AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
Metropolitan Nashville Public Schools
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – February 12, 2008 - 4:00 p.m.
Marsha Warden, Chair

TIME
4:00 I. CONVENE
A. Establish Quorum
B. Pledge of Allegiance
C. Recognition of Audience Guests
D. Order of the Day – 6:00 p.m. – Public Hearing
E. Student Board Member Induction
F. In Memoriam

4:20 II. AWARDS AND RECOGNITIONS
A. State Championship Runner Up - Maplewood High School Football Team

4:30 III. PUBLIC PARTICIPATION
We will now hear from those persons who have requested to appear at this Board meeting. For expediency reasons, speakers are requested to limit remarks to three minutes or less. Comments will be timed.

4:30 IV. GOVERNANCE ISSUES
A. Actions
   1. Approve Agenda
   2. Consent
      a. Approval of Minutes – 1/19/08 Special Meeting, 1/22/08 Regular Meeting, and 1/29/08 Special Meeting
      c. Awarding of Bids and Contracts
         1. Vanderbilt University
         2. The Gilder Lehrman Institute of American History
      d. Approval of Capital Needs Committee Recommendation
      e. Legal Settlement - Claim L-14644
      f. Legal Settlement – Claim C-21825
B. Board Member Monitoring Reports – First Reading
   1. EE-5 – Staff Compensation
   2. EE-4/6 – Staff Treatment/Evaluation
C. Administrative Monitoring Reports
   1. EE-12 – Instructional Program (Abbreviated Report)

5:15 V. REPORTS
A. Director’s Report
   • Small Learning Communities
B. Board Chairman’s Report
   • Student Assignment Plan Taskforce
   • Finance Committee
   • Advocacy Committee

5:55 VI. ANNOUNCEMENTS

6:00 VII. ORDER OF THE DAY
6:30  VIII.  WRITTEN INFORMATION TO THE BOARD (not for discussion)
       A.  Board Calendar Items
       B.  Board Meeting Evaluation

6:30  IX.  ADJOURNMENT/BOARD MEMBER EVALUATION
**TOPIC** | **DISCUSSION/MOTION** | **FOLLOW-UP/OUTCOME**
---|---|---
- Roll Call | Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; Dr. Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; Gracie Porter; George H. Thompson, III |  
Ms. Warden called the meeting to order at 4:31 p.m.


- Consideration of Severance Package for Director of Schools | Ms. Warden stated that the Board is meeting to consider the severance package for the Director of Schools. Ms. Warden asked Sue Cain, Director of the Metropolitan Legal Department, to explain to the Board the severance package and their options concerning the proposal. Ms. Cain stated that the Board has the following options: The Board may accept or deny this proposal or offer a nemesis proposal. Should the Board choose to offer a nemesis proposal there would be no obligation for Dr. Garcia to accept the proposals or to negotiate any further. Dr. Garcia has signed the agreement in front of you, therefore, the only approval remaining is the Board of Education. Ms. Cain reviewed the Severance Agreement with the Board. Below is a summary of the Severance Agreement: Dr. Garcia is currently the Director of MNPS and serves under that certain Employment Contract between the Board and Dr. Garcia effective on the 28th day of November, 2006 agreeing to employ Dr. Garcia as Director of Schools for a three-year term commencing on July 1, 2007 through and including June 30, 2010. Dr. Garcia and the Board now wish to terminate the Employment Contract, which termination would be effective as of the Effective Time as defined herein, subject in all respects to performance of the terms and conditions set forth herein. The “Effective Time” of this Agreement shall be defined as the time at which Dr. Garcia receives payment of the monies provided for under the Severance Package. At the Effective Time, the Board shall pay or cause MNPS to pay to Dr. Garcia a severance payment in the lump sum amount of $216,000. The severance payment shall not be reduced by any tax withholding or retirement payments, and Dr. Garcia undertakes to be responsible for any and all taxes due with respect to the severance payment. Dr. Garcia shall receive, in accordance with MNPS policies, payment of the full amount to which he is entitled for accrued and unused vacation and sick days. Dr. Garcia is entitled to, and MNPS shall provide, representation and/or indemnity as would be provided to any other employee of MNPS with respect to pending or future litigation in which Dr. Garcia is named as a defendant by virtue of his status as Director of MNPS. The Severance Agreement lists Mutual Releases for Dr. Garcia and the Board and is governed by the State of Tennessee. |
**TOPIC**

- Consideration of Severance Package for Director of Schools - continued

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<td>Mr. Fox motioned to accept the Severance Agreement. Mr. Kindall seconded.</td>
<td>VOTE: 9-0 - Unanimous</td>
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Ms. Warden stated that this is an opportunity for the district to look to the future. We have accomplished many things in the past, and yet there are challenges ahead. This Board and the Leadership of the City will be taking very seriously the search for new leadership of the district. Mr. Thompson asked Ms. Warden to explain succession. Ms. Warden stated that under Policy Governance, we do have an Emergency Succession policy. In the absence of the Director of Schools, the Chief Financial Officer, Chris Henson, assumes duties of the Director of Schools. Once the Severance Agreement is signed and completed, Mr. Henson will serve as Interim Director of Schools. We will begin the search for a Director of Schools, determining what is needed to meet the needs of the district. We have support from the Mayor, Metro Council and the Chamber of Commerce. We ask that the community also be supportive in this process.

**ADJOURNMENT**

- Debriefing/Adjournment
  
  Mr. Thompson made the motion to adjourn at 4:39 p.m. Ms. Johnson seconded.

- Signatures

  
  Chris M. Henson
  Board Secretary

  Marsha Hagan Warden
  Board Chair
### Metropolitan Nashville Public Schools
#### Board of Education
##### Minutes
January 22, 2008

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<td>Roll Call</td>
<td>Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; Dr. Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; Gracie Porter; George H. Thompson, III</td>
<td>Ms. Warden called the meeting to order at 5:01 p.m.</td>
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<td>Pledge of Allegiance</td>
<td>Led by Brittany McShand, Hillsboro High School student.</td>
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<td>Student Showcase – Hillwood Theater Students</td>
<td>The Hillwood Theater Students performed an excerpt from the musical, High School Musical, for the Board and audience.</td>
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| School Board Week | Ms. Danielle Mezera presented the Board with the following Proclamation on behalf of the Mayor’s Office: Metropolitan Government of Nashville and Davidson County Office of the Mayor \n
Whereas, The mission of public schools is to meet the diverse educational needs of all children and empower them to become competent, productive contributors to a democratic society and an every changing world; and \n
Whereas, Local school board members work closely with parents, educational professionals and other community members to create the educational vision we want for our students; and \n
Whereas, Local school board members are committed to children and believe that all children can be successful learners and that the best education is tailored to the individual needs of the child; and \n
Whereas, Our community is fortunate to have dedicated and caring individuals serving on our board of public education who are meeting the educational needs of both today’s and tomorrow’s children. Now therefore, I, Karl F. Dean, Mayor of the Metropolitan Government of Nashville and Davidson County, do hereby urge all citizens to join together in recognizing and commending the Metropolitan Nashville and Davidson County School Board Members. | |
<p>| Introduction of New Student Board Members | Mr. Thompson introduced the new Student Board Members, Brittany McShand from Hillsboro High School, and Sierra Seivally, Whites Creek High School. The Student Board members will be inducted into office at the next scheduled Board Meeting. | |</p>
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<tr>
<td>• Interim Director of Schools</td>
<td>Ms. Warden announced that Mr. Chris Henson will be serving as Interim Director during the search for a Director of Schools.</td>
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<td>• In Memoriam – Deanna Dunn 7/29/66-1/14/08</td>
<td>Deanna Dunn was a teacher, coach and mentor to students in the Metro School System for over 14 years. Affectionately called D.D. Dunn by many students, she was a person who loved her job and her students. Coach Dunn always made students and athletes feel special. She would insist that they could be all that they wanted to be in spite of adversities, so long as they worked really hard. When in class, Coach Dunn loved dancing with and for the students. She was always up to mischief, which would have the students laughing, and as a result they really enjoyed her classes. Deanna didn’t see teaching as work. She loved her job. Like other things in her life, it was her passion. Even after surgery, she was always in a hurry to get back to work. As her illness worsened, she would constantly apologize for not being there, and she always asked about her students, wanting to know if they were misbehaving. She would send messages to them and would even speak to them by phone sometimes just to check on them. Coach Dunn was also an avid environmentalist. She insisted that her co-workers put all plastic and paper products in her “special made” recycle bins. Failure to abide by those rules always resulted in an unsolicited but humorous lecture about the future of our planet, the environment and the future of the children.</td>
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<td>• In Memoriam – Anthony Battle – 12/14/1977-1/4/08</td>
<td>Anthony Battle was an Educational Assistant at Whites Creek High School in the MIP Conduct Class. He was loved and admired by the staff and students at Whites Creek, and he will certainly be missed. Mr. Battle passed away unexpectedly, Friday, January, 4, 2008.</td>
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**LINKAGE SESSION**

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<td>• COPLA – Comite de Padres Latinos</td>
<td>The following members of Comité de Padres Latinos (COPLA) met with the Board, Ruben De Pena, MNPS Family and Parent Services Coordinator; Ernestina González-Chair, representing the Antioch Cluster; Adelina Winston- Co-Chair, representing the Glenciff Cluster; César Muedas, former COPLA chairman representing the Hillsboro Cluster; Gini Pupo-Walker, an educator, MNPS parent, and a COPLA Advisory Board member. Mr. De Pena stated that the members would like to discuss how to achieve better student achievement and outcomes in the Hispanic community. COPLA is one of the positive elements of the legacy left by former Director of Schools Pedro García.</td>
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<td>COPLA - Comité de Padres Latinos continued</td>
<td>It mirrors many of the initiatives of the Metro Schools Parent Advisory Council, with a little bit of salsa and a Spanish accent. Parent involvement is a high priority for the Metro Nashville Public School system, and the district’s new Comité de Padres Latinos is an excellent example of our continued effort to ensure that every family, regardless of ethnic and language background, could participate. COPLA is the district’s first-ever attempt to overcome the language barrier that prevents some Latino parents from getting involved in their child’s school. Their participation is crucial to the success of our nearly 14,000 Hispanic students. COPLA’s Board of Directors consists of a Chairperson, a Co-Chair, and a Secretary. In addition, COPLA is supported by an Advisory Board formed by parents and/or community leaders, not necessarily with children in our School System. The group meets monthly with the Director of Schools, and when available, other school officials, administrators and special guests in the community to address, among other things, effective ways to: establish a two-way communication channel so parents can learn more about the school system and we can learn more about the families we serve; remove the language barrier for parents who are not yet fluent in English; provide Latino parents an effective way to interact with the school system; address items of concern quickly by reducing problems created by language or cultural differences; and examine innovative programs and services that would help Latino students.</td>
<td>Mr. Glover asked if there is a list that shows the schools with a Hispanic population of 25% or better.</td>
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Ms. Porter asked if COPLA held meetings in the East Nashville area. Ms. Winston stated they would work on having a meeting in that area. Ms. Johnson thanked the members for the information shared. You have my support, community support and the Metro Council’s support. Mr. Glover asked if there is a list that shows the schools with a Hispanic population of 25% or better. Ms. Winston stated that information could be provided. Mr. Glover asked if COPLA was involved with an outreach program with other organizations in the city? Mr. Muedas said we have great turn outs at our meeting, but we need commitment so that we can take additional steps. Dr. Brannon stated that as a former Administrator at an ELL center, I found that parents were open to translating for staff. Mr. De Pena stated we are reaching out to local stakeholders who are more than willing to support MNPS. We are making progress in helping parents learn English. In general, Latino parents are learning English. We need to all pitch in and help them while they are first learning their 2nd Language. We are hoping as more parents realize the importance of learning English, more will become fluent. Ms. Johnson asked if Parent University will be helpful in meeting the needs of the Hispanic population? Mr. Pena said yes, Parent University will be a very helpful tool. Ms. Porter suggested that COPLA meet with the Metro Council Education and Budget committees. I am challenging this district to one day have an
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<td>• COPLA - Comité de Padres Latinos continued</td>
<td>interpreter and English learning Adult Education classes at every MNPS school. Ms. Warden said the best way to gauge academic success of a child is to see how involved the parent is. It is very important for us to provide translators; are there other materials that would remove barriers of communicating with parents? Ms. Winston suggested summer workshops for students. Many Hispanic parents are uninformed on school etiquette. Summer workshops would orient parents to the school process, homework, etc. Mr. De Pena stated that planning events to reach out to the Hispanic community and other non-English speaking communities would be helpful. We have information on the website, Parent University will be a huge break through, but we must all work together. We also need to work on establishing an initiative to increase the Hispanic graduation rates. We may be able to achieve this by using Latino business community and other local stakeholders. Mr. Kindall said he is in support of the idea. We discuss incentives for teachers to teach children, I think the idea of incentives to get students to learn is a good idea that should be given a try. Ms. Warden asked how we can bring information concerning Small Learning Communities to COPLA and the Hispanic Chamber of Commerce, because I think the opportunities to energize and bring children together with purposeful intent around education exists there. Ms. Winston stated that she envisions bringing people into the system that provide Interpretation/Translation Certification for seniors. This would allow students to graduate with a certificate in translation that could be used in the medical field, court system, etc. The problem with our district is that many students are not legal, therefore, the certification would be useless. At that point, something like the Dream Act would allow those students to apply for citizenship. Mr. Pena stated that we encourage students to graduate and take advantage of the opportunity.</td>
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**GOVERNANCE ISSUES**

**ACTIONS**

- Consent Agenda

| VOTE: For 9-0 Unanimous |


Ms. Porter seconded.
## Metropolitan Nashville Public Schools
### Board of Education
#### Minutes
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<td>• Administrative Monitoring Reports – EE-4/6 – Staff Treatment/Evaluation</td>
<td>Monitoring Report – EE-4/6 – Staff Treatment/Evaluation reads, With respect to treatment of paid staff and volunteers, the Director shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, inequitable, unsafe, disrespectful, disruptive, undignified or in violation of Board policy. Additionally, the Director shall not fail to develop an equitable evaluation system that links employee performance with their contribution toward achieving and complying with the Board’s Executive Expectation and End Results for Students. The Administration reports to be In Compliance with EE-4/6 Staff Treatment/Evaluation.</td>
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Ms. Porter asked how do you go about selecting a school from which to recruit? Dr. Keel stated we are invited to various schools to participate in their recruiting fairs. If there is a university that we are interested in recruiting from, we contact those schools ourselves. Ms. Warden asked if there was any way of comparing MNPS starting salaries to regional states. Dr. Keel stated we have no comparisons with other states, only school systems in Tennessee. Ms. Johnson asked if there were plans to use minority newspapers to recruit minority teachers. Dr. Keel said yes, we are advertising in the publications that target minorities.

### ANNOUNCEMENTS

<p>| • Special Meeting – Budget | Mr. Fox announced the Special Called Board meeting January 29, 2008 at 4:00 p.m. |
| • Meeting with the Department of Education | Ms. Warden stated the Board will be meeting with the Department of Education on January 29, at 3:15 p.m. in the Board Conference Room. |
| • Board Meeting with Mayor Dean | Ms. Warden announced the Board will be meeting Mayor Dean at individual times on January 24, 2008. |
| • Study Session - Differentiated Pay | Ms. Warden announced the Board will be holding a Study Session on Differentiated Pay on February 6, at 4:00 p.m. in the Board Conference Room. |
| • Policy Governance | Mr. Glover announced the Policy Governance meeting January 25 at 1:30 p.m. in the Board Conference Room. |
| • Work Session – Policy Governance | Mr. Kindall stated that he would like to discuss scheduling a Study Session on Policy Governance in early March. |
| • Motion – Accountability and Compliance Motion | Mr. Thompson stated due to the recent events he would be delaying his motion for an Accountability and Compliance Committee. |
| • Neely’s Bend Elementary School | Mr. North announced that Neely’s Bend Elementary relocated to their newly renovated building. He thanked the community and parents for their support. |
| • Rosebank Elementary | Ms. Porter stated that she met with parents from Rosebank Elementary concerning issues in the East Nashville community. She encouraged Board members to have informational sit-down meetings with parents. |</p>
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<td>• Board Meeting Evaluation</td>
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<td>• Sales Tax Collections as of 1/20/08</td>
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<td>• Fiscal Year 2007-2008 Operating</td>
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<td>Budget Financial Report</td>
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<td>ADJOURNMENT</td>
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<td>• Debriefing/Adjournment</td>
<td>Mr. Fox made the motion to adjourn at 6:43 p.m.</td>
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<td>• Signatures</td>
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Chris M. Henson  
Board Secretary

Marsha Hagan Warden  
Board Chair
**Metropolitan Nashville Public Schools**  
**Board of Education**  
**Minutes**  
**Special Meeting – First Draft -2008-2009 Operating Budget**  
**January 29, 2008**

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<td>Ms. Warden called the meeting to order at 4:10 p.m.</td>
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<td>• Pledge of Allegiance</td>
<td>Led by Melissa Bryant, Executive Assistant to the Director of Schools.</td>
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<td>• Presentation of 2008-2009 Operating Budget- First Draft</td>
<td>Mr. Henson presented the First Draft of the Proposed Fiscal Year 2008-2009 Operating Budget to the Board. Mr. Henson stated that the early timing of the budget process results in the unavailability of revenue projections, which was a challenge in preparing a Proposed 2008-2009 Operating Budget. The focus of the budget process is the No Child Left Behind (NCLB) Corrective Action status of the district and individual schools in corrective action status, protecting the classroom, maintaining and improving the graduation rate, improving student behavior and school safety, improving accountability and compliance monitoring, and improving the decentralized approach by aligning services with Area Directors. To maintain current service levels for 2008-2009, of $19,207,000, is needed to maintain the same level of Services and Staffing as offered in 2007-2008: a 3.2% increase. Required additional costs consist of: Certificated Staff, Support Staff, Inflationary Increases and other required expenditures. Mr. Lott presented to the Board additional needs of the 2008-2009 Operating Budget. The Administration is considering the following: Corrective Action status, input from the SDOE, Strategic Plan/TCSPS, Accountability Process – Data Driven transition, Board priorities, Needs specified by Principals and Area Directors, Chamber Report Card, Performance Audit Results. The following items are additional needs to consider for discussion and potential budget impact: Improving Accountability Alignment ($800,000), Addressing Needs of Subgroups ($7,800,000), Expanding school academic services ($700,000), Improving Discipline and Student Support ($1,500,000), Building Community and Parent Support ($300,000), Supporting School Leaders ($500,000), Recruiting and Retaining Staff ($300,000), Implementing Career Academies ($900,000) and Integrating Information Technology ($300,000). Mr. Henson reminded the Board that this is only a starting point for the 2008-2009 Operating Budget process.</td>
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<td>• Interim and Director Search Process</td>
<td>Ms. Warden stated that she contacted Dr. Tammy Grissom, TSBA Executive Director, to discuss bringing the Board together to discuss topics that would assist the Board in moving forward. Mr. Thompson stated that the discussion would be about educational and professional development. Mr. Fox asked if it would be focused on the Director</td>
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<td>• Interim and Director Search Process - continued</td>
<td>Search Process. Mr. Thompson stated that the focus of the elements would regard the process that the Board should follow etc. in the Director Search process. Ms. Warden stated that it would be catered to the Board’s present needs. Mr. Fox asked what would be the cost of the services? Ms. Warden stated that she is not certain of the cost, but TSBA usually charges nominal fees of $2,000-$3,000.</td>
<td>VOTE: 9-0- Unanimous</td>
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<td>Ms. Porter motioned that the Board meet with TSBA concerning the initial part of the Director of Schools search. Ms. Johnson seconded. Dr. Brannon called the question.</td>
<td>VOTE: For-(7)- Thompson, Glover, Brannon, North, Warden, Porter, Kindall No-(2)- Johnson, Fox</td>
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<td>Mr. Thompson motioned that the Board request the involvement and participation of Mayor Dean to help identify a candidate for Interim Director of Schools to be selected by the Board. At a further time, when it is appropriate, Mayor Dean would further participate and be involved with the Board in the Director of Schools search process for a permanent Director. Ms. Porter seconded.</td>
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<td>Mr. Kindall commended Mr. Thompson on his motion. It is not unusual for the Mayor to be involved with the Director of Schools search process. I would like to say that this motion does not abdicate, relinquish, or transfer the legal duty of the Board to select a qualified Director of Schools. We do want to welcome the involvement of the Mayor in the selection process. Mr. Thompson stated the intent of the motion is not to preclude or bar application of any qualified candidates that are interested in the position of Director of Schools. Further, the intent is to ensure that the ultimate selection of the candidate, whether permanent or interim, will be clearly a decision of the Board. Mr. Fox said I am also in support of the involvement of the Mayor. I am failing to understand the purpose of the motion. Mr. Thompson stated that the Mayor has made it clear that he would like some involvement in the Director of Schools search process. This motion reflects that the Board is supportive of the Mayor’s involvement. Mr. Fox said I believe we should be receptive to stakeholders’ (Mayor, Metro Council, parents etc.) involvements, but I believe it is vital that the Board conduct the Director of Schools search process without delegating the responsibility to anyone else. I would like some understanding or personal assurance that this motion is not essentially approving a process that the Mayor’s Office may select the Director of Schools. Ms. Porter stated that she is not in support of relinquishing the Board’s responsibility of selecting a Director to anyone but is in support of the Mayor’s</td>
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<td>Interim and Director Search Process - continued</td>
<td>Mr. North stated that it is the Board’s responsibility to hire a new Director of Schools, and we will not abdicate that responsibility. I do appreciate the spirit of cooperation with the Mayor’s Office. If this motion passes and the Board is not satisfied with the Mayor’s participation, the Board can come back and make another motion or rescind the motion. Ms. Warden stated that the city is looking for a vision from the School Board concerning the future of MNPS. I believe the motion made by Mr. Thompson shows that we are willing to collaborate and build unity on one single issue- How can we better serve the children of MNPS? Mr. Johnson amended Mr. Thompson’s motion to say that the Board requests the involvement and participation of Mayor Dean and all stakeholders to help identify a candidate for Interim Director of Schools to be selected by the Board. At a further time, when it is appropriate Mayor Dean would further participate and be involved with the Board in the Director of Schools Search process for a permanent Director. Mr. Kindall seconded. Mr. Kindall called the question. Mr. Thompson stated that another route the Board could take is a resolution for the Mayor to be involved in the Director of Schools search process. Mr. Glover thanked Mr. Henson for his hard work and dedication during this time. Ms. Warden stated that she also commends Mr. Henson for his dedication during the budget process. Mr. Kindall motioned to increase Mr. Henson’s salary by $7,500.00 a month until the Board appoints an Interim Director or hires a permanent Director of Schools. Mr. Thompson seconded. VOTE: For (4)- Kindall, Johnson, Porter, Thompson No-(5)- Brannon, Glover, North, Warden, Fox VOTE: 9-0- Unanimous</td>
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<td><strong>ANNOUNCEMENTS</strong></td>
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<td>Finance Committee Meeting</td>
<td>Mr. Fox announced that the Finance Committee will meet February 5 at 12:00 p.m., February 12 at 7:30 p.m., and meet February 19 at 1:00 p.m. The Board is tentatively set to approve the budget on February 26.</td>
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<td>Board Meeting with Mayor Dean</td>
<td>Ms. Warden announced that the Board will meet with Mayor Dean, January 30, at 4:00 p.m. in the Board Room.</td>
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<td>Differentiated Pay Work Session</td>
<td>Ms. Warden announced that the Board will have a work session on Differentiated Pay on February 6 at 4:00 pm.</td>
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<tr>
<td>Student Assignment Task Force</td>
<td>Ms. Warden announced the Student Assignment Task Force will be holding meetings on February 8th, 15th, 22nd, and 29th at 5:00 p.m. in the Board Conference Room.</td>
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<tr>
<td>Town Hall Meeting – Maplewood High School</td>
<td>Ms. Warden announced the Town Hall meeting on February 11 at 6:00 p.m. at Maplewood High School.</td>
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<tr>
<td>Operation Graduation and Beyond</td>
<td>Dr. Bramon announced Operation Graduation and Beyond will be held February 1 at Belmont University.</td>
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<tr>
<td>Board Meeting – February 12</td>
<td>Ms. Warden announced that the Board Meeting on February 12 will be from 4:00-6:00 p.m. Afterwards the Public Hearing on the 2008-2009 Operating Budget will be held at 6:00 p.m.</td>
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<tr>
<td><strong>ADJOURNMENT</strong></td>
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<tr>
<td>Debriefing/Adjournment</td>
<td>Mr. Fox motioned to adjourn at 6:53 p.m. Ms. Porter seconded.</td>
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<tr>
<td>Signatures</td>
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Chris M. Henson                                Marsha Hagan Warden  
Board Secretary                                 Date  
Board Chair
III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

b. RECOMMENDED AWARD OF CONTRACT – ADA IMPROVEMENTS AT VARIOUS SCHOOLS; PACKAGE J (KIRKPATRICK ELEMENTARY, DAN MILLS ELEMENTARY, PARK AVENUE ELEMENTARY AND GLENCIFF HIGH SCHOOL) – SHANKLE-LIND, LLC – MBOE-07-021 (CONTROL NO. A-21227)

Bid Date: January 8, 2008
Bid Time: 2:00 pm
Architect: Larry Woods & Associates

<table>
<thead>
<tr>
<th>BIDDER:</th>
<th>BID AMOUNT</th>
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</thead>
<tbody>
<tr>
<td>Shankle-Lind. LLC</td>
<td>$1,294,862.00</td>
</tr>
<tr>
<td>Tandem Construction</td>
<td>$1,305,002.00</td>
</tr>
<tr>
<td>Romach, Inc.</td>
<td>$1,312,800.00</td>
</tr>
<tr>
<td>Kerry G. Campbell</td>
<td>$1,383,232.00</td>
</tr>
<tr>
<td>Bruce Adams Construction</td>
<td>$1,447,000.00</td>
</tr>
</tbody>
</table>

It is recommended that this contract be awarded to Shankle-Lind, LLC on the basis of their low bid for the total sum of $1,294,862.00.

Projects recently successfully completed:
- ADA Renovations Pkg. B
- ADA Renovations @ Hillsboro High School
- ADA Renovations Pkg. E

Legality approved by Metro Department of Law – Control No. A-21227

FUNDING: 30-05-9210-572

February 12, 2008
III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

   c. AWARDING OF BIDS AND CONTRACTS

      (1) WHO: Vanderbilt University

      WHAT: Annex to the master performance contract to provide speech and language diagnosis, therapy and consultations. The term of this Annex is from January 1, 2008 to December 31, 2012.

      FOR WHOM: Private school students with speech and language impairments and their teachers

      HOW MUCH: $50-85 per hour not to exceed $100,000 per year and $500,000 for the full five-year term of the contract with a three percent annual escalation of hourly rates

      HOW THIS CONTRACT WILL BE EVALUATED:
MNPS Private School Liaison will solicit assessments from private school principals regarding the success of the Contractor in meeting the needs identified in each student’s service plan.

MBPE Contract Number 2-218740-09, Annex L
For Curriculum & Instruction. Special Education
Metro Legal Control Number: A-21206
Source of Funds: Individuals with Disabilities Education Act Part B

   c. AWARDING OF BIDS AND CONTRACTS

      (2) WHO: The Gilder Lehrman Institute of American History

      WHAT: Performance contract to provide professional development services for three days of training during the summers of 2007-2009 and for various teaching resources. The term of the contract is from June 1, 2007 to July 1, 2009.

      FOR WHOM: MNPS American history teachers

      HOW MUCH: $35,000 per year, not to exceed $105,000 for the full term of the contract

      HOW THIS CONTRACT WILL BE EVALUATED:

As required by the funding source, an outside evaluator, under contract to MBPE, will evaluate this Contractor using participant surveys, journals, questionnaires and interviews.

MBPE Contract Number 2-574498-00
For Curriculum & Instruction
Metro Legal Control Number: A-21205
Source of Funds: Bringing American History Alive Grant
III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

d. APPROVAL OF CAPITAL NEEDS COMMITTEE RECOMMENDATION

Alliance Contracted Projects

The Nashville Alliance for Public Education (NAPE) currently has under Contract two construction projects at MNPS facilities. Those projects are a new Teacher Training Center at the old Eakin School Building and additions and Renovations at Julia Green Elementary. The majority of the funding for both of these projects comes from private donations. The Board has approved some lesser degree of funding for both projects. Both projects may require use of MNPS funds before those funds become available. In the case of the Teacher Training Center, additional funding was to be provided by the sale of the Randalls Building. The sale of that property has not taken place. Funding for a portion of the renovation work at Julia Green has been requested in the MNPS 2008-09 Capital Budget, but that funding could not be approved until the summer of 2008. Therefore, to bring these two projects to completion it is recommended that existing capital funding, that is not scheduled to be accessed in the near future, be utilized to fund these projects until planned funding is received. At that point, the utilized funding accounts will be reimbursed.

e. LEGAL SETTLEMENT CLAIM L-14644 $18,100.00

f. LEGAL SETTLEMENT CLAIM C-21825 $2,309.00
Metropolitan Nashville Public Schools
EXECUTIVE EXPECTATIONS
INDIVIDUAL BOARD MONITORING SHEET

EE – 12 Instructional Program
Board Member: ____________________________ Date Report Submitted: ______________

I have received and reviewed the official internal monitoring report of Board policy EE-12
submitted by the Director of Schools. As a result of my review of the report, I offer the
following opinion:

___ The Director of Schools has reasonably interpreted the provisions of the relevant
Board policy, and

___ The Board member finds the Director to be in full and complete
compliance with the provisions of the policy.

___ The Board member finds the Director of Schools to be in compliance with
the following commendations:


___ The Board member finds the Director of Schools to be in compliance with
the following provisions:


___ The Board member finds the Director of Schools to not be in compliance
with the provisions of the policy.


Comments on Interpretations and Actions Needed:


The information provided by the Director of Schools is insufficient for the Board
member to decide whether the Director has reasonably interpreted the provisions
of the policy or whether the Director is in compliance. The following monitoring
report changes or additions are suggested:
Suggested Additions or Deletions for Policy:


Other Board Member Comments:


**Return to Board Office by fax or email by February 21, 2008**
Abbreviated Monitoring of Executive Expectation 12 – Instructional Program

Overall Status
Executive Expectation 12 addresses many of the components of the instructional program in MNPS. The following are highlights of new programs or enhancements in the past year in the areas of general Curriculum and Instruction, Reading/Language Arts, Math, Science, and Social Studies. Health and Wellness, Foreign Language, and Music and Art curricula are reported in their respective monitorings.

Curriculum and Instruction
- Foreign Language and Information Literacy standards were added to the 2007/2008 MNPS Standards Book.
- ACT standards for high school courses were highlighted with the mortar board icons.
- Elementary Course Outlines were revised.
- Academic Vocabulary was revised.

Reading/Language Arts
- Literacy coaches were increased to 13 to serve middle schools and train additional teachers while emphasizing implementation.
- For the 2008-2009 school year, we proposed expanding literacy coaches for 2008-2009 school year to be housed in every middle school building to work with implementation of Comprehensive Literacy, to provide reading strategies for content area teachers to improve student comprehension, and to provide additional support for struggling students.
- A monitoring tool (Literacy Observation Tool) was created and utilized to monitor Comprehensive Literacy in middle school reading.
- Three literacy coaches were assigned to high schools at the recommendation of the state to work with Glencliff, Pearl Cohn and Maplewood to conduct in house training and prepare for state assessments.
- A new basal reading series was provided for grades K-6 that included materials for special education students and English Language Learners.
- Reading assessments and content area standards were reviewed.
- Staff development in Gateway and Language! was continued to grow gains in reading scores.
- In collaboration with the Assessment and Evaluation Department, we are investigating the creation and implementation of a review model for tested indicators.
- District writing assessment was refocused to be more instructional and provide a more formative assessment tool for improvement of the state writing assessment.
- Essential Literature was revisited with plans to expand to the core content areas.
- A Language! Summit was conducted to determine if Language! is a valuable tool. The outcome assured the program was valid but required on-going professional development.
A Principals Literacy Academy was offered for elementary and middle school principals to have a greater understanding of the components and implementation of the elementary and middle school reading initiative.

Janet Allen Summer Literacy Institute was offered to teachers in grades 4-8. Targeted high priority schools.

A teacher achievement program was initiated for middle school language arts and reading teachers.

The College Board SpringBoard English Language Arts for teachers in grades 6-8 was implemented.

**Math**

- Balanced Math curriculum was introduced to address skills acquisition, conceptual understanding, and problem solving through communication.

- Proposals were drafted for middle school math courses to include:
  - 5th Grade – Uniform Curriculum as a transition year with mulitiple ability levels with differentiated instruction
  - 6th Grade – Three level curricula consisting of Algebraic thinking, 6th Grade Math, and Advanced 6th Grade Math.
  - 7th Grade - Three level curricula consisting of Algebraic thinking, 7th Grade Math, and Advanced 7th Grade Math.
  - 8th Grade - Three level curricula consisting of Algebraic thinking, Algebra I A, and Honors Algebra I.

- Teachers were supported through Math Mentor Specialists.
  - District Level – 4HS, 4MS, IES
  - Building Level - Hillwood, Stratford, Glencliff, Maplewood, Bailey, Wright, Neelys Bend, Jere Baxter, Gra Mar

- Increased communication was offered to all math teachers through:
  - Monthly Math Newsletter
  - Intranet
  - School/classroom visits

- Professional development was offered in the following areas:
  - Algebra I Gateway
    - Regular Ed
    - Special Ed
  - Integrating Technology
    - AP Calculus
    - Algebra II/ Pre-calculus
    - Geometry
    - Math Found. II/ Algebra I
    - Middle School Math
  - Parent Involvement
    - Family Math
  - Balancing Math Instruction
    - Grades 6-7
    - Grade 8 & Pre-Algebra
    - Foundations II and Algebra I
- Algebra II
- Geometry
- Special Education: Middle School and High School
- Marilyn Burns
  - About Teaching Mathematics I
  - About Teaching Mathematics II
  - Building Foundations for Algebra
  - Math and Literature
- Problem Solving
  - Grades K-2
  - Grades 3-4
  - Grades 5-6
  - Writing Prompts
  - Anchor Setting
  - Scoring
- The Student Centered Classroom
  - Hume-Fogg
  - Hillsboro
- Springboard – PTC Grant funded through 2008-09 at the following schools:
  Participating Middle Schools (2007-08)
  - Brick Church
  - Goodlettsville
  - Neely’s Bend
  - Cameron
  - Wright
  - Jere Baxter
  - Gra-Mar
  Participating High Schools (2008-09)
  - Hunters Lane
  - Glencliff
  - Maplewood
  - Pearl-Cohn
  - Whites Creek
  - Stratford
- Algebraic Thinking was funded though 2009-2010 at the following middle schools:
  - Antioch
  - Apollo
  - Bailey
  - Bass
  - Donelson
  - Bass
  - McKissack
  - Ewing Park
  - Haynes
  - Joelton
  - Litton Dalewood
- Bridge to Algebra was funded for summer school 2007 at the following schools:
  - McGavock
  - Glencliff
- Single Gender Math Classes were piloted.
- Individual School Intervention Software Programs were adopted.
o Think Link
o Plato
o Study Island
o Accelerated Math
o Skills Tutor

- If I Had A Hammer was implemented at the following schools:
  o Apollo MS – 3 teachers
  o Brick Church MS – 5 teachers
  o Dalewood MS – 5 teachers
  o Donelson MS – 5 teachers
  o Ewing Park MS – 3 teachers
  o HG Hill MS – 5 teachers

**Science**
- Two Hands-On-Science curriculum units were added for PreK classes.
- District chemistry assessment was provided along with professional development with laboratory activities to address chemistry standards.
- Beyond Gateway professional development sessions were added to increase rigor in biology classes.
- \((S^3)^2\), Short Science Sessions for Savvy Science Specialists were expanded to elementary and middle school teachers to increase science content knowledge and model teaching strategies.
- Staff development for Hands-On-Science, physical science, and biology and other science sessions were continued to be offered in the summer and throughout the school year.
- New science equipment was added to middle and high schools through funding from the Alliance, QZAB, and the PTC grant.
- A study with TSU in some 5th grade classrooms using Scaffolded Guided Inquiry in teaching the Motion and Design kit was implemented with an emphasis on students’ science journals.

**Social Studies**
- Textbook adoption for the 2008-2009 school year (six year cycle) Committees have deliberated and recommendations will be made to the board at upcoming meeting.
- In this year’s standards we gave prominence to the process standards, which can now be viewed along with the content standards. The process standards include Acquiring Information, Analysis of Data and Problem Solving, Communication, and Historical Awareness. These process standards demonstrate the integration of reading, writing, critical thinking, listening, and speaking skills with socials studies content.
- Increasing participation in district, state and local competitions such as national history day, geography bee, local social studies project fair.
- Developing formative project based assessment model focused on standards to include research, critical thinking, writing and presentation components grading by rubrics was proposed.
- A special course at Hume Fogg called “We the People” was added. The course, or instructional program, enhances students understanding of the institutions of
American constitutional democracy. At the same time, students discover the contemporary relevance of the Constitution and Bill of Rights. The culminating activity is a simulated congressional hearing in which students "testify" before a panel of judges. Students demonstrate their knowledge and understanding of constitutional principles and have opportunities to evaluate, take, and defend positions on relevant historical and contemporary issues.

- For the 2008-2009 school year, we are planning a thematic school concept for Marshall with special emphasis on civics and service learning.
- We are working with key teachers in lesson planning using the Understanding by Design model to create lessons that can be shared across the district.

IN COMPLIANCE
This is an abbreviated monitoring. A complete monitoring will be conducted in 2008-2009.

The Director is in compliance with EE 12
<table>
<thead>
<tr>
<th>DATE</th>
<th>TIME</th>
<th>EVENT</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 25</td>
<td>6:00 pm</td>
<td>Mayor’s Town Hall Meeting</td>
<td>Antioch High School</td>
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<tr>
<td>Feb 26</td>
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<td>TSBA Day on the Hill</td>
<td>State Capitol</td>
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<tr>
<td>Feb 26</td>
<td>5:00 pm</td>
<td>Board Meeting</td>
<td>Board Room</td>
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<tr>
<td>Feb 28</td>
<td>4:00 pm</td>
<td>Meeting with Rep. Brenda Gilmore</td>
<td>Board Room</td>
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<tr>
<td>Mar 11</td>
<td>5:00 pm</td>
<td>Board Meeting</td>
<td>Board Room</td>
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<tr>
<td>Mar 25</td>
<td>5:00 pm</td>
<td>Board Meeting</td>
<td>Board Room</td>
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DEBRIEFING

The Board will be debriefing at the end of each Board meeting. This will be a very short process allowing approximately one minute for each Board member to weigh in. The questions that the discussion will surround are:

1. What did we do well?

2. What could we do better?

3. What would you wish we do at our next meeting?