



NOVEMBER 2020 | ISSUE NO. 4

District Newsletter

Director's Message

GRATITUDE IS AN ATTITUDE.

As we enter this season of thanksgiving, let us move forward with a renewed sense of gratitude. The simple act of gratitude can transform the world around you and make even the darkest days a bit brighter.

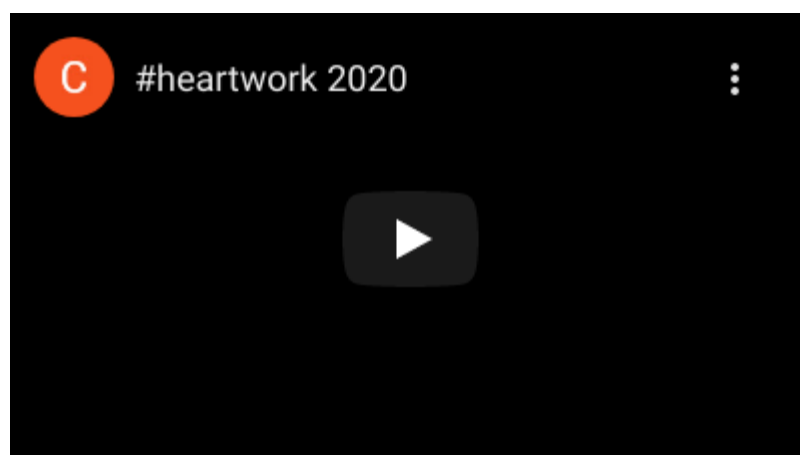
This year has not been easy, and we have all endured more than we thought possible. Remember on those days you consider ordinary, the work you do is still transforming lives. It's not just hard work, we're committed to #heartwork.

I am grateful to have the chance to watch our educators in action. The gratitude felt when I see how staff are willing to take on new roles and overcome obstacles together, is overwhelming. We are truly better together.

This month, we have launched a new platform, Heartwork, in which employees can send each other uplifting and encouraging messages. Take a moment to reflect on those who have made an impact on you this year. Those small moments of caring and gratitude will carry us through this school year.

"Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings."

- WILLIAM ARTHUR WARD





The Power of Possibility

HOW SCHOOL PSYCHOLOGISTS EXPAND THE HORIZON FOR CMCSS STUDENTS

School psychologists play a role that most people cannot clearly define. Yet, their work is crucial to creating strategies for intervention and supportive environments for students in need. On a typical day, they provide direct support to students, consult with teachers and families, and collaborate with school mental health professionals.

Recently a group of CMCSS school psychologists reflected on the common misconceptions regarding their profession. Whether it be parents or fellow staff, their role within the school is sometimes confused. “How many times have you been mistaken for a school counselor?” District Lead School Psychologist Dr. Ariane Narain asks her peers, to which they all smile and nod. Another shares a story to which everyone quickly relates as they’re often asked a variation of, “Where’s your couch?”

Aside from the assumptions surrounding school psychologists’ role, the true nature of their position is significant. “The day can look very different if you’re in elementary, middle, or high school,” said Dr. Jasmine Scott, who works at Montgomery Central.

“People think we just assess students all day,” said Narain. Much of their day is consulting, whether with students, parents, teachers, counselors, or administrators. These consultations are critical to the success of the students. “What we do carries such a heavy weight for special education.”

School psychologists determine eligibility for a range of students, including special education and gifted students. Each student’s journey through eligibility and intervention for special services is unique, as is the relationship developed with the family.

The psychologists understand that just the mention of their presence creates a range of emotions for families from the beginning. “If the parents are new to special education, we’re the first friendly face,” said Lauren Keultjes, a school psychologist at Norman Smith Elementary. Explaining the intervention process in a way that’s not scary is enormous for families who may be struggling to understand the implications.

[READ THE FULL STORY HERE](#)



#Heartwork

Share a message of hope and encouragement with the CMCSS staff

These days, uncertainty and fear do not have to separate us from the relationships that matter. Today, show someone they are appreciated. Take a moment and send a note. Recognize a helping hand, a kind word, express gratitude for their efforts.

Together, we can remember that one positive message can be the very thing that helps get someone through the day.

Join us as we celebrate each other. It's hard work to succeed at #heartwork.



HOW THE PROCESS WORKS

Each person plays a vital role in the success of our students. Their hard work is heart work. If you have a specific staff member or group of people you would like to recognize, send a note through #Heartwork.

- 1 Log on to Classlink.
- 2 Find the Heartwork app.
- 3 Follow the prompts to prepare your message to any CMCSS employee.
- 4 Your message will be reviewed and sent to the intended recipient(s).



Education Foundation
Clarksville-Montgomery County

GREAT IDEA AND BIG IDEA GRANTS

APPLICATIONS OPEN UNTIL NOV. 20

[BIG IDEA GRANT APPLICATION](#) | [GREAT IDEA GRANT APPLICATION](#)



CLARKSVILLE-MONTGOMERY COUNTY EDUCATION FOUNDATION

Vision to Reality Goes Virtual

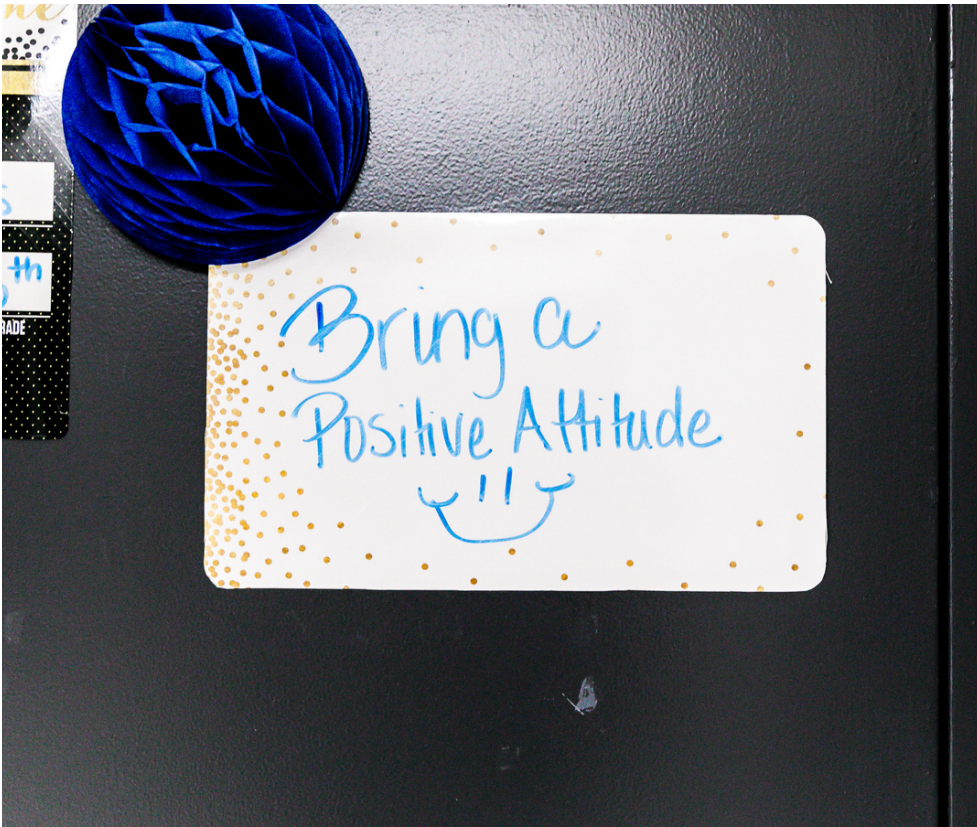
ONLINE AUCTION IS NOW OPEN

The 2020 Vision to Reality Online Auction is now live and has over 35 incredible items you can bid on! Just in time for the holidays, the Clarksville-Montgomery County Education Foundation has everything from local gift cards and spa packages to golf lessons and even a guided duck hunting trip.

The auction runs through November 22. To bid (and receive notices about your bid), you will be asked to register on the auction page. All proceeds benefit the CMC Education Foundation's programs and initiatives, which directly serves our students and each one of you. Thank you to every school and sponsor that donated to the auction this year. Without your help, CMC Education Foundation would not have been able to pull this off.

[YOU CAN CHECK OUT THE AUCTION SITE HERE](#)

Human Resources



RETIREMENT INFORMATION MEETING

Three retirement meetings are scheduled for 2021. These meetings are very informative and open to all employees. We urge anyone who is considering retirement to attend one of the meetings. The content is the same for all of the meetings. Two of the meetings will be offered via Zoom and one meeting will be an in-person meeting. Information concerning the Zoom meeting links will be provided closer to the date of the meeting.

Tues., Jan. 26 at 4:30 p.m.
via Zoom

Thur., Jan. 28 at 5:00 p.m.
held in-person in the Board Room
at Central Services-Gracey

Tues., Feb. 2 at 4:30 p.m.
via Zoom

Need to Update Your Information?

THE HR BENEFITS TEAM



Amy Wigington

E-mail
P: 920-7810



Donna McIntosh

E-mail
P: 920-7929



Faye Tryon

E-mail
P: 920-7788

COLONIAL SUPPLEMENTAL INSURANCE AND MEDFSA/DCAP OPEN ENROLLMENT

The open enrollment period for Colonial plans is Nov. 2 – Nov. 30. 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 or [click here](#).

MedFSA & Dependent Care open enrollment will be Nov. 2 – Nov. 30. The 2021 enrollment form is available on the Employee Benefits web page under "Benefits Connection". You may use the following link to access the 2021 **enrollment form**. [Click here for the 2021 enrollment form](#).

IMPORTANT PHARMACY INFORMATION

Effective January 1, 2021 there will be changes to the formulary. The formulary is a drug list and contains important information about drug coverage. Our pharmacy benefit manager, EpiphanyRx, regularly reviews the formulary to determine drug coverage. Their most recent review indicated changes to the 2021 formulary are necessary. Members that will be impacted by the changes have received or will be receiving a letter from EpiphanyRx. Members that may have questions are encouraged to contact EpiphanyRx member services at 844-820-3260. The 2021 formulary document will be available, in the near future, on the [EpiphanyRx website](#).



Meet Ebony Moore

CMCSS BLUE CROSS BLUE SHIELD HEALTH NAVIGATOR

Ebony Moore is our Health Navigator from BlueCross BlueShield. As the Health Navigator, Ebony is here to serve the employees of CMCSS who are enrolled in the BCBS medical plan. Ebony is on site Monday, Wednesday and Friday from 7:30 a.m. – 4:00 p.m. Ebony provides a concierge service which allows her to meet members where they are by offering face-to-face meetings, inbound and outbound call interactions as well as attending community outreach events, as needed. You can contact her by email at ebonyr_moore@bcbst.com or call 423 535-7720.

Duties of a Health Navigator

INCLUDING BUT NOT LIMITED TO:

- Conduct outreach calls to members to educate on:
 - Case Management program
 - HEDIS gaps and overall importance of preventive services
- Review claims, Explanation of Benefits (EOB), and prior authorization information
- Educate on benefits information
- Assist in:
 - Scheduling doctor appointments
 - Out of Network steerage: locating in network pharmacy, provider, and facility information
- Hospital discharge follow up outreach
- Attend Health Fairs and onsite meetings
- Assist with onsite projects, as needed
- Provide educational material included but not limited to:
 - Condition specific educational information
 - Brochures on Case Management, Emergency Room visitation, and/or preventive services
- Collaborate with account's pharmacy vendor, wellness, and clinic office teams
- Connect members to an internal BlueCross BlueShield of Tennessee designated account Care Manager, Behavioral Health Clinician, Registered Dietician, and Social Worker

BCBS BLUEACCESS FOR MEMBERS

Employees enrolled in the BlueCross BlueShield insurance plans may activate their free online BlueAccess account on the BCBS website at bcbst.com. See what's available:

Benefits & Coverage

Get full details on what your plan covers and who your plan covers.

Claims & Balances

View the status of your claims, get a copy of your EOB and check to see if your deductible has been met.

Managing Your Health

Make a personal health profile and look at information designed to help you reach your health and wellness goals.

Find Care

Find a doctor or hospital in your network, get directions to their offices and print your personalized results. Get answers about health care costs – even compare fees.

Account

Set up your account profile, update your email and choose between paper or online statements. How to Register for BlueAccess

- Go to bcbst.com/member.
- Click on the "Register Now" link and answer questions.
- You'll need your Member ID card.