

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|---|--|-------------------|
| <ul style="list-style-type: none"> • Roll Call | <p>Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; Dr. Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; George H. Thompson III (left 6:45 p.m.)</p> <p>Member Absent: Gracie Porter</p> <p>Ms. Warden called the meeting to order at 5:00 p.m.</p> | |
| <ul style="list-style-type: none"> • Pledge of Allegiance | Led by Julie Waters, Metropolitan Nashville Public Schools retiree. | |
| AWARDS AND RECOGNITIONS | | |
| <ul style="list-style-type: none"> • Recognition of Julie Waters, Executive Assistant to the Director of Schools | <p>Dr. Garcia and Ms. Warden presented a gift and the following resolution to Ms. Waters:</p> <p>WHEREAS, Education is among the noblest of professions, and those who take an active part in the process contribute much to the future of others. Some are easily recognizable: the teacher who stands before a class, sharing knowledge and wisdom; the principal, who oversees the many functions of a school; and Board members and administrators, who are visible and vocal public advocates for excellence in learning.</p> <p>Many others work largely without recognition, going quietly about their tasks, serving schools and students through incalculable and important contributions. Such a person is Ms. Julie Waters. It is, perhaps, inevitable that Ms. Waters would have chosen Metro Nashville Public Schools as a place to serve her community. She is a descendent of Julia Green, and a school is named in her great-aunt's honor. Her mother was a teacher, and Ms. Waters herself attended Nashville public schools. Few of her classmates at West End High School would likely be surprised to find this former cheerleader evoking spirit in a different way – working in MNPS administration to help build a stronger school district.</p> <p>Throughout her MNPS career, which started in December of 1975, Ms. Waters has provided invaluable administrative service to no less than five Directors. Her organizational talents, ability to focus on tasks, and knowledge of the District have been great assets. And while those elements are a part of the job, it is the unwritten elements that have made her career so remarkable. An ability to find humor when few others could; the great capacity to help others succeed; a desire to do everything near as perfection as possible; and seemingly endless enthusiasm and energy – these are the</p> | |

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|--|--|-------------------|
| <ul style="list-style-type: none"> Recognition of Julie Waters, Executive Assistant to the Director of Schools - continued | <p>hallmarks of Ms. Julie Waters.</p> <p>With great thankfulness and appreciation for her outstanding service to our students, our schools and our community, the members of the Metropolitan Nashville Board of Public Education unanimously issue this resolution to Julie Waters. Furthermore, the Board extends to Ms. Waters best wishes as she tends to those duties calling her attention as a Mother and Grandmother.</p> <p>Attested to this day, the tenth of July, Two Thousand and Seven, by the members of the Metro Nashville Board of Public Education.</p> | |
| <ul style="list-style-type: none"> Outstanding Service Awards from Tennessee Music Educators Association (TMEA) – Rod Hill, Marsha Hartwein, and Carol Crittenden | <p>Ms. Warden presented Mr. Hill, Ms. Hartwein, and Ms. Crittenden with certificates for receiving Outstanding Service Awards from the Tennessee Music Educators Association.</p> | |
| <ul style="list-style-type: none"> Albert Einstein Distinguished Educator Fellowship - Jennifer Berry-Rickert | <p>Dr. Jennifer Berry-Rickert, a teacher of biology, chemistry, and AP environmental science at Stratford High School, is one of 17 teachers selected nationally to receive an Einstein Fellowship. The Albert Einstein Distinguished Educator Fellowship Program offers mathematics, technology, and science teachers an opportunity to serve in the national public policy and education arenas. Jennifer Berry-Rickert has been selected for a Fellowship on Capitol Hill, in Washington, D.C. Ms. Warden presented Dr. Berry-Rickert with a certificate in honor of her achievement.</p> | |
| <ul style="list-style-type: none"> 2007 National Distinguished Principal Award – Teresa Dennis | <p>Ms. Warden presented a certificate to Teresa Dennis recognizing her as the 2007 National Distinguished Principal for the state of Tennessee. She was selected from several applicants by the Tennessee Principals Association after completing an extensive application process. She will receive the award in October at a ceremony in Washington, D.C. Teresa, her husband Mike, and their three children are all graduates of Metro Nashville Schools. Teresa has been an educator for 33 years, the last 11 as an administrator. She is currently the principal at Ruby Major Elementary in the McGavock Cluster.</p> | |
| PUBLIC PARTICIPATION | | |
| <ul style="list-style-type: none"> Tom Kovach – Whites Creek High School | <p>Mr. Kovach spoke to the Board concerning an incident that occurred at Whites Creek High School that resulted in his dismissal.</p> | |
| GOVERNANCE ISSUES | | |

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|--|--|---|
| <p>ACTIONS</p> <ul style="list-style-type: none"> • Consent Agenda | <p>Mr. Kindall read the following consent agenda items: IV-A-2-a – Approval of Minutes- 6/26/07 Regular Meeting; IV-A-2-b- Change Order #27 – Prototypical Playgrounds at Various Schools (Napier Elementary) – Custom Recreation, Inc. – M-337 (Control No. A-20399); IV-A-2-c- Request for Course Approval – School for Science and Math at Vanderbilt. Mr. Glover seconded.</p> | <p>VOTE: For–Unanimous (8-0)</p> |
| <ul style="list-style-type: none"> • Discussion of 2007-2014 Strategic Plan | <p>Mr. Lott presented a PowerPoint to the Board on the 2007-2014 Strategic Plan. The strategic process began with the Strategic Planning Taskforce recommendation to develop a new plan which included community input. The Cambridge Group was selected by the Strategic Planning Taskforce to facilitate the development of the new 2007-2014 plan. Facilitators were trained by the Cambridge Group and held awareness sessions throughout the city to recruit Action Team members. Once Planning Team members and Action Team Leaders were created, Community Co-chairs began hosting Action Team meetings. Action teams met each Thursday night for ten weeks to create action plans, by agreement, to support each strategy. The Strategic Plan mission statements reads, “The mission of Metropolitan Nashville Public Schools, the heart and soul of the creative spirit of Music City, is to ensure each student realizes his/her ability to excel at levels not previously imagined, through a system distinguished by: safe environments characterized by love, value and acceptance; inclusive communities of learners; engaged students eager to share their thoughts; multiple paths to success; and active support among home, school, and community.” The plan consists of the following nine strategies: We will support each student as the operative agent in the successful discovery and pursuit of his/her personal goals; We will ensure all students achieve academic excellence; We will provide all students with safe and nurturing learning environments; We will ensure that we have exemplary staff throughout the system; We will ensure an array of educational options for each student to pursue his/her personal goals; We will ensure a network of personal support for each student; We will immerse every family in their children’s education; We will ensure the convergence of schools and communities to achieve student success; and We will establish MNPS as the premier educational system for ensuring every student excels at levels not previously imagined.</p> <p>Ms. Johnson asked when is the Board expected to approve the Strategic Plan. Ms. Warden stated that it was expected that the Board would vote on the Strategic Plan at the next meeting. Ms. Johnson asked to see a presentation that shows how the Strategic Plan correlates with Policy Governance End Results in order to understand the accountability piece. Mr. Fox stated that he would hope the Board would have a</p> | |

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|--|---|-------------------|
| <ul style="list-style-type: none"> Discussion of 2007-2014 Strategic Plan - continued | <p>chance to ask questions on the Strategic Plan before setting a date to vote. Mr. Kindall stated that the public should have a chance to view the Strategic Plan and make comment. He stated that the district should state that diversity is a compelling issue in this district. Mr. Lott stated that once the Strategic Plan is approved, a score card will be developed to measure progress. Mr. Glover stated that he would like to have an opportunity to understand exactly how the Strategic Plan correlates with Policy Governance and discuss the items that could have cost implications. Mr. Lott stated that he knows there will be cost implications that will have to be discussed each year. Mr. Thompson stated that diversity should be embraced as one of the over-arching themes in the Strategic Plan. Mr. Lott stated that diversity was discussed frequently, and the Planning Team felt diversity could be obtained through school choice options. Mr. Kindall said he believes diversity should be one of the themes, in order for the district to be guided in the correct direction. Ms. Warden asked if the heart and value of diversity was captured in the Strategic Plan's belief statements. Mr. Kindall said he did not believe that the language used in the belief statements was strong enough. Ms. Johnson said if the Board does not say what diversity truly means, it leaves room for different interpretations. Furthermore, a strong statement must be centered on the word diversity, and celebrate the diversity of Nashville. Mr. Fox stated that if the Board decides that diversity needs to be a more central element of the Strategic Plan, he is going to need to know what diversity means in our current school system. Understanding our current economy and racial populations, achieving the type of diversity that is being discussed seems very difficult to achieve. The more urgent issue in his opinion is, "Why is the middle class participating at such a low level?" Mr. North stated that he believed allowing the public a chance to voice their opinion was a good idea. Diversity is a real issue that the Board will address. However, Nashville has a diverse community, economy, and school system. The key to diversity is not being different, but respecting the difference. Mr. Glover stated that the Strategic Plan will be the most important work that the Board will do in determining the successful future of MNPS. Ms. Warden stated that the Strategic Plan was not the Board's work. It is appropriate that the Board's questions have answers to understand how this document aligns with Policy Governance. Ms. Warden added that it was her understanding that the Strategic Plan was not the School Board's plan, but the Director's plan. Mr. Thompson stated that he believes if the Board approves the plan, it then becomes the Board/Director's plan. Therefore, the responsibility of this plan falls back on the Board. Mr. Kindall stated that he believes the Board wants to understand the strategies, how this plan lines up with Policy Governance, and each</p> | |

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|---|---|----------------------------------|
| <ul style="list-style-type: none"> Discussion of 2007-2014 Strategic Plan - continued | <p>member needs time to review to do so. Ms. Johnson expressed that she did not want to pick apart the Strategic Plan, but remembered the Board was told that once the Strategic Plan was formed, the Board would have a chance to have input. If the Strategic Plan is going to be a document that the Board can advocate to the public, it needs to be reflective and inclusive of what the Board has provided as input. Dr. Brannon stated that she would agree that the participants in the process should have a chance to view the plan. Mr. Fox stated that he does not have understanding of some of the terminology used in the plan and would like time to review and ask questions. Mr. Glover stated that he does not want the Board to approve the plan with an inaccurate understanding and then criticize the Administration for not accomplishing what the Board views as a goal. Dr. Garcia stated that he realizes that the plan is not perfect, but he thinks it is a good plan. He agrees with some things and some he doesn't, but believes the intention of the plan is good. Dr. Garcia agreed with Mr. Thompson that the plan needs to become the Board's and Director's plan. Dr. Garcia suggested holding a study session to review and ask questions to shape a document that is representative of the Director and the Board. Mr. Lott stated if a study session is held, the Administration can commit to providing a linkage of the Strategic Plan to the Policy Governance End Results and a glossary of terms used in the Strategic Plan. Dr. Brannon asked if the plan would be available on the website. Mr. Lott stated yes it will be available on the website and available to schools, libraries, and churches.</p> | |
| <ul style="list-style-type: none"> Monitoring Report – Second Reading – EE-9- Asset Protection | <p>Mr. Glover stated that under actions needed on EE-9 Asset Protection, the Board has requested an updated facility reassessment from the Administration by September 1.</p> <p>Mr. Glover moved to accept EE-9- as presented. Ms. Johnson seconded.</p> | VOTE: For–Unanimous (7-0) |
| <ul style="list-style-type: none"> Monitoring Report – Second Reading – E-2.7 – Academic Achievement - ELL | <p>Mr. Glover moved to accept E-2.7- Academic Achievement - ELL. Ms. Johnson seconded.</p> | VOTE: For–Unanimous (7-0) |
| <ul style="list-style-type: none"> Monitoring Report – Second Reading - E-2.8 – Academic Achievement – Special Education | <p>Mr. Glover moved to accept E-2.8- Academic Achievement – Special Education. Ms. Johnson seconded.</p> | VOTE: For–Unanimous (7-0) |
| REPORTS | | |
| <ul style="list-style-type: none"> Board Chairman's Report - CGCS 2007 Convention Update | <p>Mr. Thompson gave a tentative itinerary for the CGCS Convention which will be held in Nashville, TN at the Renaissance Hotel on October 31-November 3. He announced that the Board has been invited to participate in a pre-conference session entitled,</p> | |

Metropolitan Nashville Public Schools
Board of Education
Minutes
July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|---|---|-------------------|
| • Board Chairman’s Report - CGCS 2007 Convention Update - continued | “How to Successfully Provide Constituent Service without Engaging in Master Micro-Managing.” Mr. Thompson stated that MNPS is expected to raise between \$50,000 – \$60,000. He stated that the CGCS planning team had not been successful in meeting that expectation. Ms. Warden asked if he had talked with the Chamber of Commerce or the Visitor’s Bureau. Mr. Thompson stated that Ms. Allen has had numerous conversations with several organizations. He also stated that a plan needed to be put together to recruit volunteers to help with the conference. Ms. Warden stated that MNPS teachers and administrators may be interested in participating at some level such as proctoring. Mr. Kindall stated the conference will offer a lot of work sessions focused on Urban School Districts which will allow the Board to gain insight on programs that are working in other Urban School Districts. | |
| • Richard R. Green Award | Ms. Warden announced that Mr. Thompson had been nominated for the Richard R. Green Award. | |
| • Negotiations Update | Dr. Keel announced that Negotiations with MNEA will be held July 13, 2007 in the Board Room from 3-4:30 p.m. to discuss teacher dress code. | |
| • Nashville Business Journal’s Women of Influence for 2007 | Mr. Fox announced that Ms. Johnson has been selected by the Nashville Business Journal, under the community support category, to receive the Nashville Business Journal’s Women of Influence for 2007 award. | |
| • Board Retreat | Ms. Warden reminded the Board to attend the Board retreat on Friday, July 13 from 4-8:00 p.m. | |
| • CPR/AED | Ms. Warden announced that the Nashville Fire Department will train all MNPS Lifetime Wellness teachers in CPR/AED, every high school has received fifteen mannequins from the Nashville Fire Department, and starting this fall every high school student that enrolls in Lifetime Wellness will automatically receive CPR/AED certification. | |
| ANNOUNCEMENTS | | |
| • | | |
| WRITTEN INFORMATION TO THE BOARD | | |
| • Board Calendar Items | | |
| ADJOURNMENT | | |
| • Debriefing/Adjournment | Mr. Fox made the motion to adjourn at 6:51 p.m. | |
| • Signatures | | |

Metropolitan Nashville Public Schools
 Board of Education
 Minutes
 July 10, 2007

| TOPIC | DISCUSSION/MOTION | FOLLOW-UP/OUTCOME |
|-------|--|-------------------|
| | <div style="display: flex; justify-content: space-between; align-items: flex-start;"> <div style="width: 45%; border-top: 1px solid black; margin-bottom: 5px;"></div> <div style="width: 45%; border-top: 1px solid black; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">Chris M. Henson Board Secretary</div> <div style="width: 45%;">Marsha Hagan Warden Board Chair</div> </div> | |