

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

The Cumberland County Board of Education met in a special session on Tuesday, October 24, 2023, in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 5:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

**BOARD MEMBERS:**

1. Call to Order- Ms. Teresa Boston(See above)
2. Moment of Silence/Pledge of Allegiance- Ms. Teresa Boston- Boston led the board members in a Moment of Silence. After a moment of silence, XX from XX led the audience in the Pledge of Allegiance.
3. Agenda(See Exhibit #4) Boston advised, next is the approval of the 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 - Boston asked if there were any questions from the media. No questions were asked.
10. Adjournment

**(\* Indicates Board Approval Required**

**(\*) Indicates Board Approval Required**

**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

		1	2	3	4	5	6	7	8	9	Importance Average	Current Average
<b>BOARD MEETINGS</b>												
The Board has sufficient time and opportunity to review the agenda and supporting materials before a board meeting	Current Status	6	5	3	5	4	5	4	3	3		4.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The Board encourages participation by each Board member	Current Status	6	6	4	4	3	5	5	3	1		4.11
	Importance?	6	6	6	6	5	5	5	6	6	5.67	
Board members come to meetings prepared to focus on discussion issues and keep comments relevant and brief	Current Status	6	5	4	5	2	5	3	3	3		4
	Importance?	6	5	6	6	6	5	5	6	4	5.44	
All board members are routinely familiar with the agenda materials and are ready to discuss and decide important items	Current Status	6	6	3	5	3	5	5	4	3		4.44
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
Adequate background information on issues to come before the board is routinely provided in advance of the board meeting	Current Status	5	5	4	5	4	4	4	3	3		4.11
	Importance?	6	6	6	6	6	5	5	6	6	5.78	
The board weighs all decisions in terms of what is best for the students of the school system	Current Status	6	4	5	4	3	5	4	3	3		4.11
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
<b>TEAM BUILDING</b>												
The board is able to disagree on matters and still maintain an attitude of mutual respect and trust	Current Status	6	4	2	3	4	4	2	4	4		3.67
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The board is open and honest with each other, and with administrators, and able to maintain an attitude of mutual trust and respect	Current Status	6	4	2	3	2	4	2	2	2		3
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
The district has a planned program to orient newly-elected board members	Current Status	6	5	4	4	6	5	4	5	1		4.44
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
Once a decision has been made, all members respect the decision and the board speaks with one voice	Current Status	5	6	3	3	3	3	2	3	4		3.56
	Importance?	6	6	6	6	5	5	6	6	6	5.78	
Board members do not attempt to individually speak on behalf of the board or commit the board.	Current Status	4	4	5	3	2	3	2	3	4		3.33
	Importance?	6	6	6	6	5	5	6	6	6	5.78	
<b>BOARD/SUPERINTENDENT/STAFF RELATIONS</b>												

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	
<b>VISION/PLANNING</b>												
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	
<b>BOARD POLICY</b>												
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	

The board has developed an ongoing system to review and update all policies annually	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	
<b>STUDENT ACHIEVEMENT</b>												
The board holds itself ultimately responsible for high achievement by all students	Current Status	6	3	6	5	4		3	2	3		4
	Importance?	6	5	6	6	6		6	6	6	5.88	
The board regularly examines data to determine where achievement gaps exist and how much progress is being made to reduce those gaps	Current Status	3	4	6	4	2	4	4	2	1		3.33
	Importance?	6	5	6	6	6	5	5	6	6	5.67	
The board provides a quality educational program imposing high individual academic standards for each student. Student academic performance is regularly presented to the board	Current Status	6	6	6	5	5	5	4	4	4		5
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
	Current Status	3	4	6	4	4	5	4	3	2		3.89
	Importance?	6	5	6	6	6	5	6	6	6	5.78	
The board regularly recognizes student accomplishments at board meetings	Current Status	6	6	6	4	6	5	4	5	5		5.22
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
<b>BOARD/COMMUNITY RELATIONS</b>												
The board provides for involvement of the public in the operating of our schools	Current Status	6	5	6	4	6	4	4	3	4		4.67
	Importance?	6	5	6	6	6	4	6	6	6	5.67	
Our board actively promotes the school district to the public	Current Status	6	6	6	4	4	5	4	3	3		4.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our school board is respected in the community	Current Status	6	5	3	4	4	4	2	1	3		3.56
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Our board is accountable to the community	Current Status	6	6	5	5	5	5	4	3	5		4.89
	Importance?	6	6	6	6	6	5	5		6	5.75	
The board refrains from committing to a position on an issue before all relevant facts are present	Current Status	6	6	3	4	4	5	2	2	3		3.89
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
Members of the board refrain from speaking for the board on issues on which the board has no official position	Current Status	5	6	3	3	3	5	3	2	5		3.89
	Importance?	6	6	6	6	6	5	6	6	6	5.89	
<b>ADVOCACY</b>												
Our board takes the initiative to establish and maintain positive personal relationships with other locally-elected officials/funding body	Current Status	6	6	5	4	4	4	3	3	2		4.11
	Importance?	6	6	6	6	6	4	6	6	6	5.78	
Our board strives to keep local officials up-to-date on board activities and school district needs	Current Status	6	6	5	5	4	4	3	2	2		4.11
	Importance?	6	6	6	6	6	4	6	6	6	5.78	
Our board understands the need to influence statewide legislation and works diligently to develop a positive relationships with local members of the	Current Status	6	5	5	5	5	5	5	3	4		4.78
	Importance?	6	6	6	6	6	5	5	5		5.63	
Our board, collectively and individually, regularly contacts legislators	Current Status	5	4	3	3	5	4	4	4	3		3.89
	Importance?	5	5	6	6	6	4	5	5		5.25	
Our board is represented at TSBA's Day on the Hill meeting	Current Status	6	6	6	6	6	5	5	1	3		4.89
	Importance?	6	6	6	6	6	5	5	5	4	5.44	
<b>BUDGET/FINANCE</b>												

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 EVALATION

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

<b>COMMUNITY RELATIONSHIPS</b>										
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
<b>STAFF AND PERSONNEL RELATIONSHIPS</b>										
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

<b>EDUCATIONAL LEADERSHIP</b>										
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
<b>BUSINESS AND FINANCE</b>										
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
<b>STRATEGIC PLANNING SKILLS</b>										
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
<b>TOTAL SCORES</b>										
	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 PI: 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

<b>Deed Acres:</b> 39.37	<b>Calc Acres:</b> 0.00	<b>Total Land Units:</b> 39.37
<b>Land Type:</b> 46 - ROTATION	<b>Soil Class:</b> A	<b>Units:</b> 1.80
<b>Land Type:</b> 54 - PASTURE	<b>Soil Class:</b> A	<b>Units:</b> 10.00
<b>Land Type:</b> 62 - WOODLAND 2	<b>Soil Class:</b> G	<b>Units:</b> 3.27
<b>Land Type:</b> 62 - WOODLAND 2	<b>Soil Class:</b> A	<b>Units:</b> 20.00
<b>Land Type:</b> 62 - WOODLAND 2	<b>Soil Class:</b> P	<b>Units:</b> 4.30

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