

Metropolitan Nashville Public Schools  
Board of Education  
Minutes  
February 12, 2013

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>• Roll Call</li> </ul>	<p>Present: Cheryl D. Mayes, Chair Dr. Jo Ann Brannon Amy Frogge Michael W. Hayes Dr. Sharon Gentry Elissa Kim Anna Shepherd, Vice-Chair Jill Speering Will Pinkston Akaninyene Eyoh and Marquetta Bowling, Student Board Members Dr. Jesse Register, Director of Schools</p> <p>Ms. Mayes called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> <li>• Pledge of Allegiance</li> </ul>	<p>Led by Justin Hughes, a 5<sup>th</sup> grader at Knowledge Academy.</p>	
<ul style="list-style-type: none"> <li>• Student Board Member Report</li> </ul>	<p>Ms. Bowling gave the following report: Our report tonight begins with the TMAC activity held January 23<sup>rd</sup> at Antioch High School. TMAC students conducted a Fish Bowl activity, where the goal is to keep the dialogue relevant and moving about the topics. They brainstormed ideas, which resulted in 4 topics: Bullying, Respect, Support and Encouragement, and General Concerns of Life. Each student gave one personal concern, and TMAC students facilitated the activity. Mr. Eyoh gave the following report: My report continues with TMAC events; our January meeting provided an interactive activity charting the impact of the high school Academy experiences. When asked one question, “What academy experience has been the best for you?”, some of the responses were: Specific teacher support, Learning how to run our own company, Hands on, The research in medical science, Learning how to write memos and business letters. Our next meeting is scheduled for February 28<sup>th</sup>. We will present the information to TMAC and will also continue the interactive dialogue around college preparation and school resources.</p>	
<ul style="list-style-type: none"> <li>• In Memoriam- Sharon Force</li> </ul>	<p>Ms. Force worked at Granbery Elementary as a General Assistant, but to the school, and surrounding community, she contributed so much more than the title would allow. Ms. Force supervised the cafeteria and started the school’s award-winning recycling program. She taught students about being good stewards of the earth by learning to separate food waste and by recycling our plastic and paper food packaging. We will miss Ms. Force, as an employee and a friend to the community. Granbery is currently working with community partners to create a network of supporters to sustain its recycling program.</p>	

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<ul style="list-style-type: none"> <li>• Update on House Bill 702</li> </ul>	<p>Dr. Register updated the Board on House Bill 702, which was passed in Sub-Committee by a vote of 6-3. This amendment to the House Bill allows charter applicants to apply for charter school status two ways: (1.) Directly to the LEA (the Board of Education), (2.) Directly to the State Board of Education, given certain circumstances. The amendment would apply to MNPS and Shelby County Schools out of all of the districts in Tennessee. If the charter is approved by the State Board of Education, directly bypassing the local Board of Education, it results in no local input, allowing the charter to become part of the State school system and not local. In that case, the Board would not have responsibility for oversight, but would have financial responsibility. The bill was introduced yesterday, was heard in Sub-Committee today, and approved today; a very fast process. Ms. Speering and Ms. Frogge were in attendance during the Sub-Committee’s vote.</p> <p>Ms. Frogge said, I spoke before the committee today and made the following comments: I represent a silent majority of people in my district that are opposed to this type of legislation. I hope that the committee will be willing to listen to the people that will be directly affected by the bill. In Davidson County, we have a good record of high-performing charter schools, and are exceeding the national average in performance. MNPS is exceeding the national average in the number of approvals of charter schools granted, shown openness to innovation, and demonstrated good management skills. Unfortunately, this bill has grown out of a disagreement concerning the quality of one particular charter school, and would place an undue financial burden on the city. Mr. Hayes said, I have in the past spoken out about the state-wide authorization of charter schools. I believe there is a tremendous amount missing from this bill in order for it to be successful. If the legislature is serious about moving forward with this bill, I suggest that they consult with our Office of Innovation to gain a full understanding of the process. I believe there could be a valid path to a state-wide authorizer, but do not believe this bill is sufficient. Mr. Pinkston said, the same way it is important for the Board to listen to the State, I believe it is also important for the State to listen to the Board. Regardless of individual thoughts concerning a state authorizer, there are many questions to the bill itself. I am not sure if this bill is constitutional due to it only applying to two districts. Also, is there any precedent for the State to confiscate local taxpayer dollars without the Board’s consent? If the State would like to enter the business of running schools, I hope they are also willing to take on the financial responsibility, etc. I would like the Board to</p>	

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<ul style="list-style-type: none"> <li>Update on House Bill 702 - continued</li> </ul>	<p>examine options, and have a legal analysis. Ms. Shepherd said, I emailed each member of the Sub-Committee stating: (1.) the voting citizens of MNPS and Shelby County Schools should be outraged that this bill threatens to take away the voting rights of the people they elected to make decisions, (2.) This is an unfunded mandate. Ms. Speering said, This bill eliminates the power of the local Board, therefore eliminating the voice of the people’s vote. If this bill continues, it will have a negative effect on MNPS, and I also feel that legal options should be considered. Dr. Brannon also attended the sub-committee meeting and was in agreement with everyone’s comments. Ms. Mayes said, The bill was pushed through quickly and does not state who is accountable if this legislation is not successful. Unfortunately, when poor legislation is recommended, the last thing that is considered is the children.</p>	
<b>AWARDS AND RECOGNITIONS</b>		
<ul style="list-style-type: none"> <li>National Board Certified Teachers – Tina Atkinson – Percy Priest Elementary, Leigh Bybee – Meigs Middle Magnet, Jennifer Coats – Percy Priest Elementary, Lauryn England – Ross Elementary, Amy Leslie – McMurray Middle, Lori Likins – Glengarry Elementary, Lesley Thompson – Meigs Middle Magnet, Starra Withers – Dan Mills Elementary</li> </ul>	<p>The Board presented Awards of Recognition to the following teachers for receiving their National Board Certification: Tina Atkinson, Leigh Bybee, Jennifer Coats, Lauryn England, Amy Leslie, Lori Likins, Lesley Thompson, and Starra Withers. MNPS now has 65 teachers with National Board Certification, the most of any school district in Tennessee.</p>	
<b>PUBLIC PARTICIPATION</b>		
<ul style="list-style-type: none"> <li>Erica Herbert – Special Education</li> </ul>	<p>Ms. Herbert addressed the Board concerning Special Education and bullying in MNPS. She asked the Board to investigate the issues.</p>	
<ul style="list-style-type: none"> <li>Robbie Bruce – 26.4.26 Foundation</li> </ul>	<p>Mr. Bruce addressed the Board concerning the 26.4.26 Foundation. He asked the Board to support the 26.4.26 Foundation.</p>	
<b>GOVERNANCE ISSUES</b>		
<ul style="list-style-type: none"> <li><b>ACTIONS</b> <ol style="list-style-type: none"> <li>Consent</li> </ol> </li> </ul>	<p><b>Ms. Shepherd read the following consent agenda items: IV-A-1-a- Approval of Minutes – 1/08/13 Regular Meeting; IV-A-1-b-Recommended Award of Contract for Completion of Haywood Elementary School Additions – Edwards Construction, LLC – MBOE 09-015; IV-A-1-c- Change Order #1 for Boiler Improvements at Bailey STEM Magnet School – Advanced Mechanical Contractors, Inc. – M-478; IV-A-1-d- Change Order #2 for Gateway Elementary School Additions and Renovations – Robert S. Biscan &amp; Co., Inc.; IV-A-1-e- Change Order #2 for Isaac Litton Middle School Additions and Renovations – R.G. Anderson Co., Inc. –M-448; IV-A-1-f- Recommended Approval of Lease</b></p>	

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1. Consent agenda - continued	<p><b>for The Academy at Hickory Hollow; IV-A-1-g- Recommended Approval of Lease Amendment for Spectrum Center Inc. of Tennessee’s Use of the Old Hickman Building; IV-A-1-h- Awarding of Bids and Contracts (1.) Vanderbilt University Center for Science Outreach (CSO), (2.) Automated Processes, Inc. (API), (3.) University of Cambridge International Examinations, (4.) American Education Solutions, Inc., (5.) National Board for Professional Teaching Standards (NBPTS), (6.) Teach for America, Inc. (Amendment #2), (7.) International Baccalaureate Organization (IBO), (8.) Connected Tennessee, (9.) LPS Integration, Inc., IV-A-1-i- Recommended Approval of Legal Settlement Claim #C-30408 (\$60,00); IV-A-1-j- Recommended Approval of Requests for Compulsory Attendance Waiver; IV-A-1-k- Recommended Approval of Data Sharing Agreement Between Martha O’Bryan Center and MNPS; IV-A-1-l- Recommended Approval of Textbook Adoption; IV-A-1-m- Recommended Approval of Resolution for Magent School Assistance Program Grant.</b></p>	<p><b>VOTE: 8-0-1 – Kim - Abstain</b></p>
<ul style="list-style-type: none"> <li>• Approval of Charges of Dimissal for Freda Crump</li> </ul>	<p>Dr. Register read the following Charges of Dismissal for Freda Crump: I am writing to recommend the dismissal of Freda Crump from employment as a tenured teacher with the Metropolitan Nashville Public Schools, pursuant to T.C.A. §49-5-511. I have charged her with incompetence, inefficiency, neglect of duty, unprofessional conduct or conduct unbecoming to a member of the teaching profession, and insubordination, which are all grounds for her dismissal pursuant to Tenn. Code Ann. §49-5-511. These terms are specifically defined in Tenn. Code Ann. §49-5-501. Evidence supporting these charges was set forth in my letter to Freda Crump on February 1, 2013, a copy of which is attached. I am asking you to certify these charges by voting that, if proven true, these charges warrant Ms. Crump’s dismissal. Should you certify these charges, I will inform Ms. Crump of your action and formally advise her of the right to request a hearing before an impartial hearing officer. At the present time, I am only asking you to certify the charges. I am not asking you to weigh evidence either for or against dismissal. I am merely asking you to vote that the charges, if proven true, warrant dismissal. If Ms. Crump requests a hearing, it will occur at some point in the future. Accordingly, it is my recommendation that Freda Crump be dismissed from employment with the Metropolitan Nashville Public Schools.</p> <p><b>Ms. Shepherd made the motion to certify the Charges of Dismissal for Freda Crump. Mr. Hayes seconded.</b></p>	<p><b>VOTE: 9-0-Unanimous</b></p>

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<ul style="list-style-type: none"> <li>• Recommended Approval of 2012 Director’s Evaluation (<i>Director Evaluation Committee</i>)</li> </ul>	<p>Ms. Kim stated that the Director Evaluation Committee met and recommended the approval of the 2012 Director’s Evaluation. Ms. Kim said, major progress has been made in MNPS, but we all want to push the bar to make sure that every school is a great school. Over the last year, Dr. Register has championed notable changes ranging from the full implementation of a Teacher Evaluation System to Central Office restructuring to sharpened focus on unleashing even greater leadership through autonomy and accountability at the principal level. The district has demonstrated improvements in everything from cost management (just three years ago we were under federal scrutiny for questionable practices, and now we are in good standing) to stronger communications with stakeholders. Many large-scale changes are in relatively early stages, but this positive movement forward inspires a growing sense of possibility, as well as urgency to increase the pace of improvement. Bright spots across the district- where several schools drove dramatic increases in student achievement- help give us that greater sense of urgency, and promising District-wide growth tells us that we can, and must, move the needle across the board. All of this speaks to the leadership of Dr. Register and the herculean effort it takes to lead and manage a system of 10,000 people strong serving 81,000 kids; countless duties ranging from getting the buses to run safely and on time to ensuring that we train and develop our instructional leaders, all fall under Dr. Register's remit, and we commend him for taking us forward over the last year. Yet, before us lies an incredible opportunity and challenge; we have made progress, but we- the board and Dr. Register collectively- see the need for increased pace of change that builds off everything we've learned thus far re: driving better student achievement outcomes; we want world-class teaching and learning in every classroom, which itself is driven by everything from better recruitment, selection, and retention of outstanding principals and teachers, to exceptional coaching and development of the 6,000 teacher and principal leaders in our schools, to community support and engagement in the effort. Put another way, and in Dr. Register's words, we want every school to be a great school that is capable of providing the kind of education that enables kids to do whatever they want in life. So, it is with this spirit that we approach the future and outline recommendations moving forward. (1.) Outline district level goals that clearly articulate our short and long-term student achievement goals. Reflections and assessments against these goals should drive future Board-level conversations as well as Director evaluations. (2.) Within every department, articulate clear, relevant goals upfront that tie to our district-wide effort to improve student achievement outcomes; encourage and expect regular reflection against goals that spur course-correction and continuous</p>	

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<ul style="list-style-type: none"> <li>Recommended Approval of 2012 Director's Evaluation (<i>Director Evaluation Commttee</i>) - continued</li> </ul>	<p>improvement; manage progress against goals. Goals (and discussion of progress against goals) should drive future Board-level reflections as well as Director evaluations. (3.) Drive a more disciplined use of data across the system, while ensuring that usage and analysis is purposeful and effective. (4.) Ramp up Human Capital focus and work. Specifically, work to build world-class recruitment, selection, ongoing support and retention of top teachers and principals across the district. We are also revisiting the Director's Evaluation form and we will continue to work to set MNPS up for success.</p> <p>Mr. Pinkston said, Dr. Register is highly respected across the country and also commended Dr. Register for his hard work with MNPS.</p> <p>Dr. Register thanked the Board for their time and collaboration.</p> <p><b>Mr. Hayes made the motion to approve the 2012 Director's Evaluation. Ms. Shepherd seconded.</b></p>	<p><b>VOTE: 9-0-Unanimous</b></p>
<ul style="list-style-type: none"> <li>Recommended Approval of Managing Diversity Plan</li> </ul>	<p>Dr. Register said, the Managing Diversity Plan is a result of the Board's approval of the resolution in support of diversity within MNPS. This plan points the District forward by defining integration in terms of seeking critical masses of diverse groups in schools and by placing limits on sizes of groups, by defining diversity not only by race and ethnicity but also by income level and language and disability, by including the diversity of the school staff that contributes to the diversity experience of students in the schools. Henceforth, when we look at diversity in schools, we will at the same time look at school-wide achievement in the same schools. MNPS is now a diverse school system, and it is important that we embrace that fact and recognize going forward that this is an asset for the district. Currently, of 133 schools that are included in diversity measure, 50% meet the plan's definition of student diversity and that encompass 58% of the district's students, 52% are plurality schools, and 41% have staff diversity.</p> <p>Mr. Pinkston said, It is important that we reflect on the progress of the District. For nearly 40 years, Nashville lived under a Federal Desegregation lawsuit; it has only been 15 years since that suit ended. This plan is needed, and we all believe that the diversity within MNPS should be celebrated. If we don't approach charter schools and other schools of choice in a thoughtful way, we will either enhance diversity, or inadvertently begin re-segregating the school</p>	

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<ul style="list-style-type: none"> <li>• Recommended Approval of Managing Diversity Plan - continued</li> </ul>	<p>system; no one wants that. At this point, we need to work to engage the community, providing them with information on the plan. Mr. Hayes asked, do you think this plan could be used to prevent CMO's to open multiple campuses throughout the county? Dr. Register said, no, we are considering individual schools. The goal is to be intentional about decision-making and ensuring that schools fit our goal of having diverse schools within MNPS. Ms. Frogge commended Mr. Len Stevens for his work on the Diversity Plan.</p> <p><b>Mr. Pinkston made the motion to approve the Diversity Plan. Ms. Shepherd seconded.</b></p>	<p><b>VOTE: 9-0 Unanimous</b></p>
<b>REPORTS</b>		
<ul style="list-style-type: none"> <li>• Director's Report               <ul style="list-style-type: none"> <li>• TLG Report: Performance of English Language Learners</li> </ul> </li> </ul>	<p>Ms. Chaput-Guizani presented the TLG Report: Performance of English Language Learners (ELL) to the Board.</p> <p>Ms. Speering asked, why did scores change in 2008-09? Were there changes made? Ms. Chaput-Guizani said, there have been changes but Research and Development has stated that there is not such a great variance so that one change stands out. Dr. Register said, could the number of newcomers effect the numbers? Ms. Chaput-Guizani said, the newcomers could have an effect. Ms. Speering asked, how productive are integrated classrooms? Ms. Chaput-Guizani said, we are working with the ELL coaches and staff to work towards high-functioning integrated classrooms. Ms. Speering asked how many non-English speaking parents are participating in activities? Ms. Chaput-Guizani said, attendance has been very good, but we are in need of more parental leaders. Mr. Pinkston said, why are there changes in the number of ELL population in the lower grades? Ms. Chaput-Guizani said, the majority of ELL students begin in kindergarten and then advance after three to four years. Mr. Pinkston congratulated the principals and teachers in the Antioch area for their hard work, specifically in the area of ELL. Ms. Shepherd asked, what is the difference between ELL and LEP? Ms. Chaput-Guizani said, LEP are students who have exited EL services. Ms. Shepherd asked approximately how many translators are in MNPS? Ms. Chaput-Guizani said, 46 translators, speaking 14 languages and from 15 countries. Ms. Kim said, she would like to see ELL set more district goals. Ms. Chaput-Guizani said, we will work on setting district goals, and we are working on a three-year Strategic Plan which should also help with goals. Ms. Kim asked what are we doing to ensure ELL students attend college? Ms. Chaput-Guizani said she would provide that</p>	

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<ul style="list-style-type: none"> <li>• TLG Report: Performance of English Language Learners - continued</li> </ul>	information to the Board.	
<ul style="list-style-type: none"> <li>• Assessment Update</li> </ul>	<p>Dr. Chagas gave the Board an Assessment Update.</p> <p>Dr. Brannon thanked Dr. Chagas for the update. Ms. Frogge said, I consistently hear concerns about the number of assessments given to students which in return has seemed to create a culture of fear. Many schools cut out many activities in order to ensure that testing is completed. Are assessments helpful or even useful to the teachers? Dr. Chagas said, as we move into computerized testing, the hope is that testing time will be cut down. I also hope that as we get better, we will have to be less reliant on standardized testing. Ms. Frogge asked, what changes will be made in the future? Dr. Chagas said, TCAP will be replaced with PARCC Assessments. Ms. Speering said, DIBELS is counterproductive to early reading and a waste of time and money. Dr. Chagas said, we will review the assessments that we have control over to determine whether they are valuable and adding value.</p>	
<ul style="list-style-type: none"> <li>• Committee Reports – Advocacy</li> </ul>	Ms. Frogge highlighted the resolutions concerning advocacy that the Board has passed.	
<ul style="list-style-type: none"> <li>• Committee Reports – Youth Safety Summit</li> </ul>	Ms. Shepherd stated the Youth Safety Summit will be held April 6 <sup>th</sup> from 9:00 a.m. – noon at McGavock High School. The keynote speaker will be Craig Scott from Rachel’s Challenge. There will be several breakout sessions held, and more details will be given in the future.	
<ul style="list-style-type: none"> <li>• Committee Reports – Budget and Finance</li> </ul>	Mr. Pinkston announced upcoming Budget and Finance Committee meeting dates: March 4 <sup>th</sup> and March 12 <sup>th</sup> at 3:30 p.m., April 2 <sup>nd</sup> at 5:00 p.m. Public Hearing (with meeting following), and April 9 <sup>th</sup> at 3:30 p.m.	
<b>ANNOUNCEMENTS</b>		
<ul style="list-style-type: none"> <li>• Dan Mills Community Meeting</li> </ul>	Ms. Speering thanked Patti Yon, the PTO, and Dr. Register for their help and participation at the Dan Mills Elementary Community Meeting.	
<ul style="list-style-type: none"> <li>• Association of Supervision and Curriculum Development Conference</li> </ul>	Ms. Speering congratulated Dr. Susan Kessler for presenting at the Association of Supervision and Curriculum Development Conference.	
<ul style="list-style-type: none"> <li>• Donelson-Hermitage Chamber of Commerce</li> </ul>	Ms. Shepherd announced that she will be attending the program at the Donelson-Hermitage Chamber of Commerce on February 14 <sup>th</sup> to discuss all ofspace of the great things happening at McGavock High School.	
<ul style="list-style-type: none"> <li>• Parent Advisory Council Meeting</li> </ul>	Ms. Shepherd announced that she attended the informative, and well-attended, Parent Advisory Council meeting on February 11 <sup>th</sup> at the Martin Center.	



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<ul style="list-style-type: none"> <li>Policy Governance – Notice of Motion</li> </ul>	Mr. Pinkston gave Notice of Motion that he would be bringing a motion around revisiting Policy Governance and student academic achievement. Mr. Hayes encouraged Mr. Pinkston to review the information Dr. Changas presented to the Board.	
<ul style="list-style-type: none"> <li>Policy Governance</li> </ul>	Ms. Frogge said, the Board policies need to be reviewed. She asked Board members to revisit the policies and submit changes for discussion.	
<ul style="list-style-type: none"> <li>Hillsboro and Hillwood Community Meeting</li> </ul>	Ms. Frogge announced that a community meeting will be held on February 25 <sup>th</sup> at 6:15 p.m. at West End Middle School for the Hillsboro and Hillwood Clusters.	
<ul style="list-style-type: none"> <li>Exxon Mobil Bernard Harris Scholarship</li> </ul>	Dr. Brannon reminded students to apply for the Exxon Mobil Bernard Harris Scholarship, which is awarded each June. The scholarships will be awarded to two African-American and two Hispanic students completing their senior year of high school in a member district of the Council of the Great City Schools.	
<ul style="list-style-type: none"> <li>TSBA Day on the Hill</li> </ul>	Ms. Mayes announced that Wednesday, February 20 <sup>th</sup> is TSBA Day on the Hill, and at 11:30 a.m. the same day is the CLASS luncheon meeting. If you have not submitted your RSVP's and would like to attend, please let Board Staff know tonight.	
<ul style="list-style-type: none"> <li>Board Work Session</li> </ul>	Ms. Mayes announced the next Board Work Session will be held Tuesday, February 26 <sup>th</sup> and at 5:00 p.m.	
<ul style="list-style-type: none"> <li>Education Summit at Fisk University</li> </ul>	Ms. Mayes announced that she will be participating in the Education Summit held February 16 <sup>th</sup> at Fisk Univeristy at 9:00 a.m	
<ul style="list-style-type: none"> <li>Antioch High School Alumni Association</li> </ul>	Ms. Mayes announced that the Antioch High School Alumni Association will meet at the Antioch Community Center on February 21 <sup>st</sup> at 7:00 p.m.	
<ul style="list-style-type: none"> <li>DigiGirlz Camp</li> </ul>	Ms. Mayes announced that “DigiGirlz Camp” will be hosting a camp at Nissan Headquarters in Franklin, TN on March 2 <sup>nd</sup> , and there are only 100 spots available.	
<ul style="list-style-type: none"> <li>Read Me Week</li> </ul>	Ms. Mayes announced that Read Me Week is February 25th-March 1 <sup>st</sup> .	
<ul style="list-style-type: none"> <li>Black History Month Quote</li> </ul>	Ms. Mayes read the following quote by Rosa Parks in celebration of Black History Month, “I didn’t know that I was making history, I just got tired of giving up.”	
<b>WRITTEN INFORMATION TO THE BOARD</b>		
<ul style="list-style-type: none"> <li>Board Calendar Items</li> </ul>		
<ul style="list-style-type: none"> <li>Sales Tax Collections as of January 20, 2013</li> </ul>		
<ul style="list-style-type: none"> <li>Fiscal Year 2012-2013 Operating Budget Financial Report</li> </ul>		
<ul style="list-style-type: none"> <li>Adjournment</li> </ul>	Ms. Frogge adjourned the meeting at 7:26 p.m.	

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