

Policy Committee Meeting

April 12, 2021 5:45 PM

MCBOE

1. Call to Order

Andy Woodard

2. 1.600 Policy Development and Adoption

3. 1.700 School District Goals

4. 5.100 Personnel Goals

5. Adjourn

Andy Woodard

Marshall County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Policy Development and Adoption	Descriptor Code: 1.600	Issued Date: 04/12/21
		Rescinds: 1.600	Issued: 07/11/16

1 A proposed new policy or policy change shall be submitted to the Board as part of the agenda.

2 ~~A new or amended policy may be adopted on the first reading by a two-thirds majority (6) vote of the Board~~
3 ~~of Education.~~

4 Policies and amendments adopted by the Board shall be attached to and made a part of the minutes of the
5 meeting at which they are adopted and shall also be included in the policy manual of the system.

6 Policies and amendments shall be effective immediately upon adoption unless a specific effective date is
7 provided, and upon becoming effective, shall supersede any previous Board action on the subject.

8 **POLICY DISSEMINATION**

9 Policies shall be accessible to all employees of the school system, members of the Board, and citizens of
10 the community.¹

11 All policy manuals shall remain the property of the Board and shall be considered as "on loan" to any person
12 or organization in whose possession they might be at any time. They are subject to recall any time deemed
13 necessary by the director of schools and/or Board of Education.

14 **SUSPENSION OF POLICIES**

15 Any board policy or part thereof may be suspended by an affirmative vote by a majority of the members of the
16 Board.

Legal References

1. TCA 49-2-207(a)

Cross References

- Duties to the Board of Education 1.101
Agendas 1.403

Marshall County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 04/12/21
		Rescinds: 1.700	Issued: 03/11/10

1 The Board is charged, on behalf of the public, with the responsibility for determining the educational
2 goals of the school system. In discharging that responsibility, the Board has adopted the following goals
3 in four primary areas: instruction, personnel, students and operations.

4 The Board shall develop policies to implement the goals within each area and shall annually review these
5 goals and revise them as necessary so that each program will, at all times, support the stated goals.

6 **INSTRUCTION**

7 1. To promote a plan for the organized improvement of school curriculum, including the articulation
8 between elementary and secondary schools;

9 2. To provide offerings which explore a wide range of career and service opportunities;

10 3. To promote an integration of academic, physical, social and emotional growth experiences for
11 each student; and

12 4. To promote the recognition of achievement in all endeavors (example: academic, athletic).

13 **STUDENTS**

14 1. To structure the overall instructional program to provide sufficient alternatives to meet a variety
15 of individual needs and aspirations;

16 2. To ensure that each student's interests, capacities and objectives are considered in his/her
17 learning program;

18 3. To develop a comprehensive program for handicapped students providing the least restrictive
19 programs; and

20 4. To help students gain understanding of themselves, as well as skills and techniques in living and
21 working with others and being responsible citizens.

22 **PERSONNEL**

23 1. To provide high quality performance by the staff, including both professional and support
24 personnel;

25 2. To establish acceptable performance standards for all personnel;

- 1 3. To set goals for educator diversity that take into consideration the diversity of the student
2 population;¹
- 3 4. To provide in-service training and professional growth experiences for teachers and
4 administrators; and
- 5 5. To maintain an evaluation system for the improvement of the instructional system.

6 OPERATIONS

- 7 1. To make every effort to secure adequate funding for the educational program in support of the
8 stated goals;
- 9 2. To maintain an adequate system of fiscal and business management;
- 10 3. To develop plans for the efficient use of school facilities; and
- 11 4. To ensure appropriate communication between the director of schools and the Board.

12 SCHOOL GOALS

- 13 ~~1. **Merit and Fairness Goal:** Ensure that the method of employment of personnel and all actions~~
14 ~~affecting employees shall be based on merit and qualifications;~~
- 15 ~~2. **Employment & Staffing Goal:** Ensure that the best available applicants are hired to fill a position~~
16 ~~and, consistent with this goal, to make every effort to increase the number of minority teachers,~~
17 ~~administrative staff, coaching positions, and support personnel to be reflective of the percent of~~
18 ~~minority students enrolled in the Marshall County School System;~~
- 19 ~~3. **Participation Goals:** Make every effort to increase the number of minorities participating in all~~
20 ~~program areas; and~~
- 21 ~~4. **Staff Training Goal:** Continue to provide diversity training annually.~~

22 It is expressly understood that the adoption of this Five-Year Goal Statement by the Marshall County
23 School System reflects the diversity of the community.

Legal Reference:

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

Cross References:

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204
Fiscal Management Goals 2.100
Personnel Goals 5.100

Marshall County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Personnel Goals	Descriptor Code: 5.100	Issued Date: 04/12/21
		Rescinds:	Issued:

The Board's personnel goals are as follows:

1. To ensure that the Director of Schools recruits and employs the best qualified individuals to staff the school district;
2. To provide compensation, benefits, and working environments sufficient to attract and retain qualified employees;
3. To set goals for educator diversity that take into consideration the diversity of the student population;¹
4. To provide an in-service training program for all employees to improve their performance; and
5. To conduct an evaluation program that will contribute to the continuous improvement of staff performance.

Legal References:

1. State Board of Education Policy 5.700;
TCA 49-1-302(g)

Cross Reference:

School District Goals 1.700
