

AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
Metropolitan Nashville Public Schools
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – October 9, 2007 - 5:00 p.m.
Marsha Warden, Chair

<u>TIME</u>				<u>PAGE</u>
5:00	I.	<u>CONVENE</u>		
		A. Establish Quorum		
		B. Pledge of Allegiance		
		C. Recognition of Audience Guests		
5:10	II.	<u>SPECIAL PRESENTATION</u> – Adjustments to Student Assignment Plan		
6:15	III.	<u>GOVERNANCE ISSUES</u>		
		A. Actions		
		1. Approve Agenda	GP-2.2	
		2. Consent	GP-8.3	
		a. Approval of Minutes – 9/25/07 Regular Meeting		1
		b. Awarding of Bids and Contracts		
		1. Carolina Biological Supply Company		6
		B. Monitoring Reports – Second Reading	GP-8.2.d	
		1. E -2.5 – Advanced Placement		7
		2. EE-1 – Global Executive Constraint		10
		3. EE-2 – Emergency Succession		12
		4. EE-15 – Learning Environment/ Discipline		14
		5. EE-16 - Facilities		17
6:25	IV.	<u>REPORTS</u>		
		A. Director's Report	EE-10	
		• Charter Application Review Update		
		• Tennessee Department of Education Update		
		• Strategic Plan Update		
		B. Board Chairman's Report	GP-5	
		• Advocacy Committee Report		
		• Council of Great City Schools Update		
6:40	V.	<u>ANNOUNCEMENTS</u>	GP-2.6	
6:45	VI.	<u>WRITTEN INFORMATION TO THE BOARD</u> (not for discussion)		
		A. Board Calendar Items		19
		B. Board Meeting Evaluation	GP-2.6	20
6:50	VII.	<u>ADJOURNMENT/BOARD MEMBER EVALUATION</u>	GP-2.6	

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Board of Education
Minutes
September 25, 2007

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> Roll Call 	Members Present: Marsha Hagan Warden, Chair; Ed Kindall, Vice-Chair; Jo Ann Brannon; David A. Fox; Steve Glover; Karen Y. Johnson; Mark North; Gracie Porter; George H. Thompson, III	
<ul style="list-style-type: none"> Pledge of Allegiance 	Ms. Warden called the meeting to order at 5:02 p.m. Led by Brian Williams, Hands on Nashville.	
<ul style="list-style-type: none"> Hands on Nashville Day – Brian Williams 	Mr. Williams announced details of Hands On Nashville Day. The 16 th Annual Hands On Nashville Day will be held Saturday, September 29. It is Nashville's largest community service day. Hands On Nashville Day will provide 1,200 volunteers to fifty-three MNPS school sites to help paint, clean, landscape and more. The event will be from 8:00 a.m.-12:00 p.m., and an after-party will be held from 12:00 p.m.-2:00 p.m. at The Bar Car.	
<ul style="list-style-type: none"> Student Showcase – McGavock High School Band Video 	The McGavock High School Band, under the direction of Jeff Beckman, Dave Hazlett, and Laura Boucher, has won numerous first place honors, including twelve-time Grand Champion honors at the Contest of Champions held annually at MTSU. Additionally, McGavock's band was recognized by the National Band Association as one of the "Ten Finest Bands in the United States."	
LINKAGE SESSION		
<ul style="list-style-type: none"> Registrars and Area Guidance Counselors 	<p>The Board met with Registrars and Area Guidance Counselors to discuss the roles and successes of these recently created positions. Mr. Overstreet led the discussion, beginning with the student withdrawal procedure. This is one area that needed to be reviewed for the following reasons: lack of consistency across the district, no investigation of students that withdrew from schools as a dropout, and losing track of some students that withdrew from one school and did not show up at another. The revised Student Withdrawal Procedure was discussed and reviewed.</p> <p>Ms. Johnson asked what are the common reasons students drop-out of school? Mr. Overstreet stated that most drop-outs have attendance issues. Registrars have been put in place to help with intervention. Mr. Fox asked if Area Guidance Counselors were addressing the problem of providing accountability of Guidance Counselors. Mr. Overstreet stated that Area Guidance Counselors visit with school counselors weekly and work with them as a team. We have received feedback from counselors who expressed great satisfaction with the addition of the Area Guidance Counselors. We respond quickly to counselors and offer support on many levels. Mr. Glover asked what type of reduction in graduation rate can be expected as a result of the addition of Registrars. Mr. Overstreet stated that with the added staff we should be able to</p>	

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<ul style="list-style-type: none"> Registrars and Area Guidance Counselors - continued 	<p>decrease the graduation rate somewhat. But, we will have to evaluate at the end of the year to report on how effective these additions have been. Mr. North stated that he is confident that the drop-out rate will be lower after this year. Is there a way to evaluate exactly which factors contribute to the lowering of the drop-out rate? Mr. Overstreet stated that he would have to talk with Dr. Changas and email a response to the Board. Ms. Porter asked when a student is out for 10-15 days, how does that student get back on track when they return to school? Mr. Overstreet states that the process depends on the school. Ms. Porter asked what is the cost to the district as it relates to drop-outs. Mr. Henson stated that the State calculates BEP funding using weighted averages based upon student enrollment in months two, three, six and seven; which is after the fortieth day, the sixtieth day, and then after months six and seven. This is how the State determines how many students the district has enrolled from which to base the next year's state funding. Therefore, we could look at the state funding per student dollar amount and apply that to the total number of students. Student drop-outs do have a direct effect on state funding because it is based upon student enrollment. Ms. Warden asked the Guidance Counselors to discuss how the addition of Area Guidance Counselors would give them more time to discuss career opportunities with students. The Area Guidance Counselors stated that the Guidance Counselors now have more time to begin earlier intervention for students. The Board thanked Mr. Overstreet and the Area Guidance Counselors and Registrars for their insight and hard work.</p>	<p>Follow-up: Mr. North stated that he is confident that the drop-out rate will be lower after this year. Is there a way to evaluate which factors contribute to the lowering of the drop-out rate? Mr. Overstreet stated that he would have to talk with Dr. Changas and email a response to the Board.</p>
<p>ACTIONS</p> <ul style="list-style-type: none"> Consent Agenda Council of Great City Schools Conference – Nashville, TN – October 30 -November 4 	<p style="text-align: center;">GOVERNANCE ISSUES</p> <p>Mr. Kindall read the following consent agenda items: III-A-2-a- Approval of Minutes – 9/11/07 Regular Meeting; III-A-2-b- Recommended Award of Contract for HVAC Water Management – Flozone Services, Inc. MBOE- 07-029 (Control No. A-20733); III-A-2-c- Change Order #1 for ADA Improvements at Stratford High School – Bruce Adams Construction – M-377 – (Control No. A-20678); III-A-2-d- Awarding of Bids and Contracts (1.) Campusware, LP, (2.) Voyager, (3.) Sundance, (4.) School Specialty, (5.) Macmillan McGraw-Hill, (6.) Dell, (7.) CDW, (8.) Library Video Company; III-A-2-e- Legal Settlement-Claim C-20421; III-A-2-f- Legal Settlement – Claim C-20798. Ms Porter seconded.</p> <p>Mr. Glover, Mr. North, Mr. Fox, Ms. Warden and Ms. Johnson motioned to donate the \$1,000 designated for their individual Board travel, to assist with the Council of Great City Schools conference. Dr. Brannon seconded.</p>	<p>VOTE: 8-0 (Mr. Thompson out of the room)</p> <p>VOTE: 8-0 (Mr. Thompson out of the room)</p>

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TOPIC	DISCUSSION/MOTION	FOLLOW - UP/OUTCOME
<ul style="list-style-type: none"> Administrative Monitoring Report – EE-15 – Learning Environment/Discipline 	<p>Mr. Thompson presented a Power Point on EE-15 – Learning Environment/Discipline. The policy reads: “The Director shall not fail to establish and maintain a learning environment that is safe, conducive to effective learning, and free from unnecessary disruption.” The Administration reported in compliance with EE-15- Learning Environment/Discipline. Mr. Thompson covered the following items in the report: Data from 2006-2007 (enrollment, truancy and discipline events); status of strategies introduced for the 2006-2007 school year; status of district policies related to discipline and attendance; and increased security measures within the district to ensure safety of all facilities. The overall concerns of the Administration are that students feel safe and secure in MNPS schools, that program effectiveness is measured to determine suitability for addressing needs, data must be more deliberately analyzed to determine more specific target areas, and more emphasis must be placed on student behavior intervention and modification. The following items will be targeted for the coming year: reorganization of Student Services to better support schools; integration of social workers, attendance officers, and behavior specialists; process improvement project for recording discipline events; expansion of programs proven to be successful (TMAC, Director’s Inter-High Student Advisory Council); and implement new programs focused on promoting positive student behavior (MAC, MAC+, AIRS – Attendance, Searches, Small Learning Communities, Big Picture Schools, Middle College).</p> <p>Mr. Glover asked if the MAC program addresses assaults. Mr. Thompson said that in order to be referred to the MAC program, the student has to have committed a suspendable offense. Once the student is referred to the MAC program, the student must stay a minimum of three days or a maximum of seven days. Parents must agree for the student to attend the program. This program includes academics, and counselors from S.T.A.R.S and other professionals come and talk to students about changing their behavior. It is a great program, and we look forward to expanding it to other schools. Mr. Kindall stated that he is pleased with the intervention programs that deal with culture. Ms. Warden asked Mr. Thompson to consider what resources the Board can provide as we contemplate next year’s budget. Mr. Thompson stated that more staff is needed. Ms. Johnson commended Mr. Thompson for his hard work and noted that she has received positive community feedback concerning the MAC program and looks forward to the program’s expansion. Mr. Kindall asked if there was information available to assist the Board in zoning and its effect on gang-related activity. Mr. Thompson said MNPS has a great relationship with the Metropolitan Police Department, we can ask gang experts to come and speak on gang-related issues.</p>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
• Break	The Board took a break from 6:53 p.m. – 7:15 p.m.	
BOARD DEVELOPMENT		
• Energy Conservation Projects	<p>Mr. Edgens presented a Power Point to the Board on the Energy Conservation Project underway. In February 2004, Metro Nashville Public Schools entered into an Energy Conservation Performance Contract. Siemens Building Technologies, Inc. was selected for this contract. They have been under contract with other Metro Government agencies for energy conservation services for several years. The Energy Conservation Project consists of mechanical system upgrades, lighting system upgrades, and energy management systems upgrades. The MNPS Energy Conservation Project funding consists of four funding phases. In addition to the many school buildings participating in this project, the Central Office building is slated for its work to begin in October. Many offices will be temporarily located in portables or in sections of the building where work is not taking place.</p> <p>Ms. Porter applauded Mr. Edgens and the Operations Department for their hard work and dedication. Ms. Warden stated that she appreciates MNPS' participation with Minority Owned Businesses as well as looking at energy cost savings. Mr. Henson stated that the Energy Conservation Project is a five-year project requiring major funding. We have had two years of significant funding; therefore, this will be included in next year's capital budget proposal.</p>	
ANNOUNCEMENTS		
• Hands On Nashville Day	Ms. Warden announced that Hands On Nashville Day will be held Saturday, September 29, at fifty-three MNPS schools from 8:00a.m. – 12:00p.m.	
• Family Advisory Council on Education (FACE) meeting	Ms. Warden announced that FACE will be holding their 3 rd Annual Conference at West End Middle School on Saturday, September 29 from 8:00a.m - 12:00p.m.	
• Committee Assignments	Ms. Warden passed out the 2007-2008 taskforce/committee assignments to the Board.	
• Policy Governance Meeting	Mr. Glover asked the Board to turn in their EE-15 monitoring report before the Policy Governance meeting Friday at 2:00 p.m. in the Board conference room.	
• Quarterly Meeting with the Mayor	Ms. Warden announced that the Quarterly Meeting with the Mayor will be October 4 at 3:00 p.m.	
• Principal for a Day	Ms. Warden announced that Principal for a Day would be held October 11.	
• Council of Great City Schools Conference	Ms. Warden announced the Council of Great City Schools conference will be held October 30 – November 4 here in Nashville, TN.	
• National Alliance for Black School Educators	Ms. Warden announced the 35 th Annual NABSE conference will be held November 13-18 at the Gaylord Convention Center.	

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<ul style="list-style-type: none"> National Alliance for Black School Educators 	Ms. Warden announced the 35 th Annual NABSE conference will be held November 13-18 at the Gaylord Convention Center.	
WRITTEN INFORMATION TO THE BOARD		
<ul style="list-style-type: none"> Board Calendar Items 		
<ul style="list-style-type: none"> Sales Tax Collections as of 9/20/07 		
<ul style="list-style-type: none"> Fiscal Year 2006-2007 Operating Budget Financial Report - June 2007 		
<ul style="list-style-type: none"> Fiscal Year 2007-2008 Operating Budget Financial Report- August 2007 		
ADJOURNMENT		
<ul style="list-style-type: none"> Debriefing/Adjournment 	Mr. Fox made the motion to adjourn at 8:05 p.m.	
<ul style="list-style-type: none"> Signatures 	<div style="display: flex; justify-content: space-between;"> <div>  Chris M. Henson Board Secretary </div> <div> Marsha Hagan Warden Board Chair </div> </div>	Date

III. GOVERNANCE ISSUES

A. ACTION

2. CONSENT

b. AWARDING OF BIDS AND CONTRACTS

(1) **WHO:** Carolina Biological Supply Company

WHAT: Purchase of Catastrophic Events Kits to add to the existing Hands On Science Program. The use of these kits is one strategy in achieving the objectives of the Project Pathway to College (Advanced Placement Incentive) Grant awarded last year to MNPS by the U. S. Department of Education. This is not a contract but an authorization to purchase. The actual purchase has already been made since part of the funding expired on September 30, 2007.

FOR WHOM: MNPS students attending the 14 middle schools that send students to the six most poverty-impacted high schools (Glenclyff, Hunter's Lane, Maplewood, Pearl-Cohn, Stratford and Whites Creek)

HOW MUCH: \$41,780.75

HOW THIS PROGRAM WILL BE EVALUATED: The ratio of Advanced Placement and International Baccalaureate tests taken in these high schools to the number of seniors enrolled

For Curriculum and Instruction

Source of Funds: Project Pathway to College Grant

**Metropolitan Nashville Public Schools
ENDS RESULTS FOR STUDENTS POLICY
BOARD FINAL MONITORING SHEET**

E-2.5 Advanced Placement

Date Report Submitted: 8-28-07 **Date of Board Discussion:** 9/11/07

Members Submitting Monitoring Report: (DF, MN, JB, MW, SG, GP, GT, KJ)

The Board has received and reviewed the official internal monitoring report of Board policy E-2.5 submitted by the Director of Schools. Following its review of the report, the Board makes the following conclusions:

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

 The Board finds that the End Result has been fully achieved.

 X The Board finds that reasonable progress is being made towards the ultimate achievement of this End Result and finds the Director in compliance with the following **commendations and provisions**:

COMMENDATIONS:

- Excellent progress continues on increasing number of students taking AP classes/ exams; now at 3,652. This is wonderful!
- I am encouraged with regard to our progress in offering much more rigor to so many more students. The AP audit was done. Fee waivers are available for children who cannot afford to take the test. Our scores are increasing. The Springboard training was a plus and indicative that we are on course towards our goals. I am also encouraged that efforts are being made to offer more advanced placement course offerings in all of our high schools. It is so encouraging that many more of our children are taking the courses. Access is definitely being explored and increasing this is one of our goals and I commend our administration in these efforts.

PROVISIONS:

- Our pass rate of students obtaining a 3, 4, or 5 continues to decline. This continued downward trend must be stopped.

 X The Board finds the Director of Schools has failed to provide evidence of reasonable organizational progress toward the ultimate achievement of this End Result.

Comments on Interpretations and **Actions Needed:**

- With the exception of Whites Creek in 2007, the zoned comprehensive high schools are not exhibiting a meaningfully improving trend in the number of 3, 4, and 5 scores. (I am more interested in the number of tests with a 3, 4, or 5, than the percentage of tests given that result in a 3, 4, or 5.) The board previously has discussed the need for AP data to include the number of classes that students are taking, not just the number of tests taken.
- Would be interested in national information pertaining to numbers taking AP classes and those passing tests.
- Would like to see greater increases in the number of students passing the AP test following completion of course.
- Need pass rates (3,4,5) and enrollment for state and U.S. 2) AP audit report to Board. 3) Report 2's and make correlation with AP pass rates. 4) Percentage of AP teacher professional development.
- Based upon 2007 Strategic Plan, 3500+ tests/ 53% pass rate. Please provide a plan of action on improving results in December 2007.
- Focus on the number of students passing the test.
- We do need to continue our focus on decreasing the achievement gap.
- Would also like to see a middle school in the Antioch cluster hopefully get to the point of middle school IB and IB in at least one of the two high schools Antioch High or Cane Ridge High.
- Preparation of teachers that teach AP classes should be increased in order to ensure success.
- 1) The pass rate for public schools, both state and national. 2) Analysis of which courses are doing well and which are not. 3) Develop plans to add new courses; for example, at Pearl-Cohn.

 X

The information provided by the Director of Schools is insufficient for the Board to decide whether reasonable progress has been made. The following monitoring report **changes or additions** are suggested:

- 1) The National Average pass rate (3, 4, and 5). 2) The State Average pass rate. 3) Plans to improve the scores – staff development, recruiting teachers, etc.

Suggested Additions or Deletions for Policy:

Other Board Member Comments:

1. Pass rate trend across the district and at almost every school is troubling. The past five years have seen a steady decline in scores, dropping 3.5% to 4% each year. In 2003, the pass rate was 58.9%, but it drops consistently each year to 48.1% in 2007. The increase in tests taken is a great accomplishment and demonstrates the great opportunities afforded the students of MNPS. However, the increase in tests taken neither explains nor justifies the decreasing pass rate. For example, from 1990 to 1994, the number of tests taken increased 50% from 807 to 1,249, and the pass rate increased from 59.2% to 66.4%. 2003 to 2007's steady decline is alarming.
2. The same trend is apparent at many of the high schools. In the past five years, Hume-Fogg and MLK dropped 6.3 and 5.3 percentage points respectively. Hillsboro dropped 8.6; Glenclyff dropped 13.8; Hunters Lane dropped 25.3; McGavock dropped 37.3; Overton dropped 16.8; Stratford dropped 6.2; and Whites Creek is up from the past three years, but down 28.9% from 2003.
3. Some high schools stayed relatively constant. Pearl-Cohn is up from the 2003 scores, but only had 1 passing score of the 12 tests taken. In 1990, Pearl-Cohn had 4 passing scores of 11 tests taken. NSA is consistent and is up 2.3 since 2003; Maplewood is up and down over the last five years, but only had 4 passing scores out of 100 tests; Hillwood was up this year by .7 from 2003, but has dramatically lower scores than throughout the 1990's. East is down 2.9, a relatively low decline, and the number of tests taken and the number passed increased dramatically.
4. Antioch shows the only real improvement throughout the district. This year's pass rate is up 40 points over 2003 and is within .1 of the highest score at the school since 1990 (this year was 59% and 1991 was 59.1%). The past 5 years has shown steady improvement (with the downturn exception of 2005).
5. MNPS believes it can help each child reach its potential, no matter his/her ability. The data in this report shows a trend that we might be failing a large number of our students. A concentration on proficiency rather than excellence may lead to a decline in excellence. This will not acceptable. The public perception is that NCLB, MNPS and public schools, in general, are purposefully heading toward universal mediocrity rather than universal excellence. Let's raise the bar and expect more and better from all students.
6. Great reports from Dr. Edwards and Dr. Chaney. I'm very proud of these programs in our schools. I would like to see those programs expanded.

Date: _____

Signatures: _____
Board Chair

Director of Schools

Metropolitan Nashville Public Schools
EXECUTIVE EXPECTATIONS
BOARD FINAL MONITORING SHEET

Executive Expectation: EE-1 Global Executive Constraint

Date Report Submitted: 9/18/07 Date of Board Action: _____

Members Submitting Monitoring Report: (SG, GT, MN, JB, DF, GP, KJ)

The Board has received and reviewed the official internal monitoring report of its policy EE-1 submitted by the Director of Schools. Following its review of the report, the Board makes the following conclusions:

 X The Director of Schools has reasonably interpreted the provisions of its policy, and the Board finds the Director to be in full and complete compliance with the provisions of the policy.

 X The Board finds the Director of Schools to be in compliance with the following commendations and provisions:

COMMENDATIONS:

- Great efforts on the part of the administration to explore and implement best practices that are utilized in K-12 around the country.
- The steps taken in the establishment of the SSA policy met the requirements under Policy Governance.
- The Customer Service Center has been very helpful in assuring that a consistent and high quality approach to handling inquiries and complaints is occurring.
- Constant Cabinet review of policies to insure that they meet the needs of the system is critical.

PROVISIONS:

- X The Director of Schools is not in compliance with the provisions of the policy, and the Board determines the following actions to be appropriate:
- Board was not given a 30-day notice on dress code changes in the past school year.
 - Continue to improve.

In order to maintain its commitment to excellence in governance, to the provisions of this policy, and to improve its own performance, the Board commits to the following **FUTURE ACTIONS:**

- The administration should continue to minimize problems in customer service. I have personally experienced calls not being returned by central office staff.

Suggested Additions or Deletions for Policy:

Other Board Comments:

Date:

Signatures:

Board Chair

Director of Schools

**Metropolitan Nashville Public Schools
EXECUTIVE EXPECTATIONS
BOARD FINAL MONITORING SHEET**

Executive Expectation: EE – 2 Emergency Succession

Date Report Submitted: 9/11/07 Date of Board Action: _____

Members Submitting Monitoring Report: (SG, GT, MN, JB, DF, GP, MW, KJ)

The Board has received and reviewed the official internal monitoring report of its policy **EE-2** submitted by the Director of Schools. Following its review of the report, the Board makes the following conclusions:

 X The Director of Schools has reasonably interpreted the provisions of its policy, and the Board finds the Director to be in full and complete compliance with the provisions of the policy.

 X The Board finds the Director of Schools to be in compliance with the following commendations and provisions:

COMMENDATIONS:

PROVISIONS:

- Continuous improvement. (GT)

 The Director of Schools is not in compliance with the provisions of the policy, and the Board determines the following actions to be appropriate:

In order to maintain its commitment to excellence in governance, to the provisions of this policy, and to improve its own performance, the Board commits to the following **FUTURE ACTIONS:**

- In the future, use titles and not names.

Suggested Additions or Deletions for Policy:

Other Board Comments:

Date:

Signatures:

Board Chair

Director of Schools

**Metropolitan Nashville Public Schools
EXECUTIVE EXPECTATIONS
BOARD FINAL MONITORING SHEET**

Executive Expectation: EE-15 Learning Environment/Discipline

Date Report Submitted: 9/25/07 Date of Board Action: _____

Members Submitting Monitoring Report: (ALL BOARD MEMBERS)

The Board has received and reviewed the official internal monitoring report of its policy **EE-15** submitted by the Director of Schools. Following its review of the report, the Board makes the following conclusions:

 X The Director of Schools has reasonably interpreted the provisions of its policy, and the Board finds the Director to be in full and complete compliance with the provisions of the policy.

_____ The Board finds the Director of Schools to be in compliance with the following commendations and provisions:

COMMENDATIONS:

- Great report from Mr. Thompson. Inappropriate dress code counts were extremely helpful.
- Excellent report. Continue to focus on prevention as well as detection and enforcement.
- The MAC program continues to be a phenomenal success.
- The proactive steps toward improved discipline are to be commended and are more effective in some schools than in others – as well as in some areas of discipline than in others. There is no doubt that our goals are to have safe and conducive learning environments.
- The addition of the behavior specialists is a definite positive in our efforts to impact student behavior positively.
- Ralph meeting with various community groups and churches in our community is definitely to be commended.
- Getting everyone involved I feel will definitely long term result in additional positive outcomes.
- The MAC program I look forward to its expansion system wide as the feedback I have heard and received from parents and others in our school system is this is a program that definitely is producing positive outcomes.
- The implementation of the Bullying prevention program is a plus. The call out system and attendance director is another positive.

PROVISIONS:

 X The Director of Schools is not in compliance with the provisions of the policy, and the Board determines the following actions to be appropriate:

- Continue to improve.

- The upward trend in the number of assaults on students is unacceptable, even given the increase in youth gang activity in the city.
- I would like to see us stay aggressive and vigilant in working collaboratively with metro police, social service agencies, our guidance counselors, juvenile system contacts and with the school security to ensure that decreases and proactive measures are obtained and effective. The investment in additional anti-bullying and character education programs are in line with the suggestions outlined by the community at large through our strategic plan and we need to show measurably that each program is making an impact to decrease undesirable behavior and that our proactive efforts to work with our police and juvenile system are working. I look forward to the additional reporting relative to school climate and program usage.

In order to maintain its commitment to excellence in governance, to the provisions of this policy, and to improve its own performance, the Board commits to the following **FUTURE ACTIONS**:

- Would like a plan of action presented on reducing assaults on students and gang-related activities in our schools. Please provide by January 2008.
- Would like to get more information on students who violate policy repeatedly in future reports. The number of infractions is inflated without this information.
- Continue with proactive interventions and behavior modifications.
- Would like data on MAC+ program and impact on second semester. Also would like to find out the financial cost of expanding the program.
- Concerns are still prevalent with regard to the growing assault incidents, most especially on the elementary level; however the installation of cameras and other safe operation efforts I feel will make an impact in this area.
- I would like for us to continue to expand communications to our students utilizing the latest technology given their different modes of communications today.
- I would like to see efforts to capture feedback from our teachers as to what they feel is working and what is not. I also would like to see survey results which outline things that are working in their view so that maybe information which helps to support them can be shared system wide. (Similar to what we do when sharing best practices).

Suggested Additions or Deletions for Policy:

- Other Board Comments:
 - Safety and security and the perception of safety are of the utmost importance. If the students and teachers are safe and feel safe, the focus can be on teaching and learning.
 - This expectation speaks mostly to establishing rules and procedures and the communication of those rules and procedures. However, we recognize that prohibiting fire arms, for example, requires more than just a rule prohibiting firearms. It requires efforts in prevention, detection, and enforcement. The relative success of such efforts is often difficult to measure. At times, a focus on detection and enforcement makes the data appear to show a spike in offenses, when actually the number of offenses is constant but more are being caught and punished. Conversely, an increase in statistics cannot always be blamed on better enforcement and is actually a sign of increased discipline problems.
 - That being said, a spike in a certain offense may be both cause for alarm and a sign that enforcement is working. However, if enforcement is working, it should deter offenses and the numbers eventually decrease. The data on weapons offenses for example shows a spike in 05-06 of approximately 40%. That spike is probably attributable to better detection and enforcement. This year's weapons offense are down significantly, but not to the level of 04-05. If detection remains constant, the downward trend is a sign of success.
 - However, an upward trend over several years is cause for great concern. The categories that are beginning to show such trends include: Suspensions/Expulsions; Assaults on Students; Indirect Assaults; and Alcohol Tobacco and Drugs at the High School Level. Please monitor these areas closely.
 - The actual success of safety and security will appear in the academic measures and data. If we are successful in this area, the scores measuring academic achievement will show it.
 - While very encouraged by the decline in truancy, weapons, drugs, and assaults on staff, I am as concerned as Mr. Thompson about the increase in indirect assaults, assaults on students, expulsions and suspension, and other discipline events.
 - I feel the OSS and ISS infractions will continue to decrease as we continue to define what is working and once standard school attire infractions decrease. I feel that in this department safety and an improved learning climate is the focus and remaining consistent and vigilant is definitely demonstrated in your targets.

Date: _____

Signatures: _____
Board Chair

Director of Schools

**Metropolitan Nashville Public Schools
EXECUTIVE EXPECTATIONS
BOARD FINAL MONITORING SHEET**

Executive Expectation: EE-16 Facilities

Date Report Submitted: 8-28-07 **Date of Board Action:** _____

Members Submitting Monitoring Report: ((DF, MN, JB, MW, SG, GP, GT, KJ))

The Board has received and reviewed the official internal monitoring report of its policy **EE-16** submitted by the Director of Schools. Following its review of the report, the Board makes the following conclusions:

 X The Director of Schools has reasonably interpreted the provisions of its policy, and the Board finds the Director to be in full and complete compliance with the provisions of the policy.

 X The Board finds the Director of Schools to be in compliance with the following commendations and provisions:

COMMENDATIONS:

- High Priority has been given to Metro School buildings in terms of safety, maintenance, cleanliness, and making them attractive.
- Thank you for all your hard work with the AC SWAT Team. All 18 members are to be commended for their hard work under extraordinary circumstances.
- Great Maintenance Department! Very dedicated.
- Good information how buildings are evaluated. Great idea to train staff members to conduct audit.
- With our limited amount of resources and staff, I want to commend Joe, Dr. Garcia and the Facilities group for the great job you are doing in putting our children health and welfare first. Keep the course on proactively looking at aged units. The work you are doing with planning and design of new construction and land acquisitions is commendable. Keeping current with ADA requirements and district policy is again commendable.

PROVISIONS:

- Continued improvement and maintenance needed – particularly of older buildings.

_____ The Director of Schools is not in compliance with the provisions of the policy, and the Board determines the following actions to be appropriate:

In order to maintain its commitment to excellence in governance, to the provisions of this policy, and to improve its own performance, the Board commits to the following **FUTURE ACTIONS**:

- We need to be sure and plan for air conditioner situations like this.
- Awaiting the full facilities assessment. Have we made progress on the planned gymnasium at Hume-Fogg?
- More manpower is needed in the maintenance department in order to better serve schools.
- The Board should be informed of the costs to ensure that all schools can be adequately cooled during periods of intense heat, and the administration should advise whether it thinks such expenditures would be a good idea.

Suggested Additions or Deletions for Policy:

Other Board Comments:

Date:

Signatures:

Board Chair

Director of Schools

BOARD OF EDUCATION
CALENDAR OF UPCOMING EVENTS

<u>DATE</u>	<u>TIME</u>	<u>EVENT</u>	<u>LOCATION</u>
Oct 9	5:00 pm	Regular Board Meeting	Board Room
Oct 9	7:00pm	Suspension Hearing	Board Room
Oct 11	12:00 pm	Principal for a Day	MNPS Schools
Oct 23	5:00 pm	Regular Board Meeting	Board Room
Oct 19	4-8:00 pm	Work Session	Board Room
Oct 30/Nov 4		Council of Great City Schools Conference	Renaissance Hotel

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?