

Metropolitan Nashville Public Schools  
Board of Education  
Minutes  
August 14, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> <li>Roll Call</li> </ul>	<p>Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair (left 7:34 p.m.); Dr. Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Gracie Porter; Mark North; George H. Thompson III</p> <p>Ms. Warden called the meeting to order at 5:06 p.m.</p>	
<ul style="list-style-type: none"> <li>Pledge of Allegiance</li> </ul>	<p>Led by Michael Thomas and Leroy Hamer, 2007 Custodians of the Year.</p>	
<b>AWARDS AND RECOGNITIONS</b>		
<ul style="list-style-type: none"> <li>Nashville Historical Commission Preservation – Eakin Elementary</li> </ul>	<p>Eakin Elementary’s recent renovations were expertly designed by Earl Swensson Associates architectural firm, known for engineering buildings such as Vanderbilt Children’s Hospital, the Student Life Center at Belmont, and the BellSouth Tower. Recently, Earl Swensson Associates entered Eakin’s renovations into the Historical Commission’s Preservation Awards competition, and Eakin won the education category. David Minnigan from Earl Swenson Associates presented the award to Mr. Edgens, Director of Facilities and Operations.</p>	
<ul style="list-style-type: none"> <li>Education Consumers Foundation Award for Excellence in TVAAS Scores – Brenda Steele and Carol Cutsinger</li> </ul>	<p>Ms. Warden and Dr. Garcia recognized Brenda Steele, former principal of Amqui Elementary and current principal of Alex Green Elementary, and Carol Cutsinger, principal of Dupont-Tyler Middle School. These ladies were recognized by the Education Consumers Foundation as two of eighteen principals from across the state of Tennessee for being the best in the state at advancing students academically. Each of their schools has been exceptionally effective in lifting the achievement of students as measured by Tennessee’s value-added accountability system (TVAAS).</p>	
<ul style="list-style-type: none"> <li>Custodians of the Year – Michael Thomas and Leroy Hamer</li> </ul>	<p>The Metro Beautification &amp; Environment Commission recently awarded Custodian of the Year honors to two very deserving members of the Metro School family. This award was created:</p> <ol style="list-style-type: none"> <li>1. To encourage custodians in their daily work to maintain and preserve public and private school properties;</li> <li>2. To promote cleanup, recycling and beautification throughout the community; and</li> <li>3. To promote student, teacher, parent and community awareness of custodial responsibilities.</li> </ol> <p>The 2007 Custodians of the Year are Mr. Leroy Hamer, Dan Mills Elementary, and Mr. Michael Thomas, Dodson Elementary.</p>	

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<ul style="list-style-type: none"> <li>Country Music Association</li> </ul>	<p>Pam Garrett, former School Board member and current Executive Director of the Nashville Alliance for Public Education, presented the Bell Award to Tammy Genovese, COO of the Country Music Association, for CMA’s devoted service in donating music instruments to MNPS schools.</p>	
<b>PUBLIC PARTICIPATION</b>		
<ul style="list-style-type: none"> <li>Erick Huth – Professional Treatment of Employees</li> </ul>	<p>Mr. Huth, President of MNEA, addressed the Board concerning Professional Treatment of Employees. Mr. Huth stated that the recent teacher transfers were unfair to those considered “problem teachers” in their schools because they were willing to stand up for something they believed. Mr. Huth asked the Board to enforce Executive Expectation 4 – Staff Treatment.</p>	
<ul style="list-style-type: none"> <li>John Kuno – Teacher Administrative Transfers</li> </ul>	<p>Mr. Kuno addressed the Board concerning the recent teacher transfers. He asked that all future teacher transfers include the following process: communication and dialogue to identify problems and attempt solutions, intervention strategies, and teacher notification of transfer. If a teacher transfer is necessary, the teacher must be told respectfully and face-to-face in a humane manner.</p>	
<b>SPECIAL PRESENTATION – TCAP REPORT</b>		
<ul style="list-style-type: none"> <li>No Child Left Behind Update</li> </ul>	<p>Mr. Lott, Dr. Changas, Dr. Ray, and Mr. Wright presented a No Child Left Behind Update to the Board that covered the following areas: Accountability, Data, the Plan for Moving Upward, and Summary of Accountability. Mr. Lott presented the Accountability portion. He stated that as the requirements for proficiency rise, the district realizes that improvement in accountability is needed. There are many factors coming together in the district such as: major reorganization, a new Strategic Plan, Intentionality Plan, and the district’s NCLB Status. This level of accountability is transformational as it requires new dimensions to our planning efforts, new systems of reporting and databases, intentional changes in day-to-day documentation maintained by teachers, principals, and administrators, and changes in the way we lead – ensure this is non-threatening and supportive. Dr. Changas presented the Data portion. He stated that ninety-four schools met Adequate Yearly Progress (AYP), thirty-six did not meet AYP and three received no data. There were eighty-five schools in “good standing”, which means that these schools met all of their targets. Twelve schools were in the “target” category, meaning that the school was previously in “good standing” but did not make AYP in the current year. Six schools were in the “school improvement” category; these schools did not make the target for at least two consecutive years. Seven schools were in the “Corrective Action” category. Dr. Ray covered the district’s Strategic Plan. She reviewed the Tennessee Comprehensive</p>	

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<ul style="list-style-type: none"> <li>No Child Left Behind Update continued</li> </ul>	<p>System-wide Plan (TCSPP), which encompasses everything the district is required to do in order to receive funding from State and Federal sources. The TCSPP consists of six components: Overview of System, Beliefs and Mission, Data Overview, Curriculum and Instruction, Action Plans, and Reporting Progress. After the district completes the TCSPP and it is approved, funding is released for: Federal programs (Title I, etc.), Career and Technical Education, Technology, Special Education (IDEA), Extended Contract, and BEP 2.0. The plan for moving upward at the district level is: integrate monitoring of Policy Governance in the Strategic Plan; designate a team to participate in continual conversation with state agencies; increase accountability check points to the Director, to the Board, and to the Community; and increase technical assistance to all schools with regard to developing School Improvement Plans. Mr. Wright covered the School Intentionality Plan, which consists of developing collaboratively with school and community. It is data-driven, aligns with District Strategic Results and TCSPP, defines long-term goals for school success, and is monitored by Area Directors. Mr. Wright also introduced the Grade Level/Department Support Plan, which is developed with members of each Department or Grade level and aligns with the School Transformation Plan. The Differentiated Instruction Plan addresses classroom instructional needs as identified in Personalized Learning Plans and aligns with the Department/Grade Chair Plan. The Personalized Learning Plan is developed in partnership with parents and allows each student to set individual goals. These plans will be monitored in the following ways: teachers will submit a monthly review to demonstrate evidence of learning in their classrooms; principals will collect monthly reviews from teachers and aggregate information to create a school monthly review; Area Directors will collect school monthly reviews, assess improvements, and address shortfalls with principals; Chief Administrative Officer will review school monthly reviews with Area Directors; and Administration will utilize data collected through the review process to monitor the district's Strategic Plan.</p> <p>Mr. Glover asked Mr. Wright when did he foresee that each student would have their own Personalized Learning Plan (PLP)? What is the timeline? Mr. Wright stated that the thirty-six schools that did not make AYP will have the Personalized Learning Plans by September 1, 2007. We have put together a committee of principals, teachers, parents and students to map out a timeline for the implementation of the schools that made AYP. All kindergarten students will have Personalized Learning Plans by the</p>	

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<ul style="list-style-type: none"> <li>No Child Left Behind Update - continued</li> </ul>	<p>end of the year. Mr. Glover asked if this plan will replace some of the current reporting that teachers are required to complete? Mr. Wright stated that once the plan is implemented completely, it will take away from the labor intensive material in the long run. We must have parent participation. Ms. Porter expressed that the Personalized Learning Plans would overload teachers and expressed concerned that teachers will not have enough planning time and will have to bring work home. Mr. Wright stated that teachers will be able to use class time to complete the Personalized Learning Plans. Ms. Porter stated that she is concerned that this will cut into student's instructional time. Dr. Garcia stated that most teachers already have Personalized Learning Plans for each student. He stated that the principals realize that these are new ideas and have asked that the plan be implemented slowly to ensure that principals, teachers, students, and parents have a good understanding. This is a plan to help schools meet AYP. We will be flexible in meeting the needs of each school. Mr. North asked when will we see the beneficial results from implementation of the plan? Mr. Wright stated that kindergartners, third, fourth, fifth and seventh graders will have a plan for next year. Ms. Johnson asked how will parents be exposed to their responsibility in the Personalized Learning Plans? Mr. Wright stated that parents at schools that did not make AYP will come to the school to fill out and sign the Personalized Learning Plan. The Administration has not fully discussed in detail how parents will receive information on the plans. We have to first educate the community on the new ideas. Mr. Kindall asked what additional resources can the Board provide to increase parent participation? Mr. Wright stated that we must teach our students to be emotionally intelligent in terms of responsibility, integrity, and trustworthiness which will hopefully encourage parents to be more involved in their child's education. Mr. Kindall asked if the Board would be able to receive a detailed report by December? Mr. Wright said yes. Mr. Thompson stated that it is refreshing to see a different approach to meeting the needs of all students. Will teachers input this information by hand? Mr. Wright stated that all of this information will be electronic. Mr. Thompson asked what happens to this plan if there are changes to No Child Left Behind? Mr. Wright stated that he does not foresee any changes that will affect the plan but if there are changes we will continue to educate each child. Ms. Porter commended Dr. Garcia for bringing back Area Directors and noted that she did not want to sound negative concerning the Personalize Learning Plans. Ms. Porter expressed her concern about MNPS falling short in giving students the required instructional time that is required by the State. Ms. Porter stated that she does not</p>	

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<ul style="list-style-type: none"> <li>No Child Left Behind Update - continued</li> </ul>	<p>want to see teacher burn-outs and suggested that we have a strong plan before we present these ideas to the community. Mr. Glover stated that he read a National School Boards Association call to action on the language change of No Child Left Behind (NCLB). Mr. Glover asked if he could get an overview from the Administration of whether the Board should adopt the National School Boards Association Resolution concerning NCLB. Ms. Warden asked Mr. Wright if the Personalized Learning Plan would move with the student from year to year? Mr. Wright said yes. Ms. Warden stated that one additional planning day was added this year for teachers, which may give teachers extra time during implementation. Ms. Warden noted that she sees this as a powerful tool to help our students meet academic success. Dr. Brannon said she applauds this effort and believes that it will help new teachers to concentrate on each child and meet their individual needs.</p>	<p>Follow-up: Mr. Glover asked if he could get an overview from the Administration of whether the Board should adopt the National School Boards Association Resolution concerning NCLB.</p>
<b>GOVERNANCE ISSUES</b>		
<p><b>ACTIONS</b></p> <ul style="list-style-type: none"> <li>Consent Agenda</li> </ul>	<p><b>Mr. Fox read the following consent agenda items: V-A-2-a – Approval of Minutes- 7/24/07 Regular Meeting; V-A-2-b- Recommended Award of Contract for Shankle-Lind, LLC- Science Lab Renovation at Various Schools (Maplewood, Pearl-Cohn, Stratford, Whites Creek High Schools) MOBE 07-010 (Control No. A-20501); I-A-2-c- Designer Supplement #3 for Eakin Elementary School – Earl Swenson Associates, M-912 (Control No. A-20563); V-A-2-d- Awarding of Bids and Contracts (1.) Computer Power Solutions of Illinois, Inc., (2.) The College Board, (3.) Dr. Robert Probst, (4.) Dr. Kylene Beers; V-A-2-e- Legal Settlement – Claim C-154721; V-A-2-f- Request for Approval – Changes to Insurance Trust Agreement; V-A-2-g- Request for Approval – Certificated Employees Dress Code. Mr. Glover moved to adopt. Ms. Johnson seconded.</b></p>	<p><b>VOTE: For–Unanimous (9-0)</b></p>
<ul style="list-style-type: none"> <li>Charges of Dismissal – Jeffrey Harrison</li> </ul>	<p>Dr. Garcia read the Charges of Dismissal for Mr. Harrison.</p> <p><b>Mr. Glover moved to accept the charges as read. Ms. Johnson seconded.</b></p>	<p><b>VOTE: For–Unanimous (7 -0)</b> <b>Mr. Thompson and Mr. Kindall out of the room</b></p>
<ul style="list-style-type: none"> <li>Recommended Changes to Policy GP-8E – Annual Agenda Planning</li> </ul>	<p>Mr. Glover explained the changes to GP-8E – Annual Agenda Planning. He asked that GP-8E – Annual Agenda Planning be placed on the August 28 consent agenda.</p> <p><b>Dr. Brannon moved to place GP-8E on the August 28 consent agenda. The Board took a vote.</b></p>	<p><b>VOTE: For–Unanimous (8 -0)</b> <b>Mr. Kindall left before this vote.</b></p>

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<b>REPORTS</b>		
<ul style="list-style-type: none"> <li>• Director's Report               <ul style="list-style-type: none"> <li>○ School Opening Report</li> </ul> </li> </ul>	<p>Dr. Garcia stated that each Cabinet member would report on the First Day of School. Dr. Keel stated that 571 certified teachers and 203 support employees were hired. Schools were opened with 30 certified vacancies. Substitutes were present in each classroom that did not have a teacher. There are teacher shortages in Math, as eight of our thirty vacancies are in Math. We are working hard to fill those positions with qualified personnel. We expect to have the positions filled by Friday, August 17<sup>th</sup>. Mr. Ralph Thompson stated that he visited sixteen schools on the first day. Concerning Standard School Attire, roughly 1,000 students were issued non-compliance letters. We had a 99% compliance rate of students complying with Standard School Attire. Mr. Wright reported that he visited nine schools, and there will be continuous work to improve Standard School Attire. Mr. Lott stated that the Customer Service Center received about 2,500 calls and 1,000 calls were answered. The average call length was four minutes and twenty-two seconds. Mr. Henson stated that many small maintenance projects have occurred over the summer. The two major renovations, West End Middle School and Glengarry Elementary School were completed and opened for the first day of school. There were some isolated air conditioner issues, and the HVAC team has been working faithfully to repair those units. Mr. Henson thanked MNPS Bus Drivers for their perseverance during the high temperature days. Mr. Glover also thanked the HVAC team for their hard work. Dr. Meador gave a Power Point presentation on Choice. All Title I Schools must offer Public School Choice when they reach the status of School Improvement I. Non-Title I Schools must offer Public School Choice when they reach the status of Corrective Action. Title I Schools must offer Supplemental Educational Services (SES) when they reach School Improvement II to students who are eligible for free and reduced lunch. SES services will begin by November 1, 2007. Non-Title I Schools do not qualify for SES.</p> <p>Ms. Warden stated that she is aware that we can apply for a wavier to offer our own Supplemental Education Services (SES). Have we applied for a wavier? Dr. Meador stated that she would have to get that information back to the Board. Ms. Porter stated that it bothers her that our teachers can go out to a private sector and help other students. It would be great if we could offer SES using our own teachers. Mr. North asked how a student athlete would be treated in TSSAA if they opted to attend a Choice School. Mr. Wright stated that he did not believe the child would be eligible to</p>	

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<ul style="list-style-type: none"> <li>○ School Opening Report - continued</li> </ul>	<p>play under TSSAA rules. The Board thanked the parents of students for their support in implementing Standard School Attire. Ms. Porter stated that she visited several schools on the first day. Each school started on a timely basis, and the students looked excellent in their SSA. Ms. Johnson stated that she visited several schools and was pleasantly surprised by the calm environment and the Standard School Attire. Dr. Garcia announced that MNPS has sixteen schools with Single Gender Classrooms. These schools will be receiving additional thorough training to assist in this new venture. Dr. Garcia stated that he visited several schools and observed many students dressed in Standard School Attire. He also stated that each school ran smoothly and was extremely clean. He stated that a report will be given in the near future on the middle and high school orientations. Dr. Garcia announced that Bellevue Middle, J.T. Moore Middle, Neely's Bend Middle, Brick Church Middle, Goodlettsville Middle and Hunters Lane (9<sup>th</sup> and 10<sup>th</sup> grades) and all have been approved to offer International Baccalaureate (IB) programs. These are the first and only middle schools in the state approved to offer this program. We hope to have programs at H.G. Hill Middle and West End Middle next year.</p>	
<ul style="list-style-type: none"> <li>● Board Chairman's Report <ul style="list-style-type: none"> <li>○ Director's Evaluation Form Approval</li> </ul> </li> </ul>	<p>Mr. Glover reviewed the timeline of the Director Evaluation Form. Mr. Glover stated that Dr. Tammy Grissom, TSBA Executive Director, worked with the Board on setting up the Director's Evaluation Form. The form was sent to the Governance Committee to work on the language. In March, the Governance Committee voted unanimously to move the form to the Board table.</p> <p>Mr. Glover stated that Ms. Porter had recommended that the Director's Evaluation be moved to January. The Governance Committee also made the same recommendation. Mr. Glover stated that he will add this to the form. Ms. Porter stated that she thought it proper to evaluate using the most current information available.</p> <p><b>Mr. Glover asked that the Director's Evaluation Form be moved for adoption at the August 28 meeting, either consent or with discussion. Ms. Porter seconded.</b></p>	<p><b>VOTE: 7-0 (Mr. Thompson out of the room)</b></p>
<ul style="list-style-type: none"> <li>● Board Administrator Job Description</li> </ul>	<p>Ms. Warden thanked Ms. Hawkins for her hard work as interim Board Administrator. Ms. Warden stated that the Board has been given two job descriptions - Board Secretary and Board Liaison. She asked the Board if there was any discussion concerning the job descriptions. Ms. Warden asked Dr. Keel what is the timeline for posting jobs? Dr. Keel stated a position is usually posted for ten days. At the end of</p>	

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<ul style="list-style-type: none"> <li>Board Administrator Job Description - continued</li> </ul>	<p>the ten days, applicants are reviewed and interviews begin. Ms. Warden asked if there were any particular duties in either of the job descriptions that the Board should discuss? Ms. Porter asked that on the Board Secretary job description under “writes papers, edits and send out Board correspondence”. She would like to add “with Chair’s Approval” to the end of that sentence. I believe that the Chair needs to look over those items to ensure they are written correctly. Ms. Warden stated that “other duties as assigned” should be added to both job descriptions. Mr. Glover asked Dr. Garcia if he felt the job descriptions met the needs of the Board? Dr. Garcia said he would review it with cabinet to ensure that it did indeed meet the Board’s needs. Ms. Warden asked that any deletions or additions to the job descriptions be sent to Ms. Bryant by Friday, August 17 at noon. Mr. Thompson asked if the general description of the Board Liaisons’ parameters needed to be more specific. Ms. Warden stated that she believes the Board needs an individual to assist the Board in accessing information that is needed concerning Metro Council, etc. Ms. Johnson stated that she supports the Board Liaison position. It would be helpful to have two people in order to help us be efficient at Board meetings and in the community. Ms. Warden stated that she sees the two positions as necessary. Mr. Thompson commented that some of the duties written in the Board Liaison position were already provided by the district. Mr. Thompson asked that “all other duties” be added to both job descriptions.</p>	
<b>ANNOUNCEMENTS</b>		
<ul style="list-style-type: none"> <li>Governance Committee</li> </ul>	<p>Mr. Glover announced that the Governance Committee will be meeting Saturday, August 18 at 9:00 a.m. He asked the Board to email any items they would like to discuss.</p>	
<ul style="list-style-type: none"> <li>Quarterly Meeting with the Mayor</li> </ul>	<p>Ms. Warden announced that the Board would be attending the last Quarterly Meeting with Mayor Purcell on August 15 at 9:30 a.m.</p>	
<ul style="list-style-type: none"> <li>Early Voting</li> </ul>	<p>Ms. Warden announced that Early Voting begins August 22, 2007. Election Day is September 11.</p>	
<ul style="list-style-type: none"> <li>Ben Wright Reception</li> </ul>	<p>Ms. Warden announced that a reception hosted by the Chamber of Commerce for Mr. Wright will be held at West End Middle School on August 16 at 5:00 p.m.</p>	
<ul style="list-style-type: none"> <li>Career and Technical Education</li> </ul>	<p>Ms. Warden announced that on August 22, Career and Technical Education will be making a presentation to Metro Council from 3:30-4:30 p.m.</p>	
<ul style="list-style-type: none"> <li>State Representative Brenda Gilmore</li> </ul>	<p>Ms. Johnson asked that the Board please send their available dates to meet with Ms. Gilmore to Ms. Hawkins.</p>	



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<b>WRITTEN INFORMATION TO THE BOARD</b>		
• Board Calendar Items		
<b>ADJOURNMENT</b>		
• Debriefing/Adjournment	<b>Mr. Fox made the motion to adjourn at 8:50 p.m.</b>	
• Signatures	<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="width: 45%; border-top: 1px solid black; padding-top: 5px;">Chris M. Henson Board Secretary</div> <div style="width: 45%; border-top: 1px solid black; padding-top: 5px;">Marsha Hagan Warden    Date Board Chair</div> </div>	