

Special Called Meeting

March 31, 2025 6:00 PM

MCBOE

1. Review potential new candidates, outline potential timeline for interviews/discussion

1. John Cary

2. Garth Garris

2. Potentially review all candidates interviewed/discussion

3. Potentially vote on new Director of Schools

4. Potentially draft contract for new Director of Schools

5. Recess for 10 minutes

6. Discussion of loss of students

7. Discuss and potentially vote on solutions to retain and regain lost students

8. Discuss virtual program versus virtual school

9. Potentially vote on decision of virtual program versus virtual school for the 2025-2026 school year



Finch, Pam <pam.finch@mcstn.net>

FW: APPLICATION RECEIVED TONIGHT

1 message

Cagle, Charles W. <CCagle@lewisthomason.com>

Sun, Mar 30, 2025 at 8:33 PM

To: Julie Cathey <jkcathey88@gmail.com>, Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <tresha.grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>, "Tepedino, Ginger" <ginger.tepedino@mcstn.net>

Members of the Board,

The attachments to this email represent the application received tonight from John Cary who is currently employed by the Clarksville – Montgomery County school system.

This is delivered to you for your information and will be placed for consideration at the board meeting tomorrow night.

Please let me know if you have questions.

Chuck Cagle



LEWIS THOMASON

Charles W. Cagle Attorney at Law

Lewis Thomason, P.C.

424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219

Tel: 615-259-1365 | Fax: 615-259-1389

[Web Page](#) | [My Bio](#)**From:** John Cary <caryjf1@gmail.com>**Sent:** Sunday, March 30, 2025 8:19 PM**To:** Cagle, Charles W. <CCagle@LewisThomason.com>**Subject:** Marshall County TN Director of Schools

Mr. Cagle,

Please see the attached documents in response to the posting for Director of Schools, Marshall County TN.

Respectfully,

John Cary

caryjf1@gmail.com

655 Stonewall Lane

Clarksville, TN 37040

(731) 418-1568

5 attachments

 **Cary Cover Letter.pdf**
190K

 **Cary Professional Vitae.pdf**
397K

 **Cary LOR Boone.pdf**
69K

 **Cary LOR Rowe.pdf**
134K

 **Cary LOR Williams.pdf**
68K

John F. Cary

655 Stonewall Lane; Clarksville, TN 37040

Cellular Telephone: (731) 418-1568

Personal E-mail: caryjf1@gmail.com

March 30, 2025

Charles W. Cagle
Counsel to the Marshall County Board of Education
Lewis Thomason, PC
424 Church Street, Suite 2500
Nashville, TN 37219

Dear Mr. Cagle:

It is with pleasure that I write to express my interest in the posted position *Director of Schools, Marshall County TN School District*. After carefully considering the job description and responsibilities, I believe that I am a strong candidate for this position. My extensive knowledge of all facets of district operations, proficiency in written and verbal communication, familiarity with district planning and operations, experience as an instructional leader, 16 years as a classroom educator, and 10 years in administration reflect that strong candidacy.

I currently teach 8th Grade ELA and RTI at Northeast Middle School in Clarksville, TN. where I also served two years as summer learning camp administrator. Previously, I taught English and ACT preparation at Camden Central High School in Camden, TN. There, I facilitated the district's 9-12 ELA professional learning community. As a lead educator, I have presented for several local and statewide organizations. I previously served as an adjunct professor at Austin Peay State University in Clarksville, TN.

District level administrators in small school systems have many and varied responsibilities. In my years of service to the West Carroll Special School District, I was expected to become an "expert" in several areas, yet I had opportunities to develop a strong working knowledge of all departments and programs. I routinely authored opinion and interpretation outside my strict description of duties. This experience fostered the type of familiarity with organizational operations that is necessary for a superintendent of schools to possess. At the same time, the small district setting demanded an extraordinary level of personal accountability that an effective leader must exhibit.

In the areas of designing and implementing policy and procedures, my experience is extensive. I authored or extensively revised district and school handbooks as well as certified and support staff handbooks. I conferred on and revised several board policies and many district procedures. I understand how to develop operable policy and how to support effective policies with practical procedures. Effective communication is a necessity in this type of position; in the area of written communication, I believe I demonstrate extraordinary competence.

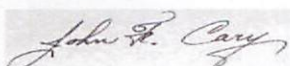
I have wide ranging experience in school and district level planning, first as the chair of the leadership team at West Carroll Junior-Senior High School and then as supervisor at other district schools and also the district level. While these types of activities demonstrate experience in the academic planning arena, I consulted on several capital projects as well including writing specifications for wiring and technology upgrades for older buildings, playground improvements, and expansions of parking facilities. These activities resulted in a solid and thorough familiarity with the process of short and long term decision making as it pertains to many different areas of need.

The focus of my career has been academics. I hold a 7-12 English endorsement on my Tennessee DOE professional license and have taught high school English and various communications courses for more than ten years. As PK-6 Supervisor of Instruction, I spent ten years working to improve early literacy. I was extensively involved in the implementation of RTI and RTI². One key duty that fell to me as supervisor of instruction was designing, implementing, and facilitating the district professional development program. My experience includes working with professional educators, administrators, and students at every level, prekindergarten through high school.

My direct experience in supervising individuals consists of supervising, observing, and evaluating teachers. I have coordinated a district mentoring program and worked with new teachers in their first-year professional development activities. I have hired, trained, and supervised substitute teachers. During my tenure as supervisor, our district hired two principals who had no previous administrative experience; as supervisor, it was my duty to provide mentoring guidance to these individuals. At Northeast, my duties as summer camp administrator encompassed all matters necessary for ensuring a successful program including scheduling, instructional leadership, and operations. I understand the concept of teamwork, and I am adept at putting those skills to work. I have developed a profound belief in and a refined sense of collaboration.

Thank you for the opportunity to express my interest in serving Marshall County Director of Schools. I would enjoy the opportunity to discuss this with the school board. I may be reached by mail, e-mail, or telephone. Please feel free to contact me at your convenience.

Respectfully,



John F. Cary

Professional Vitae**Education**

<u>Degree</u>	<u>Discipline</u>	<u>Institution</u>	<u>Year</u>
Master of Arts in Education	Administration and Supervision	Bethel College (now University)	2004
Bachelor of Science	Major: English Minor: Secondary Ed.	Bethel College (now University)	1997

TDOE Licensure

<u>Type</u>	<u>Endorsements</u>	<u>Expiration Date</u>
443, ILL-P	Professional Administrator, PK-12 <ul style="list-style-type: none"> • Endorsement 090, Superintendent • Endorsement 094, Supervisor of Attendance 	August 31, 2032
407, Professional	English, 7-12	August 31, 2030

Experience

<u>Position</u>	<u>Institution</u>	<u>Period</u>
Middle School Faculty	Northeast Middle School Clarksville-Montgomery County School System	August 2019 - Present
<u>Responsibilities</u>	<u>Description of Duties</u>	
<ul style="list-style-type: none"> • General Education Teacher • Team Lead • Representative to the Instructional Leadership Team • Summer Learning Camp Administrator 	<p>Design, plan, and deliver quality instruction in a general education setting in accordance with published state standards in an 8th grade English/Language Arts classroom; design, plan and deliver quality intervention for struggling students in Tier II reading setting</p> <p>Served as liaison between instructional team and administration; schedule and lead team meetings; maintain meeting records; report meeting results to administration</p> <p>Assist in creating and leading professional development; analyze student and school data; consult in teacher mentoring activities; participate in relevant book studies; assist in sustaining the instructional focus for the year</p> <p>Communicate with feeder schools; develop invitation list of potential campers; create and distribute invitations to parents of potential campers; create daily schedule for all camp activities; recruit and assign faculty and paraprofessionals; maintain and submit student attendance records; maintain and submit employee payroll records; maintain order and discipline during the school-camp day; serve as liaison between school and district</p>	
Adjunct Professor	Austin Peay State University Clarksville, TN	Fall 2019 Fall 2020
<u>Responsibilities</u>	<u>Description of Duties</u>	
<ul style="list-style-type: none"> • Instructor – Reading 	Online instruction, Reading 4890; plan and deliver instruction designed to train teachers in teaching development, corrective, and remedial reading on the secondary school (English Classroom) level; included methods intended to address English language learners reading skills	

High School Faculty

**Camden Central High School
Benton County Schools**

August 2017 – July 2019

<u>Responsibilities</u>	<u>Description of Duties</u>
<ul style="list-style-type: none">• General Education Teacher	Design, plan, and deliver quality instruction in a general education setting in accordance with published state standards; courses include English I – II; design, plan and deliver quality intervention for struggling students in Tier II and III reading settings
<ul style="list-style-type: none">• District English Department ELA-PLC Chair	Schedule monthly district-wide PLC department meetings; develop meeting agendas; coordinate meeting programs; communicate schedules with department members; maintain meeting records; report meeting outcomes to district leaders and members; serve as liaison between district and department

Supervisor, District Level

West Carroll Special School District

July 2007 – July 2017

<u>Responsibilities</u>	<u>Description of Duties</u>
<ul style="list-style-type: none">• Supervisor of Instruction, PK-6	Supervise curriculum and instructional activities in PK-6 classes; coordinate teacher training and professional development for PK-6 teachers; consult with principals regarding administrative tasks; disseminate state updates to professional staff; redeliver state training to teachers; consult during the school improvement process; monitor school compliance issues; coordinate RTI ² for K-6 students; perform TEAM teacher observations and evaluations
<ul style="list-style-type: none">• Title I Director• Federal Programs Director	Responsible for budgeting, purchasing, and administration of Title I funds allocated to district; complete Title I section of Consolidated Federal Application in ePlan online program; complete timely submission of all documentation required for Consolidated Federal Application; monitor school compliance issues; supervise Title I district and school personnel
<ul style="list-style-type: none">• Attendance Supervisor	Serve as attendance contact for District; monitor student attendance district wide; prepare truancy letters; serve as district contact for parents; train staff on updated attendance rules and laws; file truancy petitions with Carroll County General Sessions and Juvenile Courts; make court appearances on behalf of the District
<ul style="list-style-type: none">• Pre-Kindergarten Coordinator	Responsible for budgeting, purchasing, and administration of Voluntary Pre-kindergarten funds allocated to district; complete annual VPK application; complete timely submission of all documentation required for plan; monitor school compliance issues; schedule and lead mandatory VPK stakeholder meetings; supervise VPK personnel
<ul style="list-style-type: none">• Substitute Teachers Coordinator	Vet support staff applications to identify prospective employees; facilitate the substitute teacher hiring process; train new substitute teachers; track substitute teacher days worked
<ul style="list-style-type: none">• Extended Contract Coordinator - After School and Enrichment Programs	Develop budget and plan for offering after-school programs in the District; assist principals in recruiting teachers to work in after-school programs; develop guidelines for administering programs; write educator contracts for the delivery of services; track student participation in programs; track services delivered in each program; track times of teacher service in the delivery of services; approve the release of funds to payroll
<ul style="list-style-type: none">• District Emergency Coordinator• SAVE Act Coordinator	Serve on committee to develop District Emergency Response Plan; fulfill the specific roles outlined in District ERP; review school level plans; consult with school teams to refine emergency response plans; perform periodic monitoring of safety drills; redeliver relevant training to school teams; perform periodic school security checks; issue District employee identification badges
<ul style="list-style-type: none">• Homeless Liaison	Design and deliver homeless student training that meets the requirement of statute; identify and track homeless students and unaccompanied youth; confirm that homeless students and unaccompanied youth are reported correctly; coordinate the delivery of services to homeless students; approve

the expenditure of homeless funds as allowable; serve as point of contact for local higher education institutions in serving the needs of unaccompanied youth; ensure compliance with McKinney-Vento Homeless Education Assistance Act

- Homeschool Coordinator
Serve as homeschool contact for the District; serve as District contact for category I, III, and IV schools; disseminate information about homeschool options to concerned stakeholders; consult with parents to ensure compliance with all rules, regulations, and laws; maintain registration and attendance records for traditional homeschool students; report homeschool and categorized student participation to TDOE as required
- New Teacher/Mentor Coordinator
Design mentoring program; assist in recruiting mentors; monitor new teacher/mentor activities; participate in the training of new professional staff; approve end-of-year payments to mentors

**Assistant Principal,
Part Time**

West Carroll Jr.-Sr. High School

August 2006 – June 2007

Responsibilities

Description of Duties

- Fourth Block Administrator
Perform general administrative duties during the fourth block instructional period; serve in the executive principal role in the absence of the building principal; perform teacher observations as prescribed by the Tennessee Framework for Evaluation and Professional Growth; maintain building discipline expectations during the duty period; serve as game administrator during selected athletic events
- Leadership Committee Chair
Review school improvement plans; lead efforts to revise school improvement plans; recruit personnel to serve in leadership positions; chair leadership committee meetings; complete required documentation to maintain AdvancED (SACS/CASI) accreditation
- Credit Recovery Facilitator
Develop credit recovery guidelines; identify students who lack the credits needed to graduate; identify students eligible for credit recovery services; recruit eligible students to participate in credit recovery programs; deliver academic services in a credit recovery setting; monitor student progress; report and on student progress
- After-school Detention Teacher
Supervise students assigned to after-school detention; design a behavioral remediation program designed to minimize recidivism; implement behavioral remediation program; maintain records of ASD attendance; communicate ASD attendance and outcomes to the assigning administrator

High School Faculty

West Carroll Jr.-Sr. High School

August 1997 – June 2007

Responsibilities

Description of Duties

- General Education Teacher
Design, plan, and deliver quality instruction in a general education setting in accordance with published state standards; courses include English I – IV, Honors English I – IV, Speech and Communication; Journalism – Yearbook; Journalism in the Community; perform extra duties as assigned by building administration; implement English/language arts tutoring program; implement credit recovery program
- Yearbook Advisor
Lead students in the design and production of the annual yearbook publication; ensure that all publisher deadlines are met; coordinate fundraising efforts to meet yearbook production costs; direct yearbook marketing and sales; organize Senior Who's Who elections; negotiate contracts with yearbook vendors; maintain school-vendor relationships
- Homebound Instruction Teacher
Deliver direct instruction to students certified as *Homebound* after regular school hours; collaborate with homebound students' regular teachers to design an appropriate course of instruction; collect work from regular teachers, score work and submit grades for homebound students; serve as liaison between families receiving services and the school

- Club and Class Sponsor Serve as advisor to students participating in club activities; recruit new members to ensure club continuity; ensure that club activities support academic goals; as class sponsor, coordinated prom and graduation ceremonies
- Statistician, Football Team Attend all football games; compile real-time performance data during competition; compile and disaggregate data to coach's specifications; report game data to the coach in time to meet publications' deadlines
- Basketball Announcer Attend all home basketball games; narrate the game for fans using the arena public address system; maintain accurate player performance information to ensure accurate reporting; extend personal welcomes to visiting coaches and players; coordinate pre-game entertainment

Adult Education Instructor

Carroll County Schools

January 1997–August 1997

Responsibilities

Description of Duties

- GED Instruction Facilitate student learning in preparation for spring administration of the General Educational Development examination; design individual programs of study for students; review student work and offer one-to-one feedback and instruction; design whole group instruction applicable for students of widely varying performance levels
- Families First Administration Work with Tennessee Department of Human Services liaison to track student attendance; complete and submit bi-weekly DHS attendance reports for each student

Special Education Assistant

Carroll County Schools

March 1997 – May 1997

Responsibilities

Description of Duties

- Monitor Safety Compliance Work one-on-one with student who exhibited impulsive behaviors; ensure the student had familiarity with and demonstrated compliance with safety rules in the industrial shop setting
- Supervise Student Behavior Work one-on-one with student who exhibited inappropriate behaviors; use proximity controls to discourage misbehaviors; offer behavior coaching to discourage misbehavior and encourage the student to make positive choices
- Facilitate Instruction Work one-on-one with student who struggled academically; facilitate learning through close monitoring of academic progress; re-deliver instruction in an individual setting; direct hands on activities to practice concepts

School Bus Driver

Carroll County Schools

January 1997- June 1997

August 1995 – June 1996

Responsibilities

Description of Duties

- Safe Vehicle Operation Operate McKenzie city route, Walnut Circle/Pine Street; operate country route, Highway 423/Pea Ridge area; ensure compliance with all state and federal regulations for the safe operation of pupil transportation assets
- Student Behavior Management Manage behavior of K-12 students in an average 50:1 pupil/adult ratio in a challenging setting; apply local transportation, school, and state safety and behavior expectations simultaneously

School Bus Driver

Paris Special School District

August 1994 – June 1995

Responsibilities

Description of Duties

- Safe Vehicle Operation Operate Paris city route, northeast sector, North Market Street and India Road community; ensure compliance with all state and federal regulations for the safe operation of pupil transportation assets
- Student Behavior Management Manage behavior of K-8 students in an average 60:1 pupil/adult ratio in a challenging setting; apply local transportation, school, and state safety and behavior expectations simultaneously

Specialized Training

<u>Topic/Title</u>	<u>Details</u>	<u>Date</u>
The Components of High-Quality Tiered Reading Intervention	Facilitator: CMCSS Staff Clarksville, TN	November 2024
English/Language Arts Symposium: Empowering ELA Educators for Impact	Facilitator: Kim Taylor Clarksville, TN	July 2024
Structures Literacy/Reading Intervention Utilizing Brainspring Structures Curriculum	Facilitator: Ashley Forbis Clarksville, TN	July 2024
CMCSS Introduction to Leadership Academy	Facilitator: Amanda Nicks Clarksville, TN	April 2023
Tennessee Secondary Literacy Training: Courses I and II	Facilitator: Jim Larson Clarksville, TN	May/June 2022
Classroom Organization and Management Program (COMP)	Facilitators: University of Tennessee at Martin Faculty Martin, TN	June 2019
Tennessee School Safety Specialist Basic Training	Facilitator: Brenna Robinson Knoxville, TN	February 2017
IS-00700.a National Incident Management System (NIMS), an Introduction	Federal Emergency Management Agency (FEMA) Online Course	February 2017
IS-00100.sca Introduction to Incident Command System ICS-100 for School	Federal Emergency Management Agency (FEMA) Online Course	January 2017
The School Leader and the Law	Facilitator: Tennessee Organization of School Superintendents (TOSS) Featured Speaker: Chuck Cagle Lexington, TN	December 2016
TEAM Administrator Evaluation	Facilitator: Tiffany R. Smith Martin, TN	June 2016
SPED and Section 504: What Administrators Need to Know	Facilitator: Melinda Baird Huntingdon, TN	May 2016
FEMA G364 – Multi-hazard Emergency Training for Schools	Facilitator: Marty Clements Huntingdon, TN	January 2016
Microsoft Office 365 for Administrators	Facilitator: Chuck Jones Atwood, TN	December 2015
Crisis Prevention Institute Applied Physical Training	Facilitator: Marvin Sharp Nashville, TN	May 2015
School Safety: What Superintendents Need to Know and Expect	Facilitator: Tennessee Organization of School Superintendents Franklin, TN	March 2015

STI Tennessee INow Software Users Seminar	Facilitator: Various STI Staff Murfreesboro, TN	November 2014
Student Discipline Institute	Facilitator: TDOE Office of Safe and Supportive Schools Franklin, TN	March 2014
Section 504: Understanding What it is and What it Does	Facilitator: Melinda Jacobs Bruceston, TN	January 2013
Investigating Complaints of Bullying and Harassment	Facilitator: Mary Jo McGrath Nashville, TN	October 2012
Crisis Prevention Institute Nonviolent Crisis Intervention	Facilitator: Terry Negard Nashville, TN	May 2012
Center on the Social and Emotional Foundations for Early Learning (CSEFEL)	Facilitator: Sharon Waterfield Dyersburg, TN	April 2011
First to the Top District Value-Added Leadership Workshop	Facilitator: Battelle for Kids Staff Nashville, TN	November 2010
Dale Carnegie Course in Effective Public Speaking and Human Relations	Facilitators: Jim Wilson, Terri Wilson Jackson, TN	May 1989

State Conference Presentations

<u>Topic/Title</u>	<u>Details</u>	<u>Date</u>
<i>Panicked or Prepared: Easing Student Presentation Anxiety with Technology Tools</i>	Tennessee Chapter: National Association for Multi-Cultural Education Cookeville, TN Co-Presenter: Cheryl Lambert	July 2022
<i>Supporting Rural Students by Building Relationships, Providing Recourses, and Developing Robust Post-Secondary Opportunities</i>	Tennessee Chapter: National Association for Multi-Cultural Education Cookeville, TN Co-Presenter: Cheryl Lambert	July 2019
<i>Acknowledging Local Heroes; Promoting Literacy Competence Using Local Award Recognition</i>	Literacy Association of Tennessee Annual State Conference Murfreesboro, TN	December 2018
<i>Nonfiction Nobel Peace Prize Project: A Winning Experience</i>	International Literacy Association Summer Conference 2018 Cookeville, TN	June 2018
<i>Activating Student Leaders in your RTI² Program</i>	Tennessee Department of Education LEAD Conference Nashville, TN Co-Presenter: Cheryl Lambert	October 2016
<i>Formative Assessment Technology Tools</i>	Tennessee Education Technology Association State Conference Collierville, TN Co-Presenter: Cheryl Lambert	July 2016

<i>More Than a Number: Using Data in a Meaningful Way</i>	West Tennessee Title I Conference Counce, TN Co-Presenter: Cheryl Lambert	March 2016
<i>Supporting RTI² with Data Notebooks</i>	Tennessee Department of Education Partners in Education Conference Co-Presenter: Cheryl Lambert	February 2016
<i>Formative Assessment Technology Tools</i>	Administrators' Technology Conference Henderson, TN Co-Presenter: Cheryl Lambert	January 2016

LEA and Local Presentations

<u><i>Topic/Title</i></u>	<u><i>Details</i></u>	<u><i>Date</i></u>
CPI – Non-violent Crisis Intervention	West Carroll Elementary School	July 2016
CPI – Advanced Physical Training	West Carroll Elementary School	July 2016
<i>Formative Assessment Technology Tools</i>	McKenzie High School Co-Presenter: Cheryl Lambert	July 2016
Using Formative Assessment to Improve Instructional Practice	West Carroll Primary/Elementary Co-Presenter: Cheryl Lambert	January 2016
Co-Teaching: Implementing Strategies in a Team Setting	West Carroll Jr./Sr. High School Co-Presenter: Cheryl Lambert	September 2015
District Homeless Data; Reporting Child Abuse; Bullying Prevention	West Carroll Special School District	August 2015
Enrollment Procedures and Attendance Updates	West Carroll Special School District Co-Presenter: Sheila Brawner	July 2015
Education and the Law; Practitioners' Perspectives	West Carroll Jr./Sr. High School Co-Presenter: Eric D. Williams	July 2015
Uniform Communications Expectations; CCSS; Implementing PLC; RTI ²	West Carroll Jr./Sr. High School Co-Presenter: Betty Wallace	July 2013
Vertical Planning to Spiral Instructional Standards	West Carroll Special School District	January 2013
Teacher Evaluations and the TEAM Model	West Carroll Primary School Co-Presenter: Betty Wallace	July 2012
Interpreting Value-Added Data to Improve Instruction	West Carroll Jr./Sr. High School Co- Presenter: Cheryl Lambert	August 2011

Professional Leadership

<u><i>Position</i></u>	<u><i>Organization</i></u>	<u><i>Period</i></u>
State of Tennessee Supervisor of the Year Application Review Committee	Tennessee Department of Education	07/2015 – 10/2015

State of Tennessee Supervisor of the Year Application Review Committee	Tennessee Department of Education	07/2013 – 10/2013
Northwest CORE Representative	State Supervisors' Steering Committee	08/2012 – 06/2015
Chair	Northwest TN Supervisors' Study Council	08/2012 – 06/2015
Vice Chair	Northwest TN Supervisors' Study Council	08/2011 – 06/2012
Chair	Carroll County Supervisors' Group	08/2010 – 06/2011

References

Dr. Benita Bruster	Professor of Education Erikson College of Education Austin Peay State University Clarksville, TN	brusterb@apsu.edu
Samantha Isbell	8 th Grade Language Arts, Lead Teacher Northeast Middle School Clarksville, TN	samantha.isbell@cmcss.net
Sean Rowe	Assistant Principal Northeast Middle School Clarksville, TN	sean.rowe@cmcss.net

Erica Boone, Visiting Assistant Professor
boonee@apsu.edu
Austin Peay State University
Erikson College of Education
Claxton Building, CX 319
601 College Street
Clarksville, TN 37040

Charles W. Cagle
Counsel to the Marshall County Board of Education
Lewis Thomason, P.C.
424 Church Street, Suite 2500
Nashville, TN 37219

March 28, 2025

Dear Mr. Cagle:

I have known Mr. John Cary since he became PK-6 supervisor in our district. When I served as a teacher at West Carroll Elementary School, he was my instructional supervisor. I have worked very closely with him and find him to be very knowledgeable. He observed me many times in the classroom, and I found his feedback and leadership invaluable.

Since moving to Clarksville, I have remained in touch with him. I have attended conferences with him and discussed many current issues in education. With his experience in both administrative and instructional roles, he continues to be great sounding board and source of knowledge. I find him always available to be of help when needed.

With my knowledge of John Cary both personally and professionally, I believe he is a good candidate for a position with Marshall County Schools.

Respectfully,

Erica Boone



NORTHEAST MIDDLE SCHOOL

3703 Trenton Road
Clarksville, Tennessee 37043
931-648-5665

March 29, 2025

Charles W. Cagle
Counsel to the Marshall County Board of Education
Lewis Thomason, P.C.
424 Church Street, Suite 2500
Nashville, TN 37219

Dear Marshall County School Board Members,

I am honored to write this letter of recommendation in support of John Cary's candidacy for the position of district superintendent. As a seasoned professional educator with a distinguished career in education, Mr. Cary embodies the leadership, vision, and dedication necessary to guide a school district toward excellence.

Throughout his career, Mr. Cary has demonstrated a deep commitment to student achievement, educator development, and community engagement. His ability to implement innovative instructional strategies, foster a culture of collaboration, and ensure the success of all students is truly commendable. He is a forward-thinking leader who not only understands the complexities of education but also has the skills to navigate them effectively.

Mr. Cary's leadership is characterized by strategic decision-making, transparent communication, and a relentless focus on student-centered outcomes. He has successfully led initiatives that have improved academic performance, strengthened professional learning communities, and enhanced relationships between schools, families, and stakeholders. His ability to unite diverse groups under a shared vision makes him an exceptional candidate for this role.

Beyond his professional expertise, Mr. Cary is a compassionate and approachable leader who inspires confidence in those around him. His integrity, problem-solving skills, and unwavering commitment to educational excellence make him an ideal choice for superintendent. I have no doubt that his leadership will have a lasting positive impact on the district he serves.

It is with the utmost confidence that I recommend John Cary for this esteemed position. Please feel free to contact me at 931.648.5665 or sean.rowe@cmcss.net should you require any further information.

Sincerely,
Sean Rowe
Assistant Principal
Northeast Middle School

Eric D. Williams
Special Assistant to the Deputy Commissioner, Retired
Tennessee Department of Education
61 Chapel Creek Drive
Jackson, TN 38305

Charles W. Cagle
Counsel to the Marshall County Board of Education
Lewis Thomason, P.C.
424 Church Street, Suite 2500
Nashville, TN 37219

Dear Mr. Cagle:

I have known Mr. John Cary since I was named principal of West Carroll High School in July 1999. He worked for me as a teacher and later, when I was Director of Schools for the West Carroll Special School District, he served on my staff as Supervisor of Instruction, Pre K – 6 and Attendance Supervisor. I have known and worked with him in a variety of situations. I believe he is a good candidate for a position with Marshall County Schools.

Respectfully,

Eric D. Williams

Garth H. Garris
13833 Pinnacle Drive
Athens, AL 35613
(256) 777-6530

March 31, 2025

Dear Marshall County Board Members,

My name is Garth Garris, and I am writing to express my interest in the Director of Schools position for Marshall County Schools.

Currently, I serve as the principal at Blanche School in Lincoln County, Tennessee, a role I have held for the past three years. My experience spans nine years within the Lincoln County school system, where I have been a principal at Highland Rim School, Lincoln County High School, and Blanche School. Before this, I spent 25 years in the Limestone and Madison County school systems in Alabama as a principal, teacher, and coach. This year marks my 34th year as an educator.

I began my career at East Limestone in 1991, serving there for twelve years. In 2003, I transitioned to the Madison County School system, working as an assistant principal before becoming principal at Madison County High School in 2008. I returned to my alma mater in 2010, Elkmont High School, to serve as head boys basketball coach. In 2013 I was named principal of the Pre-K through twelfth grade school and served for two and a half years before retiring.

After retiring from the Alabama Public School System in February 2016, I took on the principal role at Highland Rim School in Lincoln County. Following that, I became principal at Lincoln County High School and then returned to Highland Rim School until 2022 before moving to Blanche School. During my time at Highland Rim, the school was recognized as an Exemplary School in Tennessee, and I received the A.F. Bridges Principal of the Year Sportsmanship Award from the Tennessee Secondary Schools Athletic Association in 2017.

I hold a Master of Arts in Education Administration and a Bachelor of Science in Physical Education, and I am certified as an administrator, physical education teacher, and 6-12 history teacher in Tennessee.

I believe I can contribute significantly to the school board, students, teachers, staff, and communities of Marshall County. I am energetic, enthusiastic, dedicated, and hardworking, and I consider myself an experienced leader and team player. While I may not have all the exact experience required for this position, I am eager to learn and train for any role I may be called to fulfill. I am committed to collaborating closely with the school board, district leaders, and building leaders to make decisions that prioritize the best interests of our students, teachers, staff, and communities.

I am grateful for the opportunity to work alongside so many great individuals over the past 34 years, and I wish to continue serving students, teachers, staff, and parents.

Thank you for your consideration.

Sincerely,



Garth H. Garris
Principal
Blanche School

Garth H. Garris

Education:

- 1998 University of North Alabama
M.A. Education Administration
- 1991 Athens State College
B.S. Education- Physical Education N-12
History Certification- Grades 7-11

Teaching and Administrative Experience:

Blanche School	Principal Pre-K-8 th Grade	July 2022-Present
Highland Rim School	Principal Pre-K-8 th Grade	July 2019-June 2022
Lincoln County High School, TN	Principal Grades 10-12	July 2017-June 2019
Highland Rim School	Principal Pre-K-8 th Grade	February 2016-June 2017
Elkmont High School	Principal Pre-K-12 th Grade	July 2013- January 2016
Elkmont High School	Teacher and Coach	2010-2013
Madison County High School	Principal Grades 9-12	2008- 2010
Hazel Green High School	Assistant Principal Grade 9-12	2006- 2008
Monrovia Elementary School	Assistant Principal Grades K-5	2003- 2006
East Limestone High School	Teacher and Coach	1991- 2003
Athens High School	Education Assistant	1991

Job Skills and Professional Responsibilities:

Provide leadership to students, teachers, and staff
Communication with all stakeholders
Create and Lead Teams in Shared Decision Making
Management of human personnel in a school environment
Recruitment, Interview, and Hire Personnel
Developed and Coordinated school, class, and teacher schedules
Analyze, Develop, and Evaluate school budgets
Analyze and Evaluate Student Data
Responsible for the fiscal management of school finances
Create and Implement Safety Plans to ensure the health and safety of students, teachers, and staff
Create schedules for the use of school facilities
Schedule athletic events and other events at school and create contracts for those events
Solicit, analyze, evaluate, and negotiate bids for school work and equipment
Part of a team that constructed the plans to return to school after Covid-19 Pandemic
Coordinate and Lead the Parent Teacher Organization
Participate in Professional Learning Communities with teachers and administration
Observe and Evaluate teachers and support personnel
Experience using the Google Platform as well as Microsoft Word, Excel, and PowerPoint
Led and Conducted virtual meeting with parents and school staff using Google Meet and Zoom
School Principal at all levels for 13 years
School Assistant Principal for 5 years
Head Basketball Coach for 15 years

Educational Philosophy:

Collaboratively work with the school board to make decisions that are in the best interest of our students, teachers, and staffs.
Collaboratively work with district leaders and building leaders to provide a positive culture and climate for all to succeed.
Provide a safe learning and working environment.
Be a fiscally responsible leader.
Provide instructional leadership for teachers and staff and provide the tools that teachers need to help all students succeed.
Provide motivation to students to achieve greatness in academics, art, and athletics.
Help students become disciplined, respectful, and responsible.
Provide a positive teacher- principal relationship.
Provide a positive student- teacher relationship.
Be honest and fair to all involved.
Keep all stakeholders informed with effective communication.
Be a team player.
Commitment to professional development and lifelong learning
Address challenges in educational settings and implement effective solutions
Willingness to learn and adapt to new challenges and changing educational landscapes.
Building relationships with parents and the community, fostering a supportive educational atmosphere.

References:

Dr. Bill Heath
Director- Lincoln County Schools
909 Main Avenue
Fayetteville, TN 37334
(931) 433-3565
(931) 201-1423

Dr. John Fanning
Assistant Director- Lincoln County Schools
909 Main Avenue
Fayetteville, TN 37334
(931) 433-3565
(931) 808-8905

Mr. Dennis Black
Principal- Retired
East Limestone High School
15641 East Limestone Road
Athens, AL 35613
(256) 777-9705

Mr. Jeff Bell
Athletic Director
Whitesburg Christian Academy
7290 Whitesburg Drive
Huntsville, AL 35802
(256) 783-9757

Mr. Stan Davis
Principal- Elkmont High School- Retired
25630 Evans Avenue
Elkmont, AL 35620
(256) 497-4278

Lincoln County Department of Education

909 Main Avenue South
Fayetteville, Tennessee 37334

(931) 433-3565
FAX: (931) 433-7397

Bill Heath, Ed. D.
Director

March 30, 2025

Members of the Marshall County Board of Education:

I am writing to wholeheartedly recommend Garth Garris for the position of Director of Schools with Marshall County Schools. I have had the pleasure of knowing and/or working with Garth for over twenty years, and I can confidently say that he is an outstanding educator with a remarkable dedication to the field of education.

Garth is currently in his 34th year in education with 18 of those being in administration, and throughout this time, he has showcased exemplary leadership in both elementary and secondary education. His extensive experience includes notable roles as a teacher, coach, assistant principal, and principal. Garth is a proud graduate of Elkmont High School and holds a B.S. in Education from Athens State College and an M.A. in Education Administration from the University of North Alabama.

During his career, Garth has demonstrated an unwavering commitment to academic excellence and student success. He began his teaching career at East Limestone High School, where he not only excelled as an educator but also as a coach, leading his teams to numerous championships and accolades. His leadership in athletics reflects his ability to inspire and motivate students, fostering a sense of teamwork and resilience.

In his administrative roles, Garth has consistently received high marks in evaluations, which I have been responsible for conducting over the past eight years. His morals and work ethic are impeccable, and he has gained the love and respect of the entire school community. He has successfully managed various educational environments, from elementary to high school, and has a proven track record of improving school performance and student engagement.

Garth's leadership and vision make him a perfect candidate for the Director of Schools position. His ability to build strong relationships, coupled with his extensive knowledge of educational practices, positions him to make a significant impact in Marshall County Schools. I am confident that Garth will continue to uphold the values of excellence, integrity, and dedication to student success.

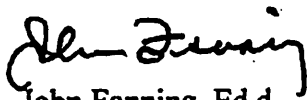
I wholeheartedly and unequivocally support Garth Garris's application for the Director of Schools position and strongly encourage you to consider him for this vital role within Marshall County Schools. Garth possesses the leadership skills, vision, and dedication

necessary to drive educational excellence and foster a positive environment for both students and staff. His wealth of experience and unwavering commitment to the success of every student make him an ideal candidate for this position.

Should you require any further information or wish to discuss Garth's qualifications and potential contributions to your district in more detail, please do not hesitate to reach out to me. I would be more than happy to share additional insights regarding his professional achievements and the profound impact he has made in our educational community.

You may contact me at jfanning@lcdoe.org or 931-808-8905.

Sincerely,

A handwritten signature in black ink, appearing to read "John Fanning". The signature is fluid and cursive, with a large initial "J" and "F".

John Fanning, Ed.d
Assistant Director of Schools



Blanche School
1649 Ardmore Highway
Taft, TN 38488
Garth Garris, Principal
Dawn Parton, Assistant Principal

Phone (931) 425-6141

Fax (931) 425-9160

To Whom It May Concern,

I am writing to wholeheartedly recommend Garth Garris for the position of Director of Schools in Marshall County. However, I must express my reluctance, as this would mean he would no longer serve as my principal.

Over the past three years, I have had the privilege of working alongside Mr. Garris, and I have gained invaluable insights into what effective leadership in a school should embody. He does not merely speak about principles of education; he embodies them fully. His genuine care for the students, faculty, and staff at Blanche School is evident in all that he does.

Prior to Mr. Garris's arrival, our school experienced a succession of multiple principals, leading to a fragmented environment. Through his exceptional leadership, Mr. Garris has successfully united our faculty and staff, fostering a harmonious and collaborative atmosphere. He has cultivated a school culture where drama is nonexistent, and the focus remains steadfastly on the students' well-being and success.

In addition to his strong leadership, Mr. Garris is heavily involved in the curriculum aspect of our school. Each week, he meets with teachers in Professional Learning Community (PLC) groups, where we discuss both concerns and celebrations for our students, as well as analyze data when necessary. This collaborative approach not only enhances our instructional practices but also ensures that every student's needs are met.

You will not find a more down-to-earth person than Mr. Garris; he is someone whom everyone respects and responds to. He consistently demonstrates his commitment to our school community by personally greeting students at the car rider and bus lines each morning. He sets a positive tone for the day with uplifting announcements and actively engages with students in the lunchroom, forging meaningful connections. His dedication to maintaining a clean and inviting school environment is exemplary; it is not uncommon to see him sweeping the halls or taking out the trash, showcasing his hands-on approach to leadership.

In conclusion, I believe that Mr. Garris would be an outstanding asset in the role of Director of Schools. His unwavering commitment to education and community makes him an exceptional leader. While I would be saddened to see him leave our school, I cannot recommend him highly enough for this opportunity.

Sincerely,

Dawn Malone Parton

Dawn Malone Parton, Ed.S.
Curriculum Coordinator/Assistant Principal
Blanche School
1491 Ardmore Hwy.
Taft, TN 38488

Katie Frazzini
34 Long Meadow Dr.
Fayetteville, TN 37334
931-307-6136


To whom it may concern,

As a former longtime employee of Mr. Garth Garris, I am writing this letter to recommend him for the position of Superintendent of Schools for Marshall County.

Having worked for Mr. Garris in several capacities in multiple schools in Lincoln County, the latest being his Bookkeeper; I have found him to be an exemplary administrator. He puts the education and well being of his students at the forefront of his focus.

Mr. Garris is an outstanding leader who genuinely cares about all of his employees. He treats everyone with the utmost respect regardless of their position. His passion for education combined with his outstanding leadership abilities make him a prime candidate for the position of Superintendent.

Respectfully,

A handwritten signature in black ink that reads "Katie Frazzini". The signature is written in a cursive style with a large initial "K" and a decorative flourish at the end.

Katie Frazzini

Marshall County Schools

Option A - Using a program that will include teachers and curriculum

2,500.00	Program Cost per Student
50.00	Estimated # of Virtual School Students
<u>125,000.00</u>	Total Program Cost
325.00	Chromebook Cost
16,250.00	Total Chromebook Cost with 50 virtual school students
62,389.44	Admin Assistant/Data Operator Payroll Cost (new Position)
11,515.00	Current Principal Supplement of \$10,000 Payroll Cost
<u>215,154.44</u>	Total Estimated Virtual School Cost for Option A

* Option A would include adding a new admin assistant/data operator and include giving a supplement to a current principal

Option B - Doing 100% of virtual school in-house

128,457.54	New Principal Payroll Cost (new position)
340,000.00	4 New Teachers Payroll Cost (4 new positions)
62,389.44	Admin Assistant/Data Operator Payroll Cost (new position)
325.00	Chromebook Cost
16,250.00	Total Chromebook Cost with 50 virtual school students
50,000.00	Curriculum for Virtual School (Estimated)
<u>597,096.98</u>	Total Estimated Virtual School Cost for Option B

* Option B would include adding a new principal, adding 4 new teachers, and a new admin assistant/data operator

Option C - Virtual Program

5,757.50	Teacher Supplement (\$100 per Virtual School Student - estimated at 50 students)
17,272.50	Virtual School Coordinator Supplement (\$5,000 per each secondary school)
325.00	Chromebook Cost
16,250.00	Total Chromebook Cost with 50 virtual school students
58,610.00	Edmentum Virtual School Courseware
<u>97,890.00</u>	Total Estimated Virtual School Cost for Option 2
39,280.00	Option C net budget increase (Edmentum \$58,610.00 already included in 25-26 budget)

* Option C would include adding a teacher supplement per student