

*This meeting will be recorded. It is requested that TAC members please enable video during the meeting.*

# Teachers Advisory Council (TAC)

March 7, 2024

Robin Fields Kinney, Interim Commissioner of Education

Jamaal Stiles, TAC Chairperson

Stacy Noah, KDE Liaison



# I. Welcome

Robin Fields Kinney, Interim Commissioner, Kentucky  
Department of Education

## **II. Roll Call of Members and Approve Summary Minutes**

Jamaal Stiles, TAC Chairperson, Washington County Schools

# Roll Call

**Chad Davidson**, McCracken County, December 2025  
**Carla Criswell**, Christian County (Jefferson County), December 2025  
**Jen Davis**, Butler County, June 2024  
**Misty Bivens**, Larue County, June 2024  
**April Jackson**, Hardin County, June 2024  
**Jamaal Stiles**, Washington County, June 2024  
**Kennita Ballard**, Jefferson County, January 2025  
**Gregory Smith**, Jefferson County, June 2024  
**Erica Deal**, Kentucky School for the Blind, October 2024  
**Byron Wilson**, Kentucky School for the Deaf, October 2024

**Amanda Klare**, Beechwood Independent, June 2024  
**Susan Cintra**, Madison County, June 2024  
**Rosa Cubero-Hurley**, Fayette County, December 2025  
**Donnie Wilkerson**, Russell County, December 2025  
**Jane Modlin**, Ashland Independent, June 2024  
**Melanie Callahan**, Laurel County, December 2025  
**Carla Lawson**, Whitley County, December 2025  
**Charlene Martin**, Paintsville Independent, June 2024  
**Jennifer Stewart**, Floyd County, June 2024  
**Amy Leasang**, Bullitt County, June 2024  
**Mandy Perez**, Crittenden County, September 2026  
**Kevin Dailey**, Union County, March 2027

# Digital Sign In

- Please access the digital sign in by using the link provided in chat.
- Select today's date and sign in.

Just a reminder: If you transition to another position, please notify Stacy Noah. TAC members MUST be classroom teachers.

### Teachers Advisory Council (TAC) Attendance 2023-2024

Please complete this form for each meeting you attend.

stacy.noah@education.ky.gov [Switch account](#)

Not shared

\* Indicates required question

Select today's meeting date for attendance purposes. \*

September 7, 2023

December 7, 2023

March 7, 2024

June 6, 2024

[CLICK HERE FOR ATTENDANCE FORM](#)

# Approve Minutes

## [Kentucky Department of Education \(KDE\) TAC](#) [WEBPAGE](#)

ADVISORY GROUPS

### Teachers Advisory Council (TAC)

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*Published: 9/5/2023 8:00 AM*

**Purpose:** The Teachers Advisory Council (TAC) is designed to improve the educational landscape of Kentucky by providing Kentucky's Commissioner of Education with direct input from Kentucky's classrooms. Bridging the gap between policy and practice, the TAC was created to advise the commissioner on educational priorities so that Kentucky's students are well-prepared for any career they choose. The ultimate goal is to have effective teaching in every school, every classroom, every day.

**Membership:** The Teacher Advisory Council (TAC) is comprised of approximately twenty (20) teacher leaders from across the Commonwealth who contribute crucial, diverse perspectives on education. Four (4) quarterly meetings take place each year. Members are required to attend at least three of the four meetings to remain an active member of the TAC.

The Office of Educational Licensure and Effectiveness coordinates the application process. Teachers are selected and appointed to the TAC for three-year terms. Membership is prioritized to ensure instructional expertise in various disciplines, grade bands, and areas of specialization are represented on the council. For those interested in applying to serve, please submit the TAC Membership Application. If selected, official correspondence from the Office of Educational Licensure and Effectiveness will be sent.

The [DECEMBER 2023](#)  
[SUMMARY MINUTES](#)  
Are available on the  
website.

# III. Legislative and Education Professional Standards Board Updates

Cassie Trueblood, Office of Educator Licensure and Effectiveness, Kentucky  
Department of Education

# IV. Artificial Intelligence: Educator Insights

Krystal Doolin and Renee Hibbard, Southeast Southcentral Education  
Cooperative (SESC)



# V. Educator Wellbeing: What's going well? What needs to change?

Annalee Jackson, Office of Teaching and Learning, Kentucky Department of Education

The background is a composite image. The top left shows a line of yellow school buses with "SCHOOL BUS" written on the front. The bottom left shows a classroom with blue walls, desks, chairs, and colorful balloons. A large white diagonal shape separates the image from the text on the right.

# Educator Wellbeing

Annalee Jackson

Leadership for Educational Equity Public Policy Fellow  
Division of Diversity, Equity, Inclusion and Belonging (DEIB)

[annalee.jackson@education.ky.gov](mailto:annalee.jackson@education.ky.gov)

2024

 Kentucky Department of  
**EDUCATION**

# Warm Welcome!



**Answer in the chat:**  
Take a moment to share gratitude for one person who has made a difference in your journey as an educator.

# Agenda

- 3 min: **Introduction**
- 5 min: **EdWeek Data**
- 5 min: **2023 Working Conditions Survey**
- 10 min: TAC/PAC **Ed Wellbeing Discussion**
- 5-10 min: Education Wellbeing: **10 Wins for School Leaders Resource**
- 2 min: **Optimistic Closing**

# Introductions

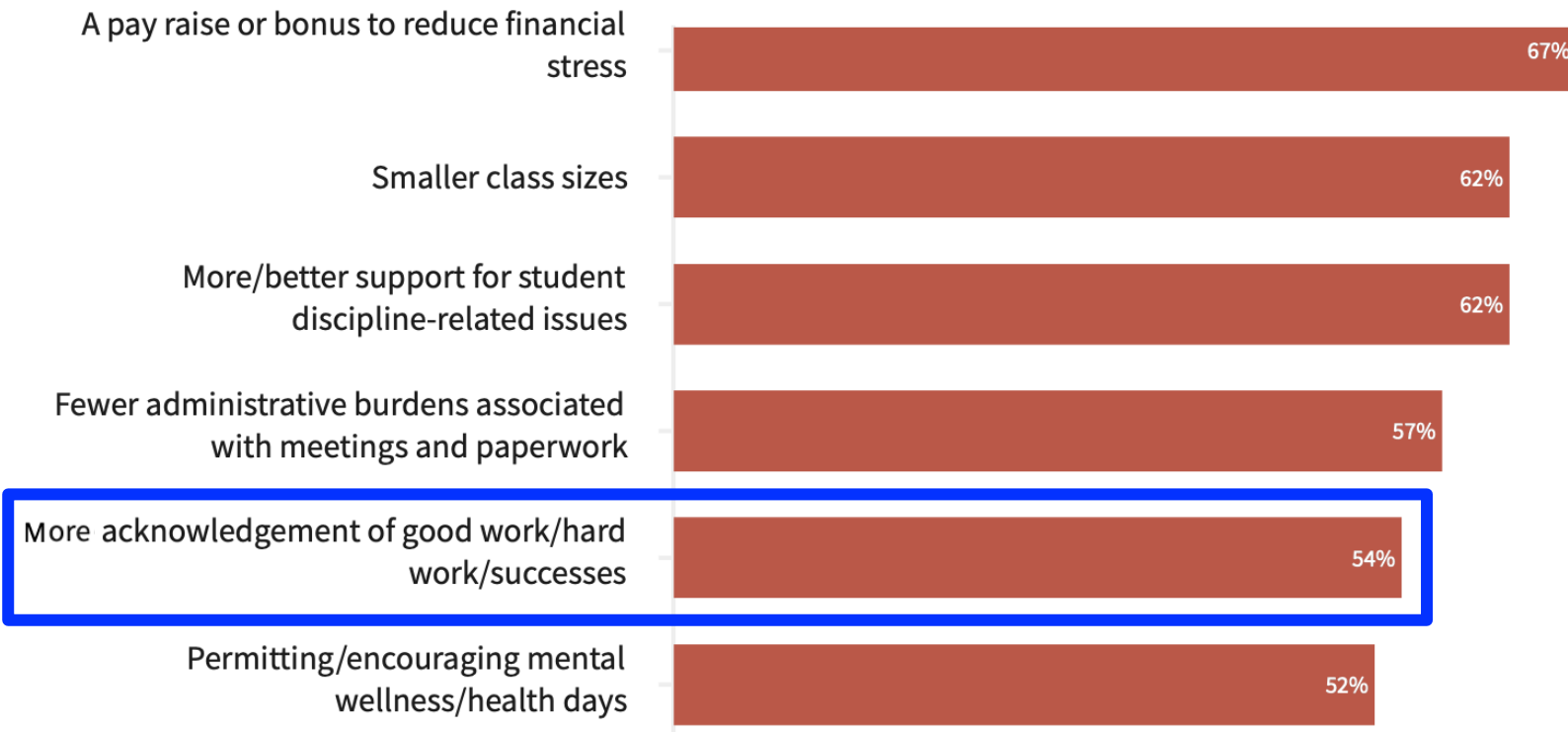


**E** **LEADERSHIP FOR**  
**EDUCATIONAL EQUITY**

Kentucky Department of  
**EDUCATION**

# EdWeek 2023 Data (1)

**What steps could your district or school take to support your mental well-being? Select all that apply.**



SOURCE: Merrimack College and EdWeek Research Center



A Flourish chart

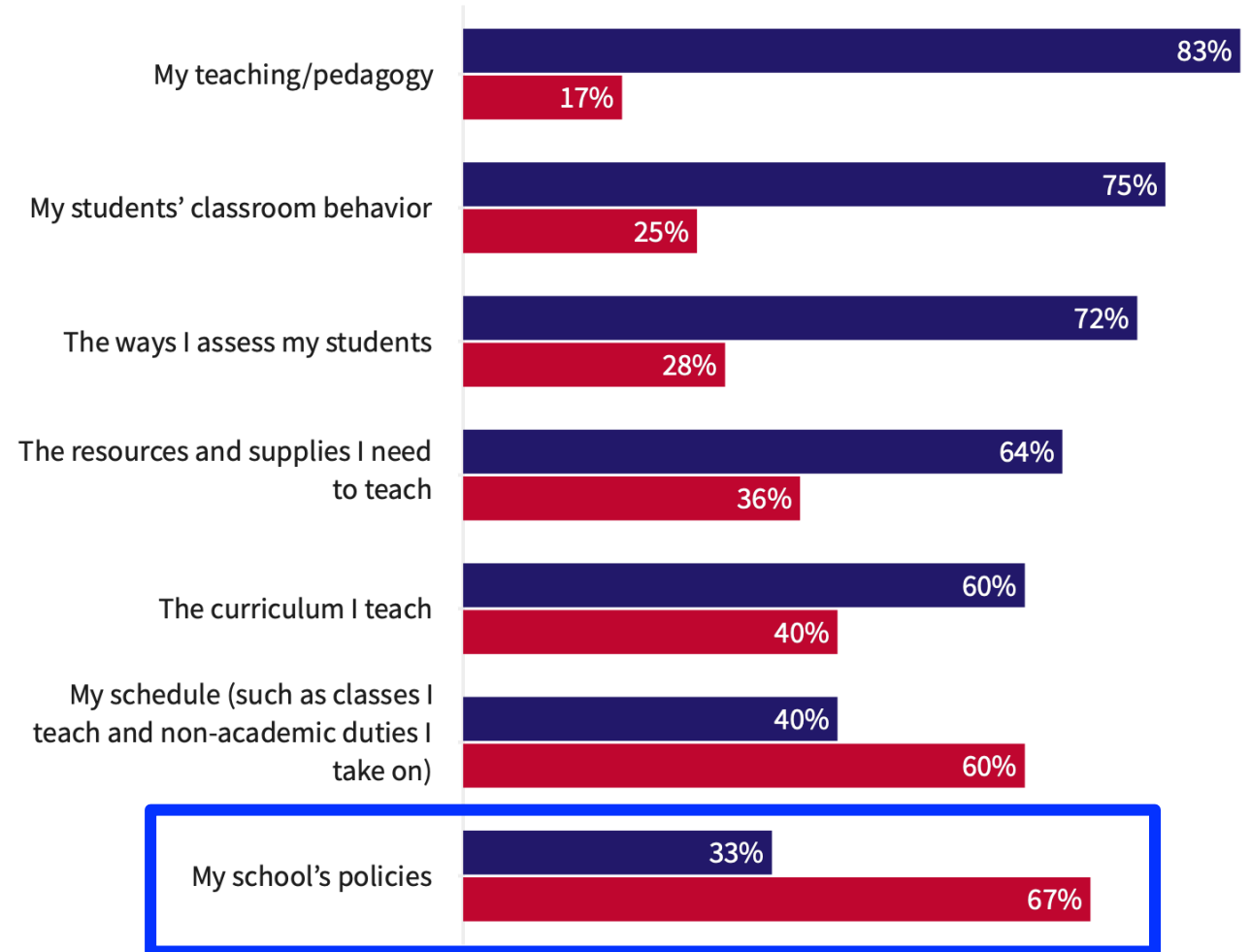
- Merrimack College Teacher Survey ([EdWeek](#))
- Nationally representative poll with responses from **1,178 K-12 public school teachers** ([EdWeek](#))
- Top 6 responses to this question out of a list of 24

# EdWeek 2023 Data (2)

- Merrimack College Teacher Survey ([EdWeek](#))
- Nationally representative poll with responses from 1,178 K-12 public school teachers ([EdWeek](#))
- **67% of educators disagree** that they have a lot of control and influence over their school's policies
- **34% of educators** requested more influence over district school policies or rules

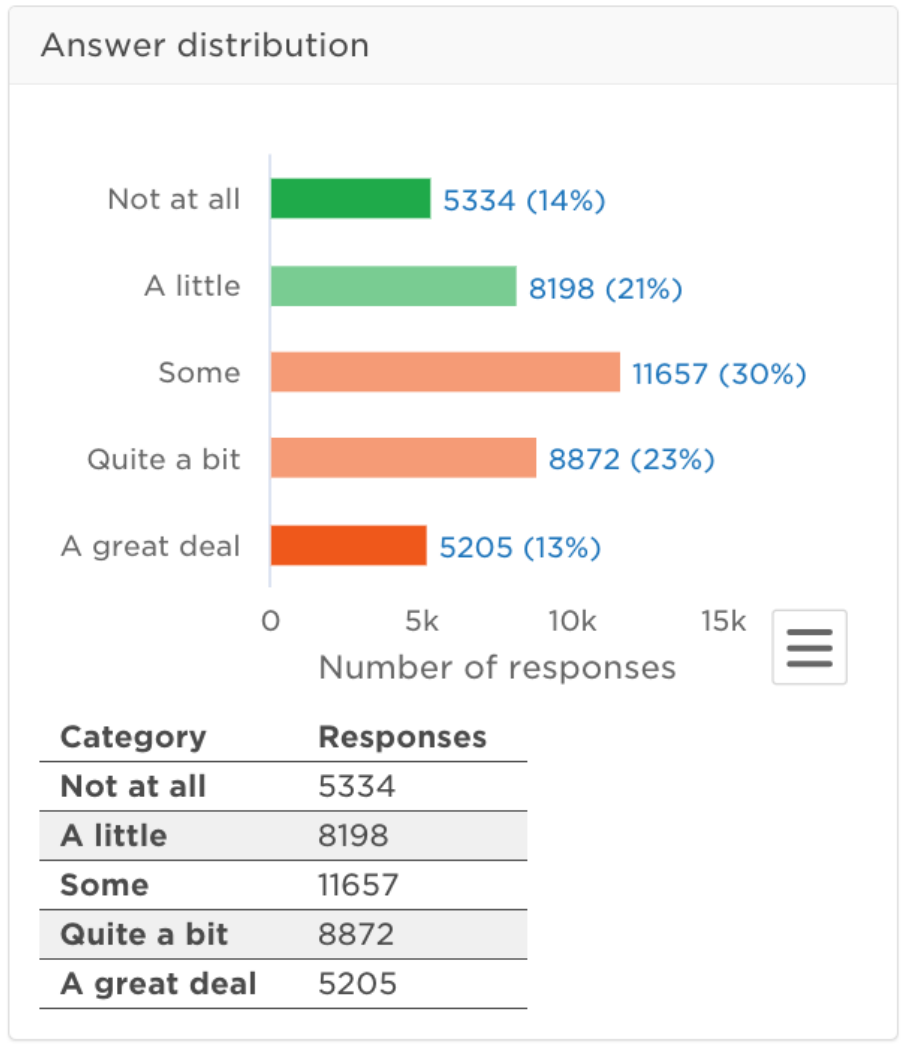
## I have a lot of control and influence over:

■ Agree ■ Disagree



SOURCE: Merrimack College and EdWeek Research Center

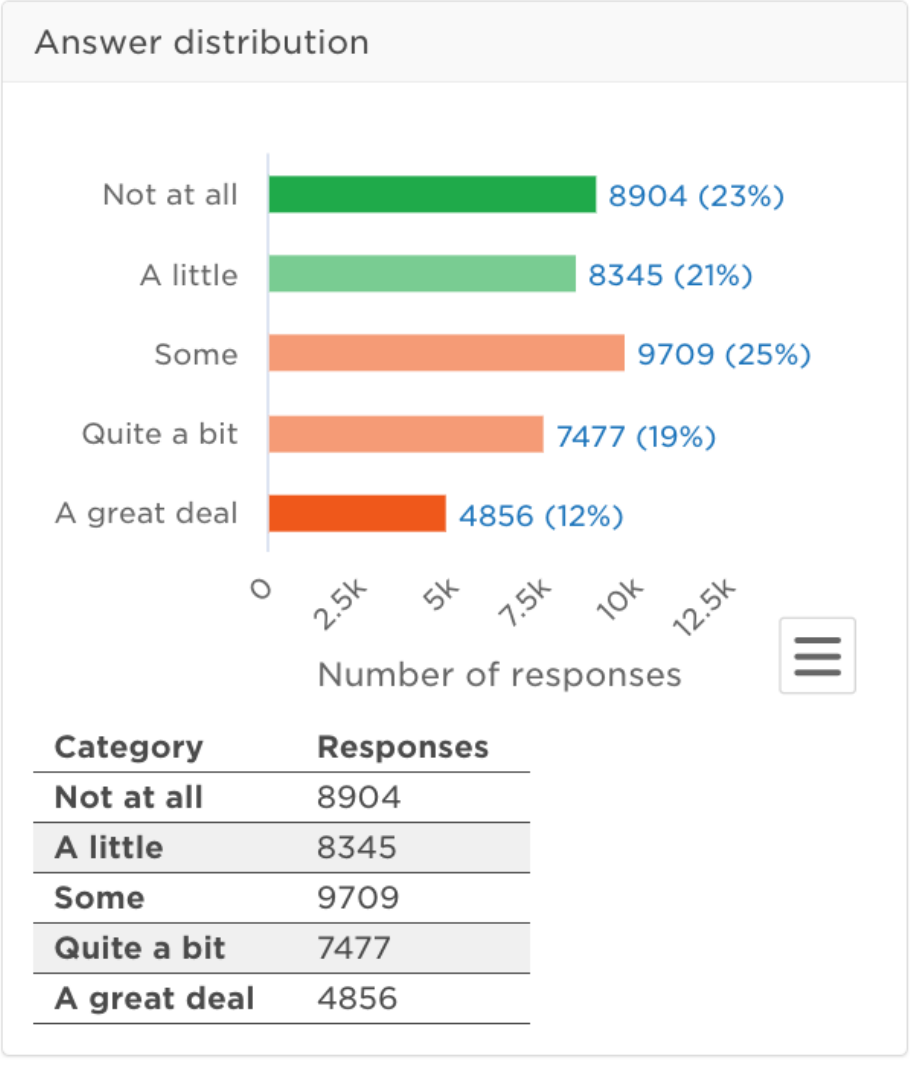
# 2023 Working Conditions Survey (1)



- How concerned are you about the emotional well-being of YOUR COLLEAGUES as a result of their work?
- 34% of respondents answered “Not at all” or “A little.”
- 66% of respondents answered “Some,” “Quite a bit” or “A great deal.”



# 2023 Working Conditions Survey (2)



- How concerned are you about YOUR OWN emotional well-being as a result of your work?
- 44% of respondents answered “Not at all” or “A little.”
- 56% of respondents answered “Some,” “Quite a bit” or “A great deal.”

# Teacher Advisory Council Questions

- What is your school doing well to support your wellbeing?
- What do you wish your school would start doing to support your wellbeing?
- What are some of the biggest challenges you face that impact your wellbeing?
- If our team was to create a resource to support adult/educator wellbeing within schools:
  - What would you want to know/have support with?
  - What resource format would be most helpful? (a short document of strategies, slides, something else entirely)
  - This resource would live on our website. Are there any other ways to make sure this resource got to you and was easily accessible?

# Principals Advisory Council Questions

- What do you need in terms of your wellbeing at work?
- What are some of the biggest challenges you face that impact your wellbeing?
- If our team was to create a resource to support adult/school leader wellbeing within schools:
  - What would you want to know/have support with?
  - What resource format would be most helpful? (a short document of strategies, slides, something else entirely)
  - This resource would live on our website. Are there any other ways to make sure this resource got to you and was easily accessible?

# Educator Wellbeing: 10 Wins for School Leaders

1. Which win stands out to you the most and why?
2. Are there any resources/wins you would swap out for other wins or resources that you know of?

## Educator Wellbeing: 10 Easy Wins for School Leaders

School leaders may use this to support: Any individual who works in or supports pre-K-12 schools: teachers; paraprofessionals; school counselors; social workers; school psychologists; speech pathologists; staff who support multilingual learners, and students with Individualized Education Plans; instructional and athletic coaches; classified staff such as front desk employees, janitorial staff, cafeteria staff and bus drivers and any other school personnel.

### Celebrating/Recognizing Educators

1. **Shoutouts:** Share daily/weekly shoutouts from colleagues or administrators by word of mouth or email/texts. Post kind words from students about their teachers. Shoutouts can be collected through an ongoing google form and shared more personally via notes or emails at various times throughout the month. Shoutouts can be tied to school values or evaluation metrics.
2. **Leadership Rounding:** Leaders intentionally and consistently check in with all staff a few times per year to build relationships. This can be done more frequently via text as well.
3. **Practice Empathy as a Team:** Incorporate an activity to show gratitude at each meeting.
4. **Tap-In/Tap-Out:** Provide emotional support by encouraging educators to acknowledge their emotions and recharge with a five- to 10-minute support structure at times when most needed.
5. **Amplify Success Stories:** Share educator success stories at board of education and chamber of commerce meetings, on the school webpage, in the school newsletter and/or in local newspapers to amplify recognition and boost morale.

### Elevating Educator Voice

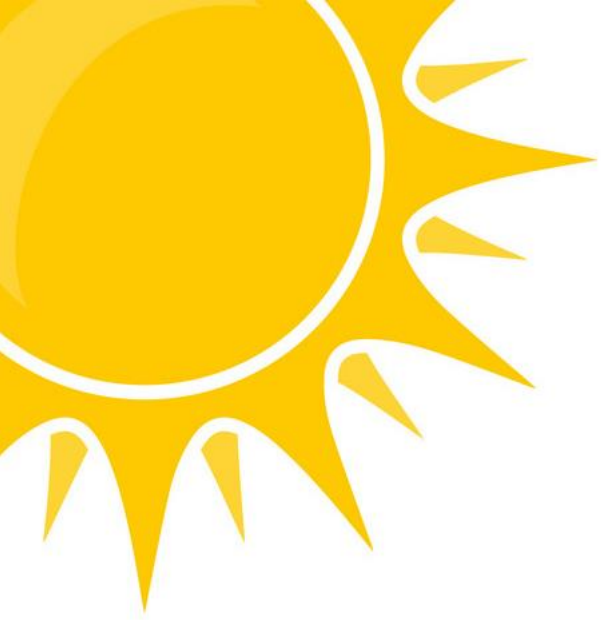
1. **Toolkit for Equity-Minded Decisions and Policies:** Use protocols that help acknowledge all individuals involved when making decisions and take special care to consider the resources and sustainability of each decision and the impact of the decision on educators' workload.
2. **Leadership Meetings:** Intentionally invite educators from different roles, content areas, grade levels, halls and experience levels each week to a portion of leadership meetings regardless of their performance to get fair representation in feedback.
3. **Office Hours:** Set aside an hour each week where educators can drop in or schedule a conversation to voice ideas, questions and concerns.
4. **Newsletters:** Create a consistent newsletter schedule (weekly, bi-weekly, monthly) to share news with educators, collect feedback and provide opportunities for teammates to submit information to share with colleagues.

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5. **Professional Learning Time**: Create space and flexibility within professional learning for educator requested topics or volunteer teammate-led topics (submit in newsletter google form).



# Optimistic Closing

Answer in the chat or come off mute:

Choose one of the 3As:

Appreciation  
Aha or an  
Ask

[Feedback!](#)

to share with the group.

# VI. Kentucky Teacher of the Year

Kevin Dailey, Ballyshannon Middle School, Union County



# VII. Kentucky Board of Education Non-voting Teacher Member

Stacy Noah, TAC Liaison, Kentucky Department of Education

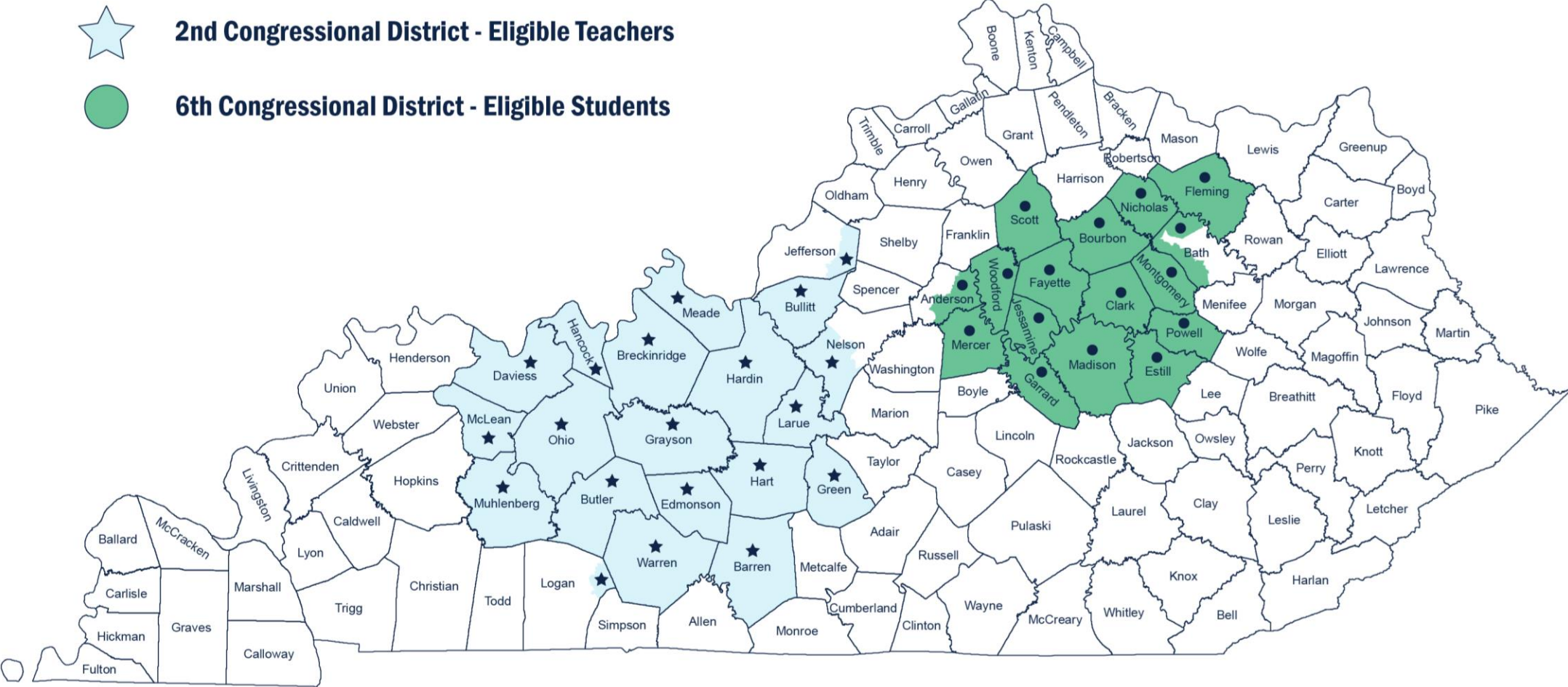
# 2024-2025 KBE Non-Voting Student and Teacher



**2nd Congressional District - Eligible Teachers**



**6th Congressional District - Eligible Students**



## Applications due March 8!



# KBE Non-Voting Teacher

## What a teacher member gains from board membership:

- Incredible experience and insight into educational policy in Kentucky.
- Familiarity with state laws, policies and administrative regulations as they relate to education.
- Knowledge about education issues as they relate to Kentucky and the nation.
- The ability to make a difference in Kentucky educational policy.

# TAC Special Committee

- [701 KAR 5:160](#) outlines the process for selection of the non-voting student and teacher members.
- TAC Special Committee members will:
  - Independently review applications for non-voting teacher using the provided rubric.
  - Attend one virtual meeting to discuss scoring and identify three finalists to send to the KBE for consideration.

# Link to apply

- [Information on how to apply can be found on the Kentucky Board of Education Non Voting Teacher webpage](#)

# VIII. Teacher Advisory Council Application Process

Stacy Noah, TAC Liaison, Kentucky Department of Education

# Members Rotating Off

Chad Davidson, McCracken County, December 2025

Carla Criswell, Christian County (Jefferson County), December 2025

Jen Davis, Butler County, June 2024

Misty Bivens, Larue County, June 2024

April Jackson, Hardin County, June 2024

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Kevin Dailey, Union County, March 2027

# TAC Application

- Suggestions on how to advertise
- Key information to share with those interested



# TAC Meeting Feedback: Please Complete

[CLICK HERE FOR FEEDBACK FORM](#)

## TAC Meeting Feedback

Exit Slip

stacy.noah@education.ky.gov [Switch account](#)



\* Indicates required question

Email \*

Your email

Which meeting did you attend, today? \*

- September 7, 2023
- December 7, 2023
- March 7, 2024
- June 6, 2024

# 2023-2024 Meeting Dates

❖ *June 6, 2024*

## 2024-2025 Meeting Dates

Sept. 12, 2024

Dec. 10, 2024

March 11, 2025

June 10, 2025

# IX. Adjournment

Jamaal Stiles, TAC Chairperson, Washington County Schools