

Larry B. Hammond, Superintendent
Board Report
April 19, 2022

The sentiment of staff is high with the selection of Mr. Chuck Cash as the next superintendent. The connections made during his visits have been very positive. Commendations are in order for the Screening Committee and the entire board. You made the RIGHT choice! I feel confident he will be able to lead Gallatin County Schools to the next level with your support. Plans for the District are on sound footing and the leadership is capable of remaining true to a course that will benefit students. Expectations are much higher than five (5) years ago and yet have room for additional increases. Mr. Cash's competitive nature will continue elevating expectations to higher levels. His work ethic will be a model for others to follow. First and foremost, I know his character will impact the character of the team. We have some staff that have impeccable character, which I feel is essential regardless of ability. Students need role models that are lacking in many homes. The focus of every decision must be made with the question of "what would be best for students". When ALL decisions are obviously student centered, Gallatin will be viewed as the "place to be" and families will locate here due to the school system.

I feel good about the ongoing progress of the Board during my tenure. The obvious division that existed in 2017 has greatly diminished. This is a credit to everyone involved. Difficult/unpleasant decisions have been made with personnel and board members as well, that have supported the continual growth. Personal agendas are less frequent in overall board decisions. For the good of Gallatin County Schools, personal bias cannot be included in the decision-making process. My exit from the District is timely due to changes that were orchestrated by my leadership. Both the effectiveness and efficiency of the leadership team have improved greatly. That is not to say additional changes are not needed. Effective leadership will continually be observed through staffing that results from retirements. Your expectations and support of Mr. Cash will generate future advancements in building the culture and productivity of the system.

Looking toward the summer months and the facility projects that are being planned, I have recommendations to consider regarding the GESC and the paving project. You will likely determine the GESC project needs to include more than

the ESSER funds will accommodate. Hargis can share his thoughts from the previous planning meetings and discussion with the Trane representatives with you. You will likely expand the project which will enable the District to not encounter significant maintenance issues for many years. That would be a good choice from my perspective. Resurfacing the pavement will also allow for several years with no need of such projects or expenses. With that said, I recommend you give serious thought to bonding the expansion of the GESC and the pavement project. Attempting to pay for the project from the general fund/contingency would hamper efforts to improve salaries and narrow the gap with districts in the region. The bonding potential as of October 2021 was \$7,375,000. The current potential will need to be requested should you decide to bond the projects.