



**KCS** | KNOX COUNTY SCHOOLS

# TRANSFORMING FUTURES

## REGION 5 QUARTERLY UPDATE

FALL 2023

Region 5 leadership is proud of the dedication shown to implementing our strategic plan. District teams, school staff, and students closed the first quarter of the 2023-24 school year by establishing a strong baseline by which benchmark metrics will be measured going forward. We expect to share more detailed, data-driven results in future updates.

**Jason Myers**  
Assistant Superintendent of Student Success



### STRATEGY IN PRACTICE



*We ask students to put in work to grow every day, to reach for the next level. Our teachers have set a great example with the work they've done to improve their collaborative planning process—they are sharpening one another and producing even more rigorous, high-quality lessons.*

**David Guyer**  
Principal, Belle Morris Elementary

### HIGH ACADEMIC EXPECTATIONS

Region 5 students have not been asked to consistently meet high academic expectations. The district is focused on changing that by engaging all students in elevated learning and providing opportunities for advancement.

#### Key Accomplishments

- High percentage of teacher participation in new math curriculum training
- Fall universal screener completed by every student
- Working groups focused on transparency around math and literacy developments
- Pre-K work in Region 5 identified as its own initiative allowing greater focus and depth.

#### Next Steps

- Expand Transformational Thursdays to include both professional development and application opportunities to highlight high expectations for all students
- Build cohesion around the focus of working groups by engaging teacher representatives and community partners

# RECRUIT & RETAIN ELITE EDUCATORS

Region 5 has struggled to recruit and retain elite educators, and KCS is committed to employing uniquely qualified and highly effective teachers in Region 5 and retaining them with ongoing strategic support.

## Key Accomplishments

- Earned the highest percentage of schools with no teaching vacancies
- More than half of teachers had perfect attendance
- Implemented Transformation Thursdays, weekly sessions that provide differentiated professional development opportunities
- Deployed retention working groups to identify a standard for school and staff culture

## Next Steps

- Develop an early interview process for teacher candidates
- Establish TeachKnox, a program to recruit and retain a diverse group of highly effective educators

## STRATEGY IN PRACTICE

*Mentoring is vital to building and improving staff well-being and strengthening our school community; it allows us to welcome staff members in a way that ensures a seamless transition to Maynard Elementary School.*

**Anitra Selmon**  
Maynard Elementary New Teacher Mentoring Action Team



**Recognizing that teacher ability and school leadership are the most important factors in raising student achievement, Transformation Thursdays were developed to provide time and access to important and invaluable professional development for all Region 5 staff.**

# COLLEGE AND CAREER PATHWAYS

College and career pathways to prepare Region 5 students for high school and beyond have long been inadequate. Now, career exposure begins in preschool and continues through graduation.

## Key Accomplishments

- 75% completion rate of the TN Promise application at Austin-East and 63% completion rate at Fulton
- Career Employment Needs Assessments and Career Awareness Programming audits completed in all schools
- Pipefitting Pathway launched at Austin-East with 66 students dually enrolled through TCAT

## Next Steps

- Attend the International Baccalaureate (IB) Public School Conference to learn about utilizing IB as a turnaround strategy
- Begin planning IB for K-12 students in the Austin-East feeder pattern
- Conduct STEM audits with schools using the TSIN STEM rubric
- Strengthen AP Diploma Program in the Fulton feeder pattern and explore AVID as a tool to prepare students in grades 4-12 for postsecondary work.



## STRATEGY IN PRACTICE

*The 865 Academies enable diligent and creative work to address post-secondary exposure and access. At this year's College Application Blitz, ALL of our seniors complete a college application with the help of some wonderful community volunteers.*

**Kensley Zimmerman**  
Academy Coach, Fulton High

## MEETING WHOLE-CHILD NEEDS

Region 5 has not had sufficient systems in place to meet the whole-child needs of students. Now, schools are tailoring their support to address their academic, behavioral, physical, and social needs.

### Key Accomplishments

- Five schools in the Austin-East feeder pattern introduced IIRP methodology, which focuses on utilizing restorative processes to strengthen relationships
- Seven-week training on the neuroscience of behavior completed at all schools
- Whole-Child Support Teams at each school to implemented school-specific strategies for student support

### Next Steps

- Refine the support process for prevocational skills students need for success
- Continue introducing Student Success Passports at all schools

## STRATEGY IN PRACTICE



*Student accountability has a major impact on our ability to use restorative practices. Their ability to own up to their behavior and willingness to empathetically see another side has enabled us to get to know them a little better while targeting certain behaviors more intentionally.*

**Ann Marshall**  
Counselor, Vine Middle Magnet

## The Region 5 Way

## TRANSFORMING FUTURES - THE REGION 5 WAY

Region Five is championing our students with the courage and skill to move forward and thrive in tomorrow's world! Follow our progress and find contact information for the Region 5 Support Team at [knoxschools.org/Region5](https://knoxschools.org/Region5).



**Jason Myers**  
Assistant Superintendent of  
Student Success



**Dr. Dexter Murphy**  
Region 5 Director



**Sallee Reynolds**  
Region 5 Supervisor