April 12, 2025

To whom it may concern:

We are requesting a job share position for the 2025-2026 school year. The purpose of requesting a job share position is to be able to better care for our young families while continuing to serve as educators. We held a job share position for 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, and 2024-2025 school years, but we understand that according to Board Policy 5.1051: Job Sharing Guidelines, that this position is based on year to year approval by the board. The following attachment includes our plan and other important information regarding job sharing.

Thanks for your consideration on this matter.

Sincerely,

Ashley Rochelle

Ashley Rochelle

Meredith Qualls

Meredith Qualls

Centerville Intermediate School
110 Mary Field Avenue
Centerville, TN 37033
Phone 931-729-2748 Fax 931-729-5497
Principal, Rose Korte Stites Assistant Principal, Tarrah Lawson

April 12, 2025

To John Mullins and Hickman County Board Members,

I am requesting that you consider Ashley Rochelle and Meredith Qualls for a job share position for the 2025-2026 school year at Centerville Intermediate School. The request for this position has been granted previously for these teachers at Centerville Elementary School. Mrs. Rochelle and Mrs. Qualls have a reputation of strong classroom management, high-quality instructional strategies, and effective communication with parents, students, and staff. They would be an asset to Centerville Intermediate.

Thank you for your time and consideration.

Sincerely,

Rose K

The Job-Share Plan for 2025-2026

-Ashley will work every Monday and Wednesday.

-Meredith will work every Tuesday and Thursday.

-Ashley and Meredith will alternate each Friday.

-Both teachers will be responsible for teaching assigned subject areas on their designated day.

-Both teachers will be present for Inservice.

-One teacher will fill in for the other teacher should the need arise as much as possible.

-Teachers will keep a communication log. The log will be used daily to keep each other informed and record pertinent information such as attendance, student behavior, notes from parents, and school news.

-If approved, teachers will provide a detailed calendar for the 2025-2026 school year.

Positives to Consider

-Both teachers requesting to job share have had a Level 5 in overall effectiveness in the past.

-Teachers have taught together for over 8 years and have very similar classroom management and teaching styles.

-Teachers successfully job shared for the 2016-2017, 2017-2018, and 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, and 2024-2025 school years.

-Students benefit from a variety of teaching styles and two fresh, energized educators.

-Quality of teaching may be improved due to a "two heads are better than one" problem solving approach.

-School system saves money due to teachers not receiving benefits.

-Job sharing is a practice in many surrounding counties, in grades that include even as young as kindergarten. Our school system has had a successful job sharing experiences in the past.

-By being exposed to the styles of two teachers, children learn to work with different people and personalities. The ability to work with others is a valuable lifelong skill that all people need throughout their time in school and later in the workforce.

-Children who have behavior problems get a fresh start every day. Negative feelings are less likely to carry over to the next morning.

-In studies done in the United States, all administrators surveyed agreed that job sharing had not diminished the quality of education... (Garman, 1988). Similarly, seventy-five percent of parents in another study felt that the quality of their children's education had either improved or stayed the same in job sharing classrooms.

-Consider this analogy: Children have two parents. They love both of them for different reasons and are comfortable with them. The two parents are different from each other and will react differently to similar situations. Children can understand this. When children have two teachers, it is not unlike having two parents. The two teachers are individuals who are appreciated for different reasons. Their expectations are alike; their personalities are different. It is not difficult for a child to accept the two people and to learn from each of them.
-It is educationally valuable for students to be exposed to different styles and energies. They benefit from the variety and enjoy the enthusiasm of two different educators.

Parent Survey

-An anonymous parent input survey was sent home in February 2017 in regard to the 2016-1017 job share experience . Parents were asked to rate the job-share experience based on seven categories: overall communication, teacher accessibility, academic growth, meeting students' individual needs, classroom environment, overall student happiness, and discipline. This survey was based on a scale of 1 to 4 (1 being low, 4 being high). Out of the surveys returned, every one of the 7 categories had an **average** of 4.

Parent Quotes from the survey:
"It's been a great year!"

"It has been great. There has been wonderful support from both teachers, and we greatly appreciate it."

"This year was the first year with a co-teacher classroom. I thought it was great. My daughter really enjoyed the co-teacher experience."

"I really believe that having co-teachers is great."

"This experience has been really good. The students seem very happy as do the teachers."

Other Quotes Concerning Job-Sharing

"The year I job shared was the best year ever. It can be great for kids if it is the right team. In Sumner County at my school right now there are two job shares. One is extremely dynamic in Kindergarten, and the other is a 5th grade team." - Tressa Sanders (Former employee and job share position holder of Hickman County Schools)

"When my daughter was in kindergarten at Gower Elementary in Nashville she had teachers that job shared. One teacher worked Mon, Tues and every other Wed and the other worked Thurs, Fri and every other Wed. If one of them needed a day off for personal reasons or sick kids the other took her spot so they never needed a sub! This was a great experience for us. Our daughter loved both teachers and the different qualities

they brought. The kids got so many different ways of learning between the two of them!"- Sarah Price (Parent of a child in a job share classroom)