

Metropolitan Nashville Public Schools
Board of Education
Regular Called Meeting
Minutes
October 14, 2014

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> • Roll Call 	<p>Present: Dr. Jo Ann Brannon Amy Frogge Dr. Sharon Gentry, Chair Tyese Hunter Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Dr. Jesse Register, Director of Schools</p> <p>Dr. Gentry called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> • Pledge of Allegiance 	Led by Tony Majors, Chief Student Services Officer.	
ANNOUNCEMENTS		
<ul style="list-style-type: none"> • Alignment Nashville Panel 	Ms. Frogge announced that she participated on the Alignment Nashville Panel for Children’s Health.	
<ul style="list-style-type: none"> • Nashville Scene Awards 	Ms. Frogge congratulated Will Pinkston for being named the Best School Board Member by the Nashville Scene.	
<ul style="list-style-type: none"> • Parent Advisory Council 	Ms. Shepherd announced the Parent Advisory Council will hold meetings on October 16 th at 5:30 p.m. in each school board district.	
<ul style="list-style-type: none"> • McGavock High School 	Ms. Shepherd announced that McGavock High School will host their Annual Marching Band Contest on October 18 th during the Music City Invitational at 9:00 a.m.	
<ul style="list-style-type: none"> • Nashville Scene Awards 	Ms. Speering congratulated Ms. Frogge for being named the Best Public School Defender and Will Pinkston for being named the Best School Board Member by the Nashville Scene.	
<ul style="list-style-type: none"> • Hunters Lane High School 	Ms. Speering announced that the Hunters Lane Academy Showcase will be held on October 16 th at Hunters Lane High School from 6:00 – 7:30 p.m.	
<ul style="list-style-type: none"> • Teaching and Learning Committee 	Ms. Speering announced that the Teaching and Learning Committee will meet October 28 th at 3:30 p.m. in the Board Conference Room.	
<ul style="list-style-type: none"> • East Nashville Meetings 	Ms. Speering congratulated Dr. Register on the success of the East Nashville Meetings and the teacher response during those meetings.	
<ul style="list-style-type: none"> • Overton High School 	Dr. Brannon announced that Overton High School will hold Academy Tours on October 22 nd from 8:00 - 9:15 a.m.	

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<ul style="list-style-type: none"> New Elementary School on Smith Springs Road 	Mr. Pinkston thanked MNPS staff for organizing a Community Meeting to discuss the new elementary school on Smith Springs Road in the Antioch Cluster.	
<ul style="list-style-type: none"> Norman Binkley Elementary 	Mr. Pinkston thanked the MNPS staff for the beautiful renovation of Norman Binkley Elementary School.	
<ul style="list-style-type: none"> Council of Urban School Boards (CUBE) Annual Award for Urban School Excellence 	Dr. Gentry announced that the district and each Board Member received an award from CUBE, in honor of the district winning CUBE's Annual Award for Urban School Board Excellence.	
AWARDS AND RECOGNITIONS		
<ul style="list-style-type: none"> 2014 MNPS Cares Giving Campaign Brochure – Napier Elementary Student 	The Board presented Erron Hunter, a 4 th grade student from Napier Elementary, with a Certificate for drawing the artwork for the 2014 MNPS Cares Giving Campaign Brochure.	
AND THE GOOD NEWS IS...		
<ul style="list-style-type: none"> Conexion Americas – Casa Azafran Model Pre-K Center Opening 	Mr. Pinkston introduced school leadership from Casa Azafran and Conexion Americas to discuss the new model Pre-K Center.	
PUBLIC PARTICIPATION		
<ul style="list-style-type: none"> Ruth Stewart – East Nashville Schools and a Desire for a Representative Task Force to Develop a Plan 	Dr. Stewart addressed the Board concerning the East Nashville Plan. She asked the Board to revise the plan and develop a plan which includes community input.	
<ul style="list-style-type: none"> Ronald Reed – Transportation Department 	Mr. Reed addressed the Board concerning the Transportation Department. He asked the Board to examine the routes and efficiency of the Transportation Department.	
<ul style="list-style-type: none"> Amy Phelan – East Nashville Plan for Schools 	Ms. Phelan addressed the Board concerning the East Nashville Plan for Schools. She asked the Board to give the community a voice through a community-led task force.	
<ul style="list-style-type: none"> Aaron Kaalberg – The “third way” Plan Effect on East Nashville 	Mr. Kaalberg addressed the Board concerning the Third-Way East Nashville Plan. He asked the Board to create a balanced task force and create a plan that helps all students in East Nashville.	
<ul style="list-style-type: none"> Matt Pulle – East Nashville United 	Mr. Pulle addressed the Board concerning the East Nashville United Plan. He asked the Board to create a diverse task force with decision-making authority that is community driven.	
<ul style="list-style-type: none"> Kathryn Rizzone – East Nashville Proposal 	Ms. Rizzone addressed the Board concerning the East Nashville Proposal. She expressed support for the East Nashville Plan.	

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• Molly Handler – Third Way Plan for Schools in East Nashville	Ms. Handler addressed the Board concerning the Third Way Plan for East Nashville Schools. She asked the Board to create a plan that builds community and supports all schools.	
• Antjuan Welch – East Nashville Plan	Mr. Welch addressed the Board concerning the East Nashville Plan. He asked the Board to provide more school choice.	
• Jai Sanders – Inglewood Elementary	Mr. Sanders addressed the Board concerning Inglewood Elementary. He asked the Board to provide the needed resources to help schools succeed.	
• Bernice Murphy - East Nashville Schools Not Teaching Our Children Enough	Ms. Murphy addressed the Board concerning East Nashville Schools not teaching our children enough. Ms. Murphy asked the Board to ensure that all students are being taught.	
• LaTrya Gordon – East Nashville Schools	Ms. Gordon addressed the Board concerning East Nashville Schools. She asked the Board to ensure that all students are equipped to succeed in life.	
• Vanessa D. Barnes – East Nashville Schools	Ms. Barnes addressed the Board concerning East Nashville Schools. She expressed her support for the East Nashville Plan.	
• Katie Rizzzone – Proposal for East Nashville Schools	Dr. Rizzzone addressed the Board concerning the East Nashville Schools Plan. She asked the Board to address the academic gap in East Nashville and expressed support for the East Nashville Plan.	
• Robert Johnson – East Nashville Schools	Mr. Johnson addressed the Board concerning East Nashville Schools. He asked the Board to ensure that all students are given choice.	
• Angelica Cooks-Lucas – Priority Schools in East Nashville	Ms. Lucas addressed the Board concerning Priority Schools in East Nashville. She expressed her support for East Nashville Schools.	
• Cherish Woodard - Metro Schools versus Charter Schools Experiences	Ms. Woodard addressed the Board concerning Metro Schools versus Charter Schools experience. Ms. Woodard asked the Board to focus on providing a quality education to all MNPS students.	
GOVERNANCE ISSUES		
• Consent Agenda	Ms. Kim read the following consent agenda: IV-A-1- a- Approval of Minutes – 07/08/2014 Regular Meeting; IV-A-1- b -Recommended Approval of Contract for Waverly-Belmont Elementary School Additions and Renovations – Orion Building Corporation; IV-A-1 –c - Recommended Approval of Change Order #4 for Hume-Fogg Magnet High School Gymnasium Addition – D.F. Chase, Inc.; IV-A-1-d - Recommended Approval of Request #16 for District-wide Maintenance, Repairs, and General Construction (Restroom Additions and Renovations at Bordeaux Pre-K Center) - SouthLand Constructors, LLC; IV –A-1-e-	

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<ul style="list-style-type: none"> • Consent Agenda - continued 	<p>Recommended Approval of Request #17 for District-wide Maintenance, Repairs, and General Construction (Restroom Additions and Renovations at Ross Pre-K Center) - SouthLand Constructors, LLC; IV-A-1-f- Recommended Approval of Request #18 for District-wide Maintenance, Repairs, and General Construction (Library Renovations at Apollo and DuPont-Tyler Middle Schools) – SouthLand Constructors, LLC; IV-A-1-g- Recommended Approval of Lease Agreement for RePublic Schools Nashville dba Nashville Academy of Computer Science Charter School’s Use of Space in the Old Brick Church School Building; IV-A-1-h- Recommended Amendment of Lease Agreement for Lipscomb University’s Use of the Stokes School Building; IV-A-1-i- Awarding of Purchases and Contracts (1) The Achievement Network, Ltd, (2) CDW-Government, Inc. (2 summaries), (3) Compass Learning, (4) Earthwalk Communications, Inc., (5) Facility Planners, Inc., (6) Ford of Murfreesboro, (7) GM of Murfreesboro, (8) Imagine Learning, Inc., (9) LAZEL, Inc., (10) McGrath Training Systems, Inc., (11) Merchney Greenhouses, (12) Oasis Center, (13) Public Impact, LLC, (14) Southern Word, Inc., (15) Tennessee Department of Education, (16) WhyTry LLC; IV-A-1-j- Legal Settlement Claim L-15899 (\$18,000); IV-A-1-k- Legal Settlement Claim L-15907 (\$26,498.17); IV-A-1-l- Legal Settlement Claim L-15342 (\$27,431.58); IV-A-1-m- Tenure Recommendations; IV-A-1-n- Recommended Approval of Request for Compulsory Attendance Waiver.</p> <p>Ms. Shepherd made a motion to approve the consent agenda as read. Ms. Frogge seconded.</p>	<p>VOTE: 9-0 – Unanimous</p>
<ul style="list-style-type: none"> • Recommendation to Certify Dismissal Charges for Anne Bolner, Judy Shoulders McAdory, Carolyn Stockdale, Frederick Watkins 	<p>Dr. Register read the dismissal charges cover letter included in the 10/14/2014 Board Agenda.</p> <p>Dr. Register read the following Dismissal Charges: I am writing to recommend the dismissal of Anne Bolner from employment as a teacher with Metropolitan Nashville Public Schools (“MNPS”), pursuant to T.C.A. § 49-2-301(b)(1)(GG). I have charged her with inefficiency, which is grounds for her dismissal pursuant to Tenn. Code Ann. § 49-5-511. The term “inefficiency” is specifically defined in Tenn. Code Ann. § 49-2-301(b)(1)(GG). I am asking you to certify these charges by voting that, if</p>	

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<ul style="list-style-type: none"> Recommendation to Certify Dismissal Charges for Anne Bolner, Judy Shoulders McAdory, Carolyn Stockdale, Frederick Watkins – continued 	<p>proven true, these charges warrant Ms. Bolner’s dismissal. Should you certify these charges, I will inform Ms. Bolner 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. Bolner requests a hearing, it will occur at some point in the future. Accordingly, it is my recommendation that Anne Bolner be dismissed from employment with the Metropolitan Nashville Public Schools.</p> <p>Ms. Shepherd made a motion to confirm the Recommendation to Certify Dismissal Charges for Anna Bolner. Dr. Brannon seconded.</p> <p>Mr. Pinkston asked why did the decision to dismiss the teachers need to be voted on at that time? Dr. Register said, approving the dismissal charges will allow the district to take action and replace those teachers with permanent teachers. Currently, the classrooms of the teachers on suspension are being filled with substitute teachers.</p> <p>Mr. Pinkston made a motion to defer the charges for Anne Bolner until the Board can gain more insight into the charges. Ms. Speering seconded.</p> <p>I am writing to recommend the dismissal of Judy Shoulders McAdory from employment as a teacher with Metropolitan Nashville Public Schools (“MNPS”), pursuant to T.C.A. § 49-2-301(b)(1)(GG). I have charged her with inefficiency, which is grounds for her dismissal pursuant to Tenn. Code Ann. § 49-5-511. The term “inefficiency” is specifically defined in Tenn. Code Ann. § 49-2-301(b)(1)(GG). I am asking you to certify these charges by voting that, if proven true, these charges warrant Ms. McAdory’s dismissal. Should you certify these charges, I will inform Ms. McAdory 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</p>	<p>VOTE:-5-3 –Yes- (5) Hunter, Brannon, Shepherd, Kim, Pierce No - (3) – Pinkston, Frogge, Speering</p> <p>VOTE:-3-5 – Yes - (3) – Pinkston, Frogge, Speering No - (5) Hunter, Brannon, Shepherd, Kim, Pierce</p>

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<ul style="list-style-type: none"> Recommendation to Certify Dismissal Charges for Anne Bolner, Judy Shoulders McAdory, Carolyn Stockdale, Frederick Watkins – continued 	<p>asking you to vote that the charges, if proven true, warrant dismissal. If Ms. McAdory requests a hearing, it will occur at some point in the future. Accordingly, it is my recommendation that Judy Shoulders McAdory be dismissed from employment with the Metropolitan Nashville Public Schools.</p> <p>Ms. Shepherd made a motion to confirm the Recommendation to Certify Dismissal Charges for Judy Shoulders McAdory. Dr. Brannon seconded.</p> <p>Ms. Speering stated that all four teachers proposed for dismissal are in her district, and three of those four are teachers from schools included on the Priority School list. She stated that she did not trust the current teacher evaluation system, and has requested that Dr. Register research and recommend other evaluation systems for the district. She stated that if the district continues to use the current evaluation system, many high-level teachers will leave the district. The district needs an evaluation process that is fair and equitable.</p> <p>Mr. Pinkston made a motion to defer the charges for Judy Shoulders McAdory until the Board can gain more insight into the charges. Ms. Speering seconded.</p> <p>Mr. Pinkston said he did not trust the process, and would like more information before the Board’s vote on the dismissal charges.</p> <p>I am writing to recommend the dismissal of Carolyn Stockdale from employment as a teacher with Metropolitan Nashville Public Schools (“MNPS”), pursuant to T.C.A. § 49-2-301(b)(1)(GG). I have charged her with inefficiency, which is grounds for her dismissal pursuant to Tenn. Code Ann. § 49-5-511. The term “inefficiency” is specifically defined in Tenn. Code Ann. § 49-2-301(b)(1)(GG). I am asking you to certify these charges by voting that, if proven true, these charges warrant Ms. Stockdale’s dismissal. Should you certify these charges, I will inform Ms. Stockdale 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</p>	<p>VOTE:-5-3 – Yes- (5) Hunter, Brannon, Shepherd, Kim, Pierce No - (3) – Pinkston, Frogge, Speering</p> <p>VOTE:-3-5 – Yes - (3) – Pinkston, Frogge, Speering No - (5) Hunter, Brannon, Shepherd, Kim, Pierce</p>
<ul style="list-style-type: none"> Recommendation to Certify Dismissal 	<p>asking you to weigh evidence either for or against dismissal. I am merely</p>	

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<p>Charges for Anne Bolner, Judy Shoulders McAdory, Carolyn Stockdale, Frederick Watkins – continued</p> <p>• Recommendation to Certify Dismissal</p>	<p>asking you to vote that the charges, if proven true, warrant dismissal. If Ms. Stockdale requests a hearing, it will occur at some point in the future. Accordingly, it is my recommendation that Carolyn Stockdale be dismissed from employment with the Metropolitan Nashville Public Schools.</p> <p>Ms. Shepherd made a motion to confirm the Recommendation to Certify Dismissal Charges for Carolyn Stockdale. Dr. Brannon seconded.</p> <p>Ms. Frogge stated that the evaluation process is unfair to teachers, and she would like more time to evaluate the dismissal charges.</p> <p>Ms. Frogge made a motion to defer the dismissal charges for Carolyn Stockdale for two weeks to allow the Board more time to research the charges. Ms. Speering seconded.</p> <p>Ms. Sinback reminded the Board that they are only being asked to Certify the Charges and are not being asked to weigh evidence either for or against dismissal.</p> <p>I am writing to recommend the dismissal of Frederick Watkins from employment as a teacher with Metropolitan Nashville Public Schools (“MNPS”), pursuant to T.C.A. § 49-2-301(b)(1)(GG). I have charged him with inefficiency, which is grounds for his dismissal pursuant to Tenn. Code Ann. § 49-5-511. The term “inefficiency” is specifically defined in Tenn. Code Ann. § 49-2-301(b)(1)(GG). I am asking you to certify these charges by voting that, if proven true, these charges warrant Mr. Watkins dismissal. Should you certify these charges, I will inform Mr. Watkins of your action and formally advise him 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 Mr. Watkins requests a hearing, it will occur at some point in the future. Accordingly, it is my recommendation that Frederick Watkins be dismissed from employment with the Metropolitan Nashville Public Schools.</p> <p>Ms. Shepherd made a motion to confirm the Recommendation to Certify</p>	<p>VOTE:-5-3 – Yes - (5) Hunter, Brannon, Shepherd, Kim, Pierce No - (3) – Pinkston, Frogge, Speering</p> <p>VOTE:-3-5 – Yes - (3) – Pinkston, Frogge, Speering No - (5) Hunter, Brannon, Shepherd, Kim, Pierce</p>

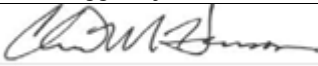
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Charges for Anne Bolner, Judy Shoulders McAdory, Carolyn Stockdale, Frederick Watkins – continued	<p>Dismissal Charges for Frederick Watkins. Dr. Brannon seconded.</p> <p>Ms. Speering asked how can a teacher score a 4 or 5 on their evaluation and then score low on TVASS? Ms. Black said, TVASS included up to three years of data. Each teacher receives individual scores (1-5) for each subject taught, but the evaluation composite includes multiple years of data, and then the growth index is computed.</p> <p>Mr. Pinkston made a motion to defer the dismissal charges for Frederick Watkins to allow the Board more time to research the charges. Ms. Speering seconded.</p> <p>Dr. Gentry asked that Ms. Shepherd and Mr. Clay have a discussion regarding how the Dismissal Charges process can be streamlined. Dr. Gentry suggested that the Board hold an Executive Session to discuss the Dismissal Charges process. Mr. Pinkston asked if the Dismissal Charges process could be placed on hold until those discussions are held. Dr. Register said he could not say. The district is following the state law process for dismissing teachers. Ms. Sinback confirmed Dr. Register’s comments. She also stated that TVASS data was confidential. Ms. Frogge said the Board should set a process that allows the Board to feel more comfortable with the process, and the Board should be educated on the Dismissal Process. The Board also needs to have a discussion concerning how to improve the process.</p>	<p>VOTE:-5-3 – Yes - (5) Hunter, Brannon, Shepherd, Kim, Pierce No - (3) – Pinkston, Frogge, Speering</p> <p>VOTE:-3-5 – Yes - (3) – Pinkston, Frogge, Speering No - (5) Hunter, Brannon, Shepherd, Kim, Pierce</p>
<ul style="list-style-type: none"> • Recommended Approval of Revisions of BD/R-5- Board/Director Relationship 	Deferred until a later time.	
REPORTS		
<ol style="list-style-type: none"> 1. Director’s Report <ol style="list-style-type: none"> 1. Academic Performance Framework (APF) 	<p>Dr. Changas presented the Academic Performance Framework to the Board.</p> <p>Ms. Frogge hoped that the APF would help the district determine best practices within individual schools. Ms. Kim asked for a breakdown of the APF, which would help predict what may occur in schools. The APF should help the district improve schools and increase a sense of urgency. Ms. Pierce said the APF could be used to help parents understand what is proficient. Ms. Hunter said she would like to discuss raising the bar concerning the ACT.</p>	

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2. Charter Performance Update	<p>Dr. Coverstone presented the Charter Performance Update to the Board.</p> <p>Ms. Frogge asked for information on the enrollment number errors at Rocketship. Dr. Coverstone said, the enrollment numbers were simply errors and not fraudulent enrollment activity. Mr. Carr said the district does not start examining mobility until the 11th attendance day. Rocketship did have a lot of movement in enrollment numbers from the time the school started recruitment to their opening day. But, from the 11th day forward, there has been minimal activity. Ms. Frogge asked, is there a policy concerning fraudulent enrollment? Mr. Carr said the Student Assignment Office monitors enrollment. There are reports available that list school mobility rates and the reasoning. Mr. Pinkston asked, how many charters have been closed? Dr. Coverstone said, four charter schools. Dr. Gentry said, in the future, the Board will hold a Work Session to address the MGT Report and discuss the upcoming Charter Authorization Process. Ms. Pierce asked for more detailed information of what occurred at Rocketship. Ms. Kim said, the district should attempt to learn from the gains and best practices that are being used at excelling charters. Mr. Pinkston said, charters are using double literacy, math, and extended school days to advance. Dr. Gentry said, it is important that the district develops strategies to advance, but teachers must also be effective. Ms. Frogge said, she would like to know what type of Special Needs students charters are serving, and also the impact of choice district-wide. Ms. Pierce said, she would like data on students' reading level, etc. when they enter a charter.</p>	
3. Priority Schools Update	<p>Dr. Register presented a Priority Schools Report to the Board. See attachment.</p> <p>Ms. Speering asked, will wraparound services, school nurses, etc. be placed in Priority Schools? Dr. Register said there are 13 Priority Schools, and each school will be monitored and the needs will be addressed, but needs at each school will be different. Dr. Register said, the district needs to consider a Stay-Put Policy to help decrease mobility. Dr. Gentry asked that a timeline be prepared that lists when interventions will begin, etc. Mr. Pinkston asked how will the district develop a successful turnaround plan? Dr. Register said, there have been improvements since the Tribal Report. It is now time to develop a plan for more improvement. Mr. Pinkston asked, how will making East</p>	

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3. Priority Schools Update - continued	Nashville an all-choice area guarantee turnaround? Dr. Register said, the Choice Program simply gives all parents in East Nashville the opportunity to make choices. Mr. Pinkston asked if choice has contributed to the destabilization of East Nashville? Dr. Register said, choice has not contributed to the destabilization of the area, but low performing schools have caused student mobility. Mr. Pinkston asked that the Board have a conversation around leadership inside of the Priority Schools. Ms. Pierce asked, who will be conducting the instructional rounds? Dr. Register said, the instructional rounds will be conducted by a team of people. Dr. Steele said, lead principals and staff from Human Capital will be included in the rounds.	
2. Committee Reports	Ms. Kim announced that the Board met before the meeting to discuss the Director's Evaluation process.	
1. Director's Evaluation		
2. Community Engagement	Mr. Pinkston announced that the first Community Engagement meeting was held October 6 th . The next meeting will be held November 3 rd .	
3. Board Chairman's Report	Dr. Gentry gave a Board Chair's Report on her trip to the CUBE Conference.	
WRITTEN INFORMATION TO THE BOARD		
• Board Calendar Items		
• Sales Tax Collections as of September 20, 2014		
• Fiscal Year 2013 - 2014 Operating Budget Financial Report		
• Fiscal Year 2014 - 2015 Operating Budget Financial Report		
• Upcoming Committee Meetings		
• Adjournment	Ms. Frogge adjourned the meeting at 8:58 p.m.	
• Signatures	 <hr style="width: 150px; margin-left: 0;"/> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> Chris M. Henson Board Secretary </div> <div style="width: 45%;"> <hr style="width: 150px; margin-left: 0;"/> Sharon Dixon Gentry Date Board Chair </div> </div>	