will demonstrate various basic strength-training exercises and then allow participants to practice each exercise to ensure safety and good technique.

November 9 - location TBD: <https://goo.gl/forms/PUvm4LS91mUPoJgn1>

November 28 - Rossview Middle: <https://goo.gl/forms/PLDPyarrBKbcD2v93>

“Give the Y a Try” Week; November 13-17th

Try out the Clarksville YMCA this week! They are offering FREE entry for all CMCSS and County Employees to use their gym facilities, pool and track. They are also offering CMCSS/ County ONLY classes as shown below. You must present your ID badge upon arrival and obtain a points card that will be stamped at each visit.

Monday - PiYo @ 5:30 p.m.

Tuesday - BodyPump @ 5:30 p.m.

Wednesday - MoveStrong @ 6:30 p.m.

Thursday - MoveStrong @ 6:30 p.m.

Friday - Zumba @ 5:30 p.m.



Community

Austin Peay Student Government Association

Austin Peay's Student Government Association sponsors GHOST – Greater Halloween Options for Safe Trick-or-Treating – on Oct. 29 from 4 p.m. – 7 p.m. at Forterra Stadium. Click here for the flyer <https://newsletters.cmcss.net/Documents/135>

Montgomery County Students Need Mentors

COUNTY	TOTAL MENTORS NEEDED	MENTORS RECRUITED	MENTORS STILL NEEDED	% OF GOAL MET
Montgomery	256	123	133	48%

tnAchieves serves as the partnering organization to Governor Haslam's TN Promise Scholarship that allows any student in Tennessee the opportunity to earn an associate's degree or technical certificate free of tuition. The Class of 2018 will be the fourth class of seniors to take advantage of the Tennessee Promise Scholarship and the tenth class of students in the tnAchieves program, which originated in Knox County. Tennessee has seen several early successes with the Tennessee Promise. In its first year, our state saw a 4.6% increase in the number of students going to college directly after high school, which is a larger increase than the previous seven years combined!

Along with funding, tnAchieves pairs every student with a volunteer mentor who serves as a resource and encourager. Volunteer mentors are paired with 5-10 students from the high school of their choice and they work with students through the last semester of their senior year and the first semester of college. Mentors tell us that volunteering with tnAchieves is a 10 hour annual commitment. tnAchieves is looking for over 9,000 mentors throughout the state to help the class of 2018. In Montgomery County alone, tnAchieves needs 133 mentors! The deadline to apply is Dec. 1, 2017 and you can go to www.tnachieves.org to find out more information and complete an application!

School System Website will be Getting a Makeover

If you are a user of the cmcss portal, you may have noticed a few more apps and icons have been added to your access list recently. Technology and Communications are working toward creating a cleaner website for both internal and external stakeholders.

Phase One is to give employees access to all of the same weblinks both from the publicly accessed www.cmcss.net and from the employee accessed cmcss portal (<https://portal.cmcss.net>). Before logging on to the portal, a listing of Common Resources, such as CMCSS Email, Outside Service Providers, Time Off Requests; System Software, such as Munis Self Service and others; Employee Resources; Teacher Resources; Professional Development; and more are available to directly click on. Once employees have logged in to the portal, they will have access to apps specific to their use, which require inputting the employee's unique password (which is the same password as the email password).

After this school year comes to a close, all employee accessed links will be available only on your portal. We will be running both platforms until June 1 to give staff time to adjust to where they access links.

By June 1, 2018, the CMCSS website will move from this:



To this:

