

# HUMAN RESOURCES

## Tazewell County Public Schools

George G. Brown, Superintendent

Dr. Christopher Stacy, Assistant Superintendent

### January 20-26 proclaimed Principals Appreciation Week

Governor Ralph Northam confirmed the Commonwealth's annual proclamation of Virginia School Principals Appreciation Week.

The official proclamation is as follows:

*WHEREAS, principals serve as educational leaders, responsible for managing the policies, regulations, and procedures necessary to ensure a safe and effective learning environment for all students in Virginia's public and private schools; and*

*WHEREAS, principals and teachers are entrusted with the opportunity and the responsibility of guiding, directing, nurturing, mentoring, and imparting knowledge to our children while they are at school; and*

*WHEREAS, principals must work collaboratively with teachers, staff, students, parents, and the community-at-large to proactively prepare students to be self-reliant and productive citizens; and*

*WHEREAS, Virginia School Principals Appreciation Week is an oppor-*

*tunity to recognize the hard work of Virginia school principals and to recognize the importance of principals in ensuring that every child has access to a quality education;*

*NOW, THEREFORE, I, Ralph S. Northam, do hereby recognize January 20-26, 2019, as VIRGINIA SCHOOL PRINCIPALS APPRECIATION WEEK in our COMMONWEALTH OF VIRGINIA, and I call this observance to the attention of all our citizens.*

### New licensure renewal forms and fees in effect

If you are applying for an initial license or renewing your license, take a look at the updated licensure renewal forms and requirements on the [VDOE Licensure page](#). Use the forms dated January 2019.

Teachers no longer have to meet the technology standards for instructional personnel; however, teachers are required to complete Child Abuse and Neglect Recognition and Intervention Training, Emergency First Aid/AED/CPR (hands-on) Training, and Dyslexia Awareness Training.

School counselors have an additional training requirement, as well as secondary history teachers.

Take a look at the recertification manual [HERE](#).



### CALENDAR

#### January

- 9 -- Substitute Teacher Workshop  
10:00 A.M. Stephen Peery Center
- 20-26 -- Principals Appreciation
- 21 -- School Board Meeting

#### February

- 4-8 -- BPA Rep in Tazewell Co.
- 18 -- Elementary P/T Conferences
- 19 -- Middle P/T Conferences
- 21 -- High P/T Conferences

### HR Leadership

**Deidra Hill**

Supervisor of Human Resources  
[dhill@tazewell.k12.va.us](mailto:dhill@tazewell.k12.va.us)

**Beverly Beavers**

Human Resources Clerk  
[bbeavers@tazewell.k12.va.us](mailto:bbeavers@tazewell.k12.va.us)

Current employees:

If you change your name and/or have a new address/telephone number, contact Beverly Beavers.

[Click here for Human Resources Online](#)

### Stay informed with TCPS Twitter Accounts



TCPS events, information, and celebrations are continually updated on Twitter.

Follow [@TCPSchools](#) for the division's announcements.

For technology tips and information, follow TCPS Technology Department [@tcpstech](#).

Special Services Department updates and highlights are [@tcps\\_sped](#).

Food service tweets can be followed [@TCPSFoodService](#).

When you tweet, use the hashtag #TCPSTeaches. Search for or follow [#TCPSTeaches](#) to see all the wonderful things happening in our district.

### Health insurance questions?

BPA Representative Paul LaPradd will be in Tazewell County February 4-8 to assist with health insurance issues. A schedule will be sent to all schools of when and where he will be available. You can also contact Innovative Insurance Group at 1-888-676-9496.

# Employee Spotlight



**Randall Compton**  
Science, RMS  
24 years in TCPS

## What is the most rewarding part of your job?

Students often come back and tell me I was their favorite teacher or science was their favorite class. When this happens it makes me feel like I did the best job possible. I believe that's the most rewarding part of this job, having students come back and remembering the fun things we did in class.

## What is the most difficult part of your job?

The hardest part of my job is getting 8th graders ready for their SOL test that covers 6th, 7th, and 8th grade material. The good thing is we have excellent 6th and 7th grade science teachers at RMS that I lean on often when I need help.

## What do you do in your spare time?

Most of my spare time is spent with family. I have three wonderful children and a wonderful wife. We enjoy taking trips and eating at new restaurants from time to time.

## What makes you smile?

Being able to make a difference in any student's life is a reason to smile. I have 123 students this year in my classes, so I have plenty of opportunities to smile.



**Kay Maxfield**  
RN Supervisor  
36 years as a nurse  
32 years in TCPS

## What is the most rewarding part of your job?

The most rewarding part of the job has been being able to watch the kids mature and grow throughout their school experiences.

I have even had the pleasure of working with several TCPS graduates in the nursing profession and have seen many blossom in their chosen careers.

## What is the most difficult part of your job?

The most challenging parts of my job are the unique situations that I have encountered over the years. The unique situations keep me on my toes and keep the job interesting. I learn something new every day.

## What do you do in your spare time?

I like to walk my grand dog, Harley, and hang with family.

## What makes you smile?

Kids of all ages can put a smile on your face and truly can say the darndest things.

## Absenteeism now considered for schools' accreditation

Virginia's Standards of Accreditation (SOA) now include chronic absenteeism as a *School Quality Indicator* under the area of *Student Engagement*.

VDOE defines chronic absenteeism as students missing 10% or more of the school year, regardless of reason. Students receiving homebound instruction are excluded.

The performance levels include the following:

### Level One

Schools with a current year or three-year average overall absenteeism rate of no more than 15% (no more than 15% of the students missing 10% of the year), or schools that were at Level Two the prior year and decrease the rate by 10% or more from the prior year.

### Level Two

Schools not meeting Level-One performance with a current year or three-year average rate of no more than 25%, or schools that were at Level Three the prior year and decrease the rate by 10% or more from the prior year. A school shall not receive a Level-Two rating for more than four consecutive years.

### Level Three

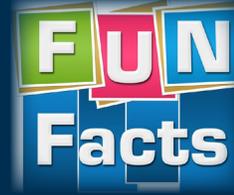
Schools with a current year or three-year-average chronic absenteeism rate of 25% or more or schools with a Level Two rating for more than four consecutive years.

For more information, click [HERE](#) to visit the VDOE Standards of Accreditation webpage.

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### Spotlight nominations needed

If you would like to nominate a professional or classified employee for the HR Newsletter Spotlight, complete this form: [Employee Spotlight Nomination Link](#)



## TCPS Employment

**Total employees: 858**

**Full-time professional: 470**

**Full-time classified: 289**

**Part-time professional: 6**

**Part-time classified: 93**

*Do you have an HR question?*

*Contact Deidra Hill  
or Beverly Beavers.*

## Health insurance websites

### Ease Central

Ease Central is where you first enrolled with BPA. You can view your plan information and insurance welcome packets on this site.

### BPA

When you log in to Member Services on Benefit Plan Administrators' website, you can view your claims and deductible, as well as print additional ID cards.

### Vision Coverage

Vision coverage is through United Health Care. Visit this website to access information regarding your vision coverage.

### Avida Bank

If you have an HSA plan, visit Avida's website to access information about your HSA account and balance.

### Best Life Rewards

To earn credit toward your deductible, sign up for BPA Best Life Rewards.