



# CMCSS Newsletter

December 11, 2017

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## New Administrative Announcements

Helen Nicholas has been chosen to fill the split position for the remainder of the year between Burt Elementary School and Barksdale Elementary School. The responsibilities for the split position include assistant principal duties at Burt Elementary School and to oversee the development and implementation of the Spanish Immersion program at Barksdale. Next year, Nicholas will serve full-time at Barksdale to lead the Spanish Immersion program. This position became available when Melody Nix returned to the classroom and assistant principal, Maribeth Mathis became the interim principal of Burt Elementary School.



Nicholas previously served as academic coach at Carmel Elementary beginning in 2012. She was a classroom teacher at Hazelwood Elementary, beginning in 2002. She earned her educational leadership endorsement from University of Tennessee – Martin. She has a M.A. in reading and a B.S. in elementary education from Austin State University.

## New Administrative Announcements Continued



Ashlie Perry

Ashlie Perry will be appointed as the full-time assistant principal at Minglewood Elementary School. Perry will be replacing Nicholas. She has been serving as a half-time assistant principal at Minglewood Elementary School and Ringgold Elementary School. She served as fourth grade teacher at Liberty Elementary, an academic coach at Norman Smith Elementary, and fourth grade teacher at Minglewood. She earned her Ed. S. in educational leadership from Austin Peay, where she also earned her master's in teaching. She received a B.S. in child development from Middle Tennessee State University. That position will be posted.



Christi Fordham



Jason Pierschbacher

Christi Fordham, assistant principal, has been administratively transferred from Kenwood High School to Rossview Middle School. Jason Pierschbacher, assistant principal, has been administratively transferred from Rossview Middle to Kenwood High School. All of these administrative changes will be effective January 2, 2018.





The ENGAGE Professional Learning Conference is just around the corner, and in order to have another successful event, we need proposals from our educators!

ENGAGE is the CMCSS professional learning event held each summer that allows our amazing teachers to learn from each other and share exciting new learning opportunities around academic standards, instructional strategies, assessment practices, and technology. Reviews from last summer were clear: CMCSS teachers love to learn from each other!

To be effective, we need outstanding educators to share their best practices. They can even grab a colleague and present together! The call for proposals was opened Dec. 4 and will be open **through Jan. 17**.

[CLICK HERE](#) to submit your proposal.

#### ENGAGE Schedule

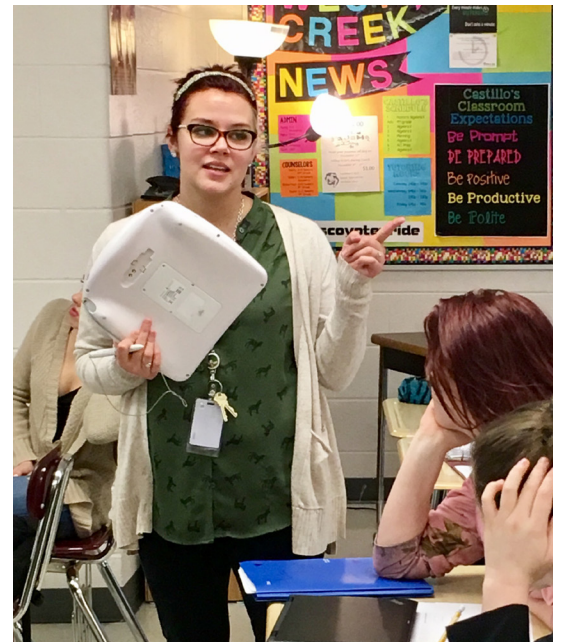
June 4-8, West Creek High School

July 16-20, Kenwood High School

## ENGAGE Impact in the Classroom

When I found out we were going 1:1, I was excited to find out what I could use this technology for in my classroom. I signed up for a lot of different tech courses, but the one that made the most impact on my teaching this year was the OneNote session. At first, I thought it would be an easier way to organize and collect my notes and assignments throughout the year, but it turned out to be so much more than that. Learning about OneNote Class Notebook completely overthrew my old method of distribution. Students still get their paper notes (writing math is easier on paper!), but now, they all have instant access to the notes I complete on OneNote on their own app on the computer. If they miss a day, the notes are already there for them to view. If they need to use the restroom, they can catch up on the notes right when they get back without disrupting the flow of the class. My students feel like they have greater access to the information, especially since we no longer have textbooks. With OneNote, they can see what we did in class on their own computers at any time. It was also a nice way to get our feet wet with technology without overhauling EVERYTHING we know about teaching and learning math. I'd call that a win!

-Alicia Castillo, Math Teacher, West Creek High School



# Videotaped Readings Bring 24,000 Viewers to CMCSS Facebook Page

Recently, during American Education Week, Nov. 13 through 17, CMCSS launched a literacy campaign called “Read for 20.” The purpose of the campaign is to encourage students, particularly younger readers, Pre-K through 5th grade, to practice reading for 20 minutes or more each day.

As part of the campaign, we videotaped “influential” people in the community reading a children’s story to encourage families to make reading part of their daily routine. The “bedtime” videos were posted on the CMCSS Facebook page at 7 p.m.

Some of the folks who “loaned” us their influence are from the TN Titans Organization, the Montgomery County Sheriff’s Office, state, city and county government, published authors and the Nashville Predators to name a few. If you’d like to join the nearly 24,000 viewers and check out all 16 videos, please visit the FOCUS page and search for Read for 20.

In addition to the videos, CMCSS will install reading corners in local businesses in which a wait time is typical. Business owners who are interested in partnering with us need only to provide the space - we’ll provide the books! The idea here is that reading takes the place of idle time and mobile phone play. A couple of our partners installing reading corners are the Clarksville Health Department and Flourishing Families. Contact [espereranza.mccrory@cmcss.net](mailto:espereranza.mccrory@cmcss.net) for more information.

Thanks to all persons involved who helped make this campaign launch possible.

Did you miss any of our Read for 20 videos? You can find them all right here:

<https://cmcssfocus.net/2017/12/07/read-for-20/>



The new generation of superheroes  
reads for 20 minutes or more each day!

# ELA Standards Implementation Check

The State Board of Education has launched an English language arts (ELA) standards implementation feedback survey ([here](#)) to gather public comments on the standards that Tennessee educators are implementing this year. All Tennesseans are invited to participate, and the survey will remain open through Jan. 31, 2018.

The state board is charged in state law with adopting academic standards for Tennessee students and with reviewing those standards regularly. The ELA standards were adopted by the state board on April 15, 2016, after an extensive period of public comment and educator review. This is the first school year the standards have been used in Tennessee classrooms, making it an ideal moment to gather feedback from teachers. Feedback from educators, parents, and other community members will help identify any areas of the standards that are in need of additional clarification or refinement. This implementation check will also help to synchronize the standards with textbook adoption so that teachers have aligned materials in their classrooms.



# Benefits Update

## New BlueCross BlueShield Insurance Cards

Effective Jan. 1, 2018, our vision insurance carrier will change from VSP to BlueCross BlueShield of Tennessee. As a result of this change, BlueCross will be issuing our group new insurance cards.

All employees enrolled in medical, dental or vision will receive a new insurance card around the middle of December. If you are enrolled in the vision insurance, please carefully read the communication that will accompany your new insurance card and make sure all your covered dependents are listed in the communication. If there is an error or you have questions, please call the Benefits Office at 920-7929 or 920-7810 or you may email [donna.mcintosh@cmcss.net](mailto:donna.mcintosh@cmcss.net) or [amy.wigington@cmcss.net](mailto:amy.wigington@cmcss.net).

Employees enrolled in the vision insurance, may also call the VisionBlue phone number listed on your new insurance card to check benefits, verify that a provider is in-network or make sure all your dependents have been properly enrolled. It is always best to check on coverage before making an appointment.

## Retirement Information Meetings

Two retirement meetings are scheduled for 2018. These meetings are very informative and open to all employees. We urge anyone who is considering retirement to attend either one of the meetings. Both meetings will be held at the Central Office in the Lecture Hall, on the following dates.

**Monday, Jan. 29 at 5:30 p.m. or Wednesday, Jan. 31 at 4:30 p.m.**

## New Vision Insurance Carrier

We will be changing our vision insurance carrier from VSP to BlueCross-BlueShield-TN, effective Jan. 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 Monthly Premium With VSP	New Monthly Premium Eff. Jan. 2018 with BC-BS
Single	\$10.60	\$ 7.79
2-Party	\$15.38	\$12.73
Family	\$27.55	\$24.16

# Benefits Update Continued

## 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

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](http://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](http://glasses.com)) and contact lenses ([contactsdirect.com](http://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](http://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 2 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 2 weeks instead of 4 weeks.

# Benefits Update Continued

## BlueCross BlueShield Prescription Drug Changes Continued

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

**Over-the-Counter Medications** – Because many medications are available over the counter, our plan will no longer cover certain prescription 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. Please use the link below to see an OTC Savings Program Drug list.

[http://www.cmcss.net/documents/benefits/OTCSavings2018New%20Drugs\\_508C.pdf](http://www.cmcss.net/documents/benefits/OTCSavings2018New%20Drugs_508C.pdf)

**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.

### 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](mailto:donna.mcintosh@cmcss.net)

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

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



## Save the Date!

The 3rd Annual Indoor Triathlon will take place on Feb. 24 at the Clarksville YMCA, and this year will be combined with a duathlon, as well. Registration will begin in January. Mark your calendars!

## Alive & Well January Events

Jan 8-12<sup>th</sup> **Hold the Stuffing Final Weigh-In**; Be sure to weigh-in with your wellness representative or at Onsite Clinic during this week!

Jan 9<sup>th</sup> **Yoga at Kenwood Middle**, 5-6:15pm

Sign-up: <https://goo.gl/forms/xBol19ektkpEfTV73>

Jan 10<sup>th</sup> **Rossfit at Rossview Middle**, 4:30-5:30pm

Sign-up: <https://goo.gl/forms/lGj5IumGOUqBiMOH3>

Jan 17<sup>th</sup> **Zumba at Northeast Middle**, 5-6PM

Sign-up: <https://goo.gl/forms/pp8YlOTtdoo4AYo72>

Jan 23<sup>rd</sup> **PiYo at Northeast Elementary**, 5-6PM

Sign-up: <https://goo.gl/forms/IpuGq94bW8yF3HKi1>

Jan 30<sup>th</sup> **Dance Blast at Northwest High**, 5-6PM

Sign-up: <https://goo.gl/forms/XCRKxf542tQaZdxv2>

Jan 31<sup>st</sup> **Yoga at Kenwood Middle**, 5-6:15PM

Sign-up: <https://goo.gl/forms/RzJluNFEnI6UAniX2>

## Be Alive November Winners

Congratulations to the Be Alive Points Program November winners named below! The winners will be receiving a \$50 gift card to Eden's Day Spa. Thank you all for your effort in improving your health and wellness!

Caralee Harrison, Ashleigh Sympson, Deborah Stanfield, Shannon Cummings, Kaitlyn Hayhurst, Teresa Hayhurst, Derek Cooke, Gayle Hartley, Nicole Coleman, Emelia Straka, Jane Damrow, Racheal Forrest, Dawn Sturdivant, Debra Tuberville, Kara Ezell, Angela Johnson, Heidi Darnel, Daniel Milner, Crystal Whitmore, Jaime Dauenhauer, Beth Henry, Jonathon Mayfield, Lisa Perry, Jessica Cutler, Jeff Morlock

### Recommendations for District Improvements

To submit recommendations for district improvements, please go to Questions & Comments at the bottom of the district website or visit this link: <http://www.cmcss.net/helpfullinks/feedback.aspx>.

### District Documents

All district documents can be searched for at <http://www.cmcss.net/forms.aspx>. To request updates to documents, please email April Sparks at [april.sparks@cmcss.net](mailto:april.sparks@cmcss.net).

*Remember, the online version of any document is the official version.*

### Below are policy updates:

Policy Number	Policy Name	Revision	Revision Date
INS-A023	Grading System Policy	G	11/7/2017
INS-A047	Outside Service Providers	D	11/7/2017
HUM-A021	Leave Due to Inclement Weather and other Emergencies	I	11/7/2017
HUM-A084	Non-Discrimination	A	11/7/2017
HUM-A030	Release of School Personnel or Students Due to Death of Employee or Student	A	11/7/2017
TRN-A001	Student Transportation Safety	A	11/27/2017
HUM-A011	Work Related Injuries/Illnesses	E	11/27/2017
HUM-A012	School System Safety	D	11/27/2017
HUM-A077	Salary Changes Based on Education Level for Administrators	A	11/27/2017
OPS-A006	Use of Portable Digital/Electronic Devices While Operating CMCSS Vehicles	D	11/27/2017

## Positive Feedback

Have you seen something positive around the district? Please tell us! You can report any comments or positive experiences at [www.cmcss.net/helpfullinks/feedback.aspx](http://www.cmcss.net/helpfullinks/feedback.aspx).

### **Department Complimented: Instruction and Curriculum**

My co-teacher and I wanted to let you know about the amazing job that Chris Pugh (Tech Integration Coach) has done helping ourselves and our CTE-STEM students. He has created interactive tutorial videos for our 6th and 7th grade students on using google sketchup that are tailored specifically for our lessons. I know the lessons were very time consuming for him and he really meet the goals that we had laid out for our students. There is very little training at the district level for using google sketchup and we truly appreciate him taking the time to learn the program and help us with implementing it in our classroom.

### **Department Complimented: Technology**

I want to give a huge shout out to Eric Salyer. He is always very patient with me and will email directions as many times as it takes me to understand Test Drive. Thank you for your patience and expertise.

## Positive Feedback Continued

Have you seen something positive around the district? Please tell us! You can report any comments or positive experiences at [www.cmcss.net/helpfullinks/feedback.aspx](http://www.cmcss.net/helpfullinks/feedback.aspx).

### **Department Complimented: Technology**

St. B sends a big thank you to Robert Lowe! We needed a new camera in our library for broadcasting our live news each morning and recording various events. Robert helped me choose a camera that would meet our needs. Once the camera arrived, he came to St. B and set up the camera, taught me how to use it, and monitored it the first morning we used it for our live news broadcast. Robert went above and beyond to make sure the camera was working correctly and that I felt comfortable using it. We are blessed to have knowledgeable and courteous tech folks like Robert in our system.

### **Department or Section Complimented: Warehouse**

Like to give a shout out to my other two co-workers, George Bishop and John Stafford. A lot of people really don't know that there are only 3 of us guys who do the pick up and deliveries for the whole CMCSS District. A lot of pieces of equipment to be moved around and shuffled. In the rain, sleet, snow or shine, we are there. Especially during the summer for the Wall Locker pickup and then the reload and drop off we did during Fall Break, roughly over 20,000 pounds of metal - hats off to you guys. Another shout out to our mail Carriers, Alice and Tommy, no matter what the weather is, they are there delivering the mail throughout the County. Hats off to everyone.



## November Points of Pride



Congratulations to Rossview High sophomore Kayla Gore, for being recognized as a finalist in the statewide Tennessee Directors of Career Technical Education logo competition. Kayla was one of four finalists, and won \$250 for the Digital Arts and Design program at Rossview High School!



Rossview student Catherine Caudill finished runner up in TSSAA Large Class Girls State Golf Tournament.



For the past year, Whitney Joyner, a CTE/STEM teacher at Northeast Middle School, has been working on Understanding Sacrifice, a program designed to re-imagine the teaching and learning of World War II. This teacher's fallen hero profile and lesson plan has been published on the program's award-winning website. Ms. Joyner met her featured soldier's family in Banner Springs this month to read the eulogy at a memorial service for him. Tomorrow, she leaves for San Francisco to present at the National Council for Social Studies Conference, where she will present her lesson there.