

Board of Education Work Session
October 24, 2023 5:00 PM
Central Services Board Room

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence/Pledge of Allegiance - Ms. Teresa Boston
3. Agenda
4. Director and Board Evaluations
5. Work Sessions/Committee Meetings-Mr. Nick Davis
6. Baker's Crossroads Property
7. Brown Property
8. Old Business
9. Questions from Media
10. Adjournment

(*) Indicates Board Approval Required

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October 24, 2023 at 5:00 PM - Board of Education Work Session

1. Call to Order

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance

Speaker(s): - Ms. Teresa Boston

Agenda Item Type: Procedural Item

3. Agenda

Agenda Item Type: Action Item

4. Director and Board Evaluations

Agenda Item Type: Action Item

Attachments: (2)

- [Board Self Evaluation](#)
- [Director Evaluation](#)

5. Work Sessions/Committee Meetings-Mr. Nick Davis

Agenda Item Type: Action Item

6. Baker's Crossroads Property

Agenda Item Type: Action Item

Attachments: (1)

- [Baker's Crossroads](#)

7. Brown Property

Agenda Item Type: Action Item

8. Old Business

Agenda Item Type: Action Item

9. Questions from Media

Agenda Item Type: Information Item

10. Adjournment

Agenda Item Type: Action Item

Comments:

2022-2023 CUMBERLAND CO. SCHOOL BOARD SELF-EVALUATION

Rating Scale

1 Strongly Disagree/Not important
to
6 Strongly Agree/Extremely Important

[illegible]

The board and superintendent trust and respect one another	Current Status	5	5	6	1	4	3	2	3	3		3.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Each member of the board understands and respects the distinction between the board's responsibilities and the superintendent's duties	Current Status	6	6	6	3	2	5	3	3	4		4.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our Board and superintendent agree on how complaints or concerns to board members should be handled	Current Status	4	6	3	3	4	5	4	3	4		4
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Board members work to avoid surprises by sharing concerns or questions with the superintendent in advance of the board meeting	Current Status	6	6	3	3	4	4	3	2	4		3.89
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The superintendent is given direction by the board as a whole rather than by individual members	Current Status	5	6	3	3	3	3	2	2	4		3.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board recognizes staff accomplishments	Current Status	6	6	5	5	5	5	5	5	5		5.22
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Individual board members avoid making excessive personal requests from staff	Current Status	6	6	6	4	1	5	3	3	3		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Board members are respectful to other board members, administrators, staff and visitors	Current Status	6	6	3	3	4	5	2	3	4		4
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Board members direct complaints and requests to the superintendent rather than attempting to solve them directly	Current Status	6	5	6	4	2	5	4	3	2		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board ensures that an effective evaluation system is in place for the superintendent and all employees	Current Status	6	6	6	4	5	5	4	2	1		4.33
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
VISION/PLANNING												
A vision/mission statement for the district exists and is periodically reviewed by the board and widely disseminated in the district	Current Status	6	6	6	4	5	5	4	5	1		4.67
	Importance?	6	6	6	6	6	5	6	5	6	5.78	
The vision reflects community priorities	Current Status	6	5	6	5	6	5	4	6	1		4.89
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
Discussion of major items before the board routinely includes consideration of their impact on meeting district goals	Current Status	6	5	6	4	3	5	4	2	1		4
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
The superintendent's evaluation considers how well the superintendent has addressed the district goals	Current Status	6	6	6	3	5	4	4	6	2		4.67
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board emphasizes setting and monitoring district goals, instead of how staff should achieve these goals	Current Status	6	5	5	5	4	5	3	4	2		4.33
	Importance?	6	5	6	6	6	5	5	6	6	5.67	
The board does not get bogged down discussing operation details of the district or schools	Current Status	6	5	6	4	1	5	2	2	3		3.78
	Importance?	6	5	6	6	6	5	5	6	5	5.56	
The board regularly solicits input from the community when establishing the future vision of the district	Current Status	6	4	6	5	5	4	3	3	4		4.44
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
BOARD POLICY												
Our board sets policies needed for the operation of the school district	Current Status	6	6	6	6	5	5	4	6	5		5.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Before adopting a policy which affects them, our board actively seeks the input of employees, students and community members	Current Status	6	4	6	4	5	5	4	3	3		4.44
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Board policies are administered consistent with the intent of the policy	Current Status	6	6	6	5	6	5	4	4	5		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	

[illegible]

The board understands the basic principles of school finance, including state, federal and local sources of revenue	Current Status	4	4	6	5	4	5	3	3	3		4.11
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The budget reflects the strategic plan and supports the district's goals and objectives for student achievement and citizenship	Current Status	6	5	2	4	4	5	4	4	2		4
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The budget reflects the district's vision and mission	Current Status	6	5	5	4	5	5	4	4	3		4.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board requires proper accountability for the expenditure of school district funds	Current Status	6	6	6	5	6	4	4	6	4		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	

2022-2023 CUMBERLAND CO. SCHOOLS PERFORMANCE EVALUATION

Willam Stepp, Director of Schools

Rating Scale

- 1 Never meets Expectations
- 2 Seldom Meets Expectations
- 3 Usually Meets Expectations
- 4 Consistently Meets Expectations
- 5 Exceeds Expectations

BOARD RELATIONSHIP	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	Board Member 6	Board Member 7	Board Member 8	Board Member 9	Board Average
Keeps all board members informed on issues, needs and operation of the school system	5	5	5	2	5	2	2	3	4	3.67
Supports board policy and actions to the public and staff	5	4	5	2	5	3	2	5	4	3.89
Has a harmonious relationship with the board.	4	4	5	2	4	2	2	3	4	3.33
Upon request, provides clear explanations of alternatives for recommendations.	5	5	5	2	5	3	3	3	3	3.78
Works toward creating and maintaining a high degree of understanding and respect between staff and the board.	5	4	5	2	5	3	2	5	4	3.89
Advises the board on need for new or revised policies.	5	4	5	3	5	2	3	5	3	3.89
Refrains from criticism of the board or members of the board.	5	5	5	2	5	2	1	5	4	3.78
Exercises good judgment and objectivity in making recommendations to the Board	5	4	5	2	5	3	2	5	4	3.89
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on	5	5	5	2	5	3	3	4	4	4
Understands and executes the intent of board policy.	4	4	5	2	5	3	2	4	4	3.67
Seeks and accepts constructive criticism of his/her work.	5	4	5	2	5	2	2	5	5	3.89
Keeps board informed of employment, promotion and dismissal of personnel.	5	5	5	3	5	3	2	4	4	4

COMMUNITY RELATIONSHIPS										
Is an effective spokesperson for the school system.	5	5	5	4	5	3	3	5	5	4.44
Is respected and supported by the community in conducting the operation of the schools	5	5	5	4	5	3	3	5	5	4.44
Builds public support for the school district.	5	5	5	4	5	4	3	5	5	4.56
Defends principles in the face of pressure or partisan influence.	5	4	5	3	5	4	4	5	4	4.33
Develops cooperative relationships with the news media.	5	4	5	4	5	4	3	5	4	4.33
Participates actively in community life and affairs.	5	5	5	4	5	4	3	5	5	4.56
Achieves status as a community leader in public education.	5	5	5	3	5	3	3	5	5	4.33
Works effectively with public and private agencies.	5	4	5	4	5	4	3	5	5	4.44
Establishes strong relationships with public and private agencies.	5	5	5	4	5	4	3	5	5	4.56
STAFF AND PERSONNEL RELATIONSHIPS										
Develops good staff morale and loyalty to the organization.	5	4	5	3	5	3	3	5	5	4.22
Treats all personnel fairly, without favoritism or discrimination, while insisting upon performance of duties.	5	4	5	2	5	3	2	5	5	4
Delegates authority to staff members appropriate to the position each holds.	5	5	5	3	5	4	4	4	5	4.44
Recruits and assigns the best available personnel.	5	5	5	3	5	4	2	4	4	4.11
Represents the best interests of the board in working with teachers and their organization	5	3	5	2	5	3	2	4	4	3.67
Solicits input from staff in planning activities.	5	4	5	3	5	3	3	4	4	4
Maintains up---to---date job descriptions for all personnel.	5	4	5	3	5	4	3	4	4	4.11
Ensures that adequate planning and evaluation of curriculum and instruction occurs.	5	4	5	4	5	4	3	4	4	4.22
Develops and empowers staff, resulting in an effective educational team.	5	4	5	3	5	3	3	5	4	4.11
Has a vision and communicates a mission for the school system.	5	5	5	3	5	3	3	5	5	4.33

EDUCATIONAL LEADERSHIP										
Understands and keeps informed regarding all aspects of instructional program.	5	4	5	3	5	4	3	4	4	4.11
Participates with staff, board, and community in studying, problem---solving and developing curriculum and instruction	5	4	5	3	5	4	3	4	4	4.11
Organizes a planned program of staff evaluation and improvement.	5	5	5	3	5	3	3	3	5	4.11
Models the highest professional standards to staff and community.	5	5	5	2	5	3	3	5	4	4.11
Is an effective advocate of lifelong learning.	5	5	5	3	5	4	3	5	5	4.44
Creates an environment that encourages staff to constantly strive for improvement.	5	4	5	3	5	3	2	5	4	4
Incorporates technology as a teaching---learning strategy.	5	5	5	4	5	4	3	4	4	4.33
Encourages staff to be innovative in problem---solving.	5	5	5	3	5	4	3	5	4	4.33
BUSINESS AND FINANCE										
Has an understanding of the needs of the school program, facilities, equipment, supplies, and budget required.	5	4	5	3	5	3	2	4	4	3.89
Supervises operations, insisting on competent and efficient performance.	5	3	5	3	5	4	3	4	4	4
Ensures that funds are spent wisely, and adequate control and accounting are maintained.	5	3	5	3	5	3	2	4	5	3.89
STRATEGIC PLANNING SKILLS										
Works efficiently with board, staff, and community to develop both long and short---range strategic plans.	5	4	5	2	5	3	3	4	5	4
Keeps board and community informed of progress towards short and long---range plans.	5	4	5	2	5	3	3	3	4	3.78
Develops a Five Year Plan which includes strategies, goals, and projected student outcomes	5	5	5	3	5	4	3	5	5	4.44
TOTAL SCORES										
	223	197	225	129	224	147	121	199	195	184.44

State of Tennessee Comptroller of the Treasury
Real Estate Assessment Data

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County Number: 018

County Name: CUMBERLAND

Tax Year: 2020

Property Owner and Mailing Address

Jan 1 Owner:
 CUMBERLAND CO BOARD
 OF EDUCATION
 368 FOURTH ST
 CROSSVILLE, TN 38555

Property Location

Address: HWY 70 N

Map: 072 Grp: Ctrl Map: 072 Parcel: 035.00 Pl: S/I: 000

Value Information

Reappraisal Year: 2017

Land Mkt Value: \$170,500

Improvement Value: \$0

Total Market Appraisal: \$170,500

Assessment %: 0

Assessment: \$0

General Information

Class:	01 - COUNTY		
City #:	000	City:	
SSD1:	000	SSD2:	000
District:	01	Mkt Area:	140
# Bldgs:	0	# Mobile Homes:	0
Utilities - Water / Sewer:	00 - PUBLIC / NONE	Utilities - Electricity:	01 - PUBLIC
Utilities - Gas / Gas Type:	00 - NONE	Zoning:	

Subdivision Data

Subdivision:

Plat Bk: Plat Pg: Block: Lot:

Additional Description

ESMT 1338/363

Building Information

Extra Features

Sale Information

Sale Date	Price	Book	Page	Vac/Imp	Type Instrument	Qualification
11/09/2007	\$290,000	1279	1597	VACANT	WD	F
10/27/2006	\$280,000	1246	1749	VACANT	WD	P

08/01/1997	\$60,000	1002	16	VACANT	WD	N
08/01/1997	\$60,000	1002	14	VACANT	WD	N
06/05/1997	\$0	533	154			
06/05/1997	\$0	533	151			
06/05/1997	\$0	533	147			
02/17/1978	\$0	193	729			

Land Information

Deed Acres: 39.37 Calc Acres: 0.00 Total Land Units: 39.37

Land Type: 46 - ROTATION	Soil Class: A	Units: 1.80
Land Type: 54 - PASTURE	Soil Class: A	Units: 10.00
Land Type: 62 - WOODLAND 2	Soil Class: G	Units: 3.27
Land Type: 62 - WOODLAND 2	Soil Class: A	Units: 20.00
Land Type: 62 - WOODLAND 2	Soil Class: P	Units: 4.30

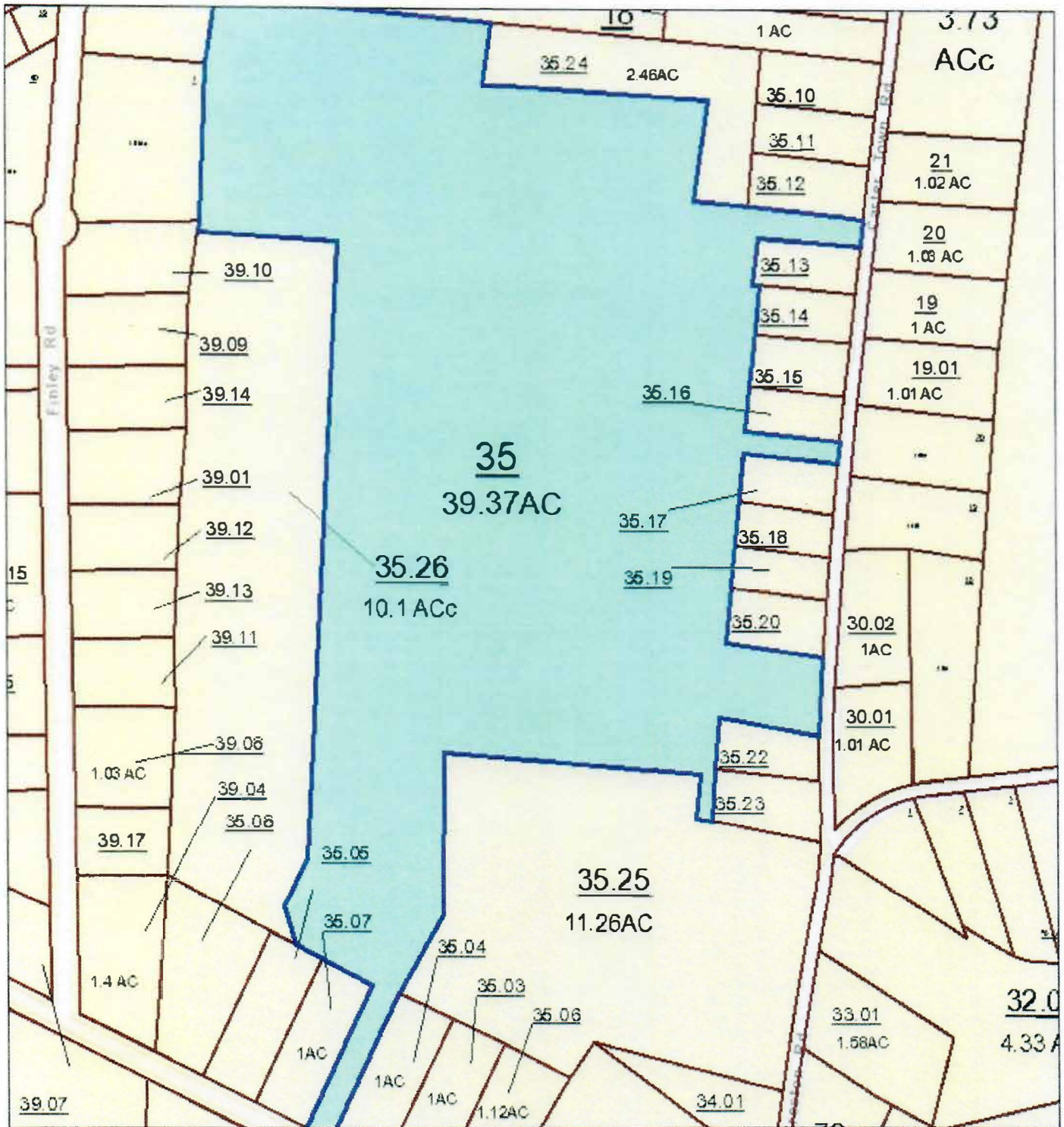
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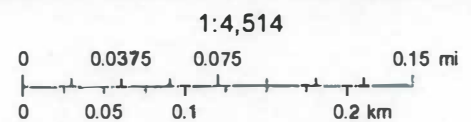
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Cumberland County - Parcel: 072 035.00



Date: August 17, 2017
 County: Cumberland
 Owner: CUMBERLAND CO BOARD
 Address: HWY 70 N
 Parcel Number: 072 035.00
 Deeded Acreage: 39.37
 Calculated Acreage: 0
 Date of Imagery: 2014



TN Comptroller - OLG
 Sources: Esri, HERE, DeLorme, USGS, Intermap, INCREMENT P, NRCan,
 Esri Japan, METI, Esri China (Hong Kong), Esri Korea, Esri (Thailand),
 Mapbox India, NGCC, © OpenStreetMap contributors, and the GIS User
 Community

The property lines are compiled from information maintained by your local county Assessor's
 office but are not conclusive evidence of property ownership in any court of law