

Metropolitan Nashville Public Schools
Board of Education
Minutes
March 8, 2011

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> • Roll Call 	<p>Members Present: Gracie Porter, Chair; Mark North, Vice-Chair; Dr. Jo Ann Brannon; Michael Hayes; Dr. Sharon Gentry (arrived at 5:25 p.m.); Ed Kindall; Cheryl D. Mayes; Anna Shepherd; Kay Simmons; Antwan Steele and Jhamia Poole, Student Board Members</p> <p>Ms. Porter called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> • Pledge of Allegiance 	Led by Doug Collier, President of SEIU.	
<ul style="list-style-type: none"> • Recognition of Audience Guests 	Meredith Libbey introduced Allison Cook and Sam Lorber, instructional designers for Pearl-Cohn Entertainment Magnet, both with music industry experience.	
<ul style="list-style-type: none"> • Student Board Member Report 	<p>Mr. Steele stated that on February 24th, TMAC and the Director’s Student Advisory Council, representing eight high schools, received a motivational presentation from former NFL player and coach, Rayna Stewart, about making choices in life while realizing we cannot always control the consequences of our choices. Students received follow-up assignments from former NFL player, Alvin Pearman, for the upcoming service-learning project. The project is to assist with a city-wide photo initiative with the homeless population through Pear Image Photography. The meeting ended with an informational session with the visiting Chinese principals. Students were asked questions about communication between students and administrators at their schools. Mr. Tom Ward will arrange for students to meet with him and a group of Chinese students at Vanderbilt University to continue the exchange of information, due to a high number of questions asked. Ms. Poole stated that five students, including herself and Mr. Steele, will attend the Annual Tennessee School Boards Association’s SCOPE Conference on March 11th. Students will attend workshop sessions along with other student board members and leaders from schools across Tennessee. On March 26th, students from TMAC and the Director’s Student Advisory Council will participate on a youth panel for the MNPS Board Youth Safety Summit; Ms. Poole will be the moderator for the youth panel, and Mr. Steele will serve on the panel along with other students.</p>	
PUBLIC PARTICIPATION		
<ul style="list-style-type: none"> • Doug Collier – School Board Support Employees Concerns 	Mr. Collier addressed the Board concerning support employees’ issues. Mr. Collier asked the Board to consider using savings from last year’s cuts to provide raises to support staff who have topped-out and can no longer receive step raises.	


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GOVERNANCE ISSUES		
<ul style="list-style-type: none"> • ACTIONS • Consent Agenda 	<p>Mr. North read the following consent agenda items: IV-A-1-a- Approval of Minutes – 2/22/11 Regular Board Meeting; IV-A-1-b- Recommended Award of Contract for Gym AC Projects at Various Schools (East Literature Magnet and McGavock High Schools) – Advanced Mechanical Contractors, Inc. - MBOE 10-049; IV-A-1-c- Awarding of Bids and Contracts (1.) Alphabest Education, Inc., (2.) Trevecca Nararene University, (3.) Unistar-Sparco Computers, Inc., (4.) ENA Services, LLC; IV-A-1-d- Recommended Approval of Requests for Compulsory Attendance Waiver.</p> <p>Ms. Shepherd moved to accept the consent agenda as read. Ms. Simmons seconded.</p> <p>Mr. Kindall asked how are the contracts on the consent agenda funded? Mr. Henson reviewed each of the contracts funding sources listed in the agenda.</p>	<p>VOTE: 8-0 - Unanimous</p>
<ul style="list-style-type: none"> • Recommended Approval of 2009-2010 Director’s Evaluation 	<p>Dr. Gentry stated that the Board convened on February 18th to finalize the evaluation for Dr. Register. The evaluation process was a two-part exercise due to the late distribution of the district scores. Part one evaluated Dr. Register in five Key Results Areas (KRA’s): 1. Cost Management 2. Continued Operations 3. HR & People Management 4. Communications & Community Relations 5. Strategic Initiatives & Project/Program Execution. Part two evaluated Dr. Register in five areas of Behavioral Competency: 1. Courage 2. Leading Change 3. Executive Disposition 4. Driving Execution 5. Operational Decision Making. The evaluation instrument is designed to be comprehensive and to focus on those areas that the Board believes are important to realizing the mission and vision of the district. Each objective in both sections is measured on a point scale, where one represents Unsatisfactory: The Director’s performance in the area is unacceptable and requires his immediate attention, and five represents Outstanding: The Director’s performance results exceed the goals set for this objective. The results for this period are as follows: Part 1 (KRAs): 4.21; Part 2 (Behavioral Competencies): 4.92; Overall Rating: 4.56. Some of the feedback that was provided to Dr. Register included: The Board needs to see interim student performance data. Given the large number of programs that the district employs, a mid-year review and assessment would be helpful to ensure that each program is effective serving its identified population, and meeting its</p>	

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<ul style="list-style-type: none"> • Recommended Approval of 2009-2010 Director's Evaluation - continued 	<p>stated objectives. In that an evaluation instrument is being developed at the state level for every group of teachers, as soon as possible, identify a date by which communication about this process will be developed and effective methods of communicating. Identify more opportunities for short term gains – we have many long term reform efforts, but it would be in the district's best interest to identify "low hanging fruit" and lay out some short term goals. Our reform efforts need some periodic/intermediate successes. Dr. Gentry thanked the Board for their focused participation and professional approach to the evaluation. Ms. Simmons commended Dr. Register on his hard work. Dr. Register thanked the Board for their support.</p> <p>Dr. Brannon made the recommendation and motion to approve the 2009-2010 Director's Evaluation. Mr. Kindall seconded.</p>	<p>VOTE: 8-0 - Unanimous</p>
REPORTS		
<ul style="list-style-type: none"> • Director's Report <ul style="list-style-type: none"> ○ 2011-2012 Operating Budget - Draft 	<p>Mr. Henson reviewed the 2011-2012 draft Operating Budget with the Board.</p> <p>Mr. Kindall asked if Professional Development could be replaced with the five percent differentiated pay? Dr. Register said the savings amounts are equivalent. Mr. Kindall asked which of the two have the most value. Dr. Register said it has not been determined, but the subject was discussed in negotiations with MNEA. Ms. Porter stated that it is important that elementary principals be moved to 12-month employees due to their work load.</p>	
<ul style="list-style-type: none"> • Board Chairman's Report <ul style="list-style-type: none"> ○ Youth Safety Summit 	<p>Ms. Mayes stated that the last Youth Safety Summit Committee meeting was held on March 4th. During the meeting, sponsorship and advertising for the event were discussed. The next committee meeting will be held March 11th at 7:30 a.m. at the Martin Professional Development Center.</p>	
<ul style="list-style-type: none"> ○ ASSET Leadership 	<p>Ms. Simmons said the ASSET Leadership team met on March 1st. The meeting focused on the Teacher Leadership Institute, which is a year long program that will identify the top five teachers on the tenure track. It will also provide an opportunity to be part of an intense training opportunity. Twenty to thirty of the best teachers will have the option to remain in the classroom or extend their skills at the district office level. Ms. Simmons thanked Earl Wiman and June Keel for their hard work with the project. The nominations for the Teacher Leadership Institute are due on March 11th.</p>	

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ANNOUNCEMENTS		
<ul style="list-style-type: none"> Council of the Great City Schools Scholarship 	Dr. Brannon announced that the Council of the Great City Schools is offering a \$5,000 scholarship to high school seniors who are majoring in Math, Science, Technology or Engineering . The application is due on April 1 st . MNPS Guidance Counselors have scholarship information available for students.	
<ul style="list-style-type: none"> Value-Added Scores 	Mr. North congratulated the following schools for being in the top ten percent of Value-Added scores for Tennessee: Meigs, H.G. Hill, MLK, DuPont-Tyler, McMurray, and Bass Middle Schools; Stanford Montessori, Charlotte Park, Glenview, McGavock, Glengarry, Tusculum, Fall Hamilton, and Joelton Elementary Schools.	
<ul style="list-style-type: none"> Budget and Finance upcoming dates 	Mr. Hayes announced the Public Hearing on the budget will be held March 10 th at 5:30 p.m. in the Board Room. A Budget and Finance Committee meeting will be held immediately following the Public Hearing. The Board will vote on the budget at the March 22 nd Board meeting. Ms. Porter asked the public to register to speak in advance, or sign up in person two hours prior to the hearing. Additionally, no more than three speakers would be allowed to speak on the same subject.	
<ul style="list-style-type: none"> Spring Break 	Ms. Porter announced that schools will be in session on March 11 th and March 14 th . Spring Break will be March 15 th – 18 th .	
<ul style="list-style-type: none"> Shelby Park 	Ms. Porter announced that on March 8 th from 6:00 p.m. – 8:00 p.m. and March 12 th from 10:00 a.m. – 2:00 p.m. there will be baseball sign-ups at Shelby Park.	
WRITTEN INFORMATION TO THE BOARD		
<ul style="list-style-type: none"> Board Calendar Items 		
<ul style="list-style-type: none"> Adjournment 	Ms. Simmons adjourned the meeting at 6:15 p.m.	
<ul style="list-style-type: none"> Signatures 	 <hr style="width: 150px; margin-left: 0;"/> Chris M. Henson Board Secretary	<hr style="width: 150px; margin-left: 0;"/> Gracie Porter Date Board Chair