



## AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – July 11, 2017 – 5:00 p.m.

**Anna Shepherd, Chair**

### TIME

5:00

#### I. CONVENE and ACTION

- A. Establish Quorum
- B. Pledge of Allegiance
- C. 30 Seconds in My District...

5:05

#### II. AND THE GOOD NEWS IS...

- A. Whitsitt Elementary School

5:10

#### PUBLIC PARTICIPATION

*The Board will hear from those persons who have requested to appear at this Board meeting. In the interest of time, interest of time, speakers are requested to limit remarks to three minutes or less. Comments will be timed.*

- A. Thomas Weber – New Policies
- B. Angel Carter – Project ADAM
- C. Quasia Walker – Education

5:20

#### III. GOVERNANCE ISSUES

- A. Actions
  - 1. Consent
    - a. Recommended Approval of Change Order #1 for Hillsboro High School Renovations – Southland Constructors, Inc.
    - b. Recommended Approval of Change Order #1 for McMurray Middle School Additions & Renovations – Orion Building Corporation
    - c. Recommended Approval of Change Order #2 for East Nashville High School Stadium Improvements – Romach, Inc.
    - d. Recommended Approval of Supplement #3 for Professional Services Contract for Facility Conditions Assessment and Master Planning Services – MGT Consulting of America, Inc.
    - e. Recommended Approval of Request for Projects at Various Schools (Glencliff Elementary School Kitchen Hood Replacement) – Bomar Construction Company
    - f. Recommended Purchase of 247.47 acres of property (Hope Park Church Site) for the New Hillwood High School

- g. Awarding of Purchases and Contracts
  - (1) Five Stones Research Corporation
  - (2) Gallup, Inc.
  - (3) Ricoh USA, Inc.
  - (4) STEM Prep Academy
  - (5) Teach for America, Inc.
  - (6) University of Pittsburgh
  - (7) Vanderbilt Peabody Research Institute
  - (8) Vanderbilt University – Center for Science Outreach
  - (9) Vanderbilt University – Center for Science and Math
- h. Revised 2017-2018 District Calendar
- i. Approval of Special Courses
- j. Approval of Textbook Adoption: Fundamentals of Firefighter Skills and Exercise Physiology: An Integrated Approach
- k. A Resolution To Establish An Updated Occupational Safety and Health Program Plan, Devise Rules and Regulations, and To Provide for a Safety Director and the Implementation of Such Program Plan

5:25

IV. REPORTS

- A. Director's Report
  - 1. NWEA Data
  - 2. Hiring Update
  - 3. School Climate and Behavioral Management
- B. Committee Reports
  - 1. Governance
  - 2. Director Evaluation
- C. Board Chairman's Report
  - 1. Chair Report
  - 2. Announcements

7:00

V. ADJOURNMENT

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

##### a. RECOMMENDED APPROVAL OF CHANGE ORDER #1 FOR HILLSBORO HIGH SCHOOL RENOVATIONS – SOUTHLAND CONSTRUCTORS, INC.

We are requesting approval to make the following changes to this contract:

1. Furnish and install all temporary classroom work	<u>\$635,062.00</u>
Total	\$635,062.00

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45017.80405417

DATE: July 11, 2017

##### b. RECOMMENDED APPROVAL OF CHANGE ORDER #1 FOR MCMURRAY MIDDLE SCHOOL ADDITIONS & RENOVATIONS – ORION BUILDING CORPORATION

We are requesting approval to make the following changes to this contract:

1. Furnish and install Alternate #2 classroom addition	<u>\$347,568.00</u>
Total	\$347,658.00

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 80404017

DATE: July 11, 2017

##### c. RECOMMENDED APPROVAL OF CHANGE ORDER #2 FOR EAST NASHVILLE HIGH SCHOOL STADIUM IMPROVEMENTS – ROMACH, INC.

We are requesting approval to make the following changes to this contract:

1. Stabilize the slope under the bleachers and also cut the slope down 2-3 ft. for the bleachers to fit on the slope

<u>\$81,820.25</u>
Total \$81,820.25

It is recommended that this change order be approved.

Legality approved by Metro Department of Law.

FUNDING: 45017.80404317

DATE: July 11, 2017

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### d. RECOMMENDED APPROVAL OF SUPPLEMENT #3 FOR PROFESSIONAL SERVICES CONTRACT FOR FACILITY CONDITIONS ASSESSMENT AND MASTER PLANNING SERVICES – MGT CONSULTING OF AMERICA, INC.

We are requesting approval to make the following changes to this contract:

1. Add scope for Athletic Facilities Assessment	<u>\$50,000.00</u>
Total	\$50,000.00

It is recommended that this supplement be approved.

Legality approved by Metro Department of Law.

FUNDING: 45017.80406217

DATE: July 11, 2017

#### e. RECOMMENDED APPROVAL OF REQUEST FOR PROJECTS AT VARIOUS SCHOOLS (GLENCLIFF ELEMENTARY SCHOOL KITCHEN HOOD REPLACEMENT) – BOMAR CONSTRUCTION COMPANY

We are requesting approval to issue a purchase order for Kitchen Hood Replacement at Glenclyff Elementary School in the amount of \$267,955.33.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: TBD

DATE: July 11, 2017

#### f. RECOMMENDED PURCHASE OF 247.47 ACRES OF PROPERTY (HOPE PARK CHURCH SITE) FOR THE NEW HILLWOOD HIGH SCHOOL

It is requested that the Board of Education approve \$10,220,205 for the purchase of 247.47 acres located at Hope Park Church, 8001 Hwy 70 S, Nashville, TN 37221 for the location of the New Hillwood High School.

It is recommended that this purchase be approved.

FUNDING: 45018.80402018

DATE: July 11, 2017

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

##### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Five Stones Research Corporation

SERVICE/GOODS: Phase II of the design, implementation, configuration, and migration from SharePoint 2010 to SharePoint 2013. This is the second contract with this Contractor, through which actual services are provided by Summit 7 Systems. This contract piggybacks the General Services Administration (GSA) contract with Five Stones Research Corporation.

TERM: July 12, 2017 through June 30, 2018

FOR WHOM: All MNPS system users

COMPENSATION: Total compensation under this contract is not to exceed \$272,975.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality and effectiveness of services provided; completion of deliverables listed in Contractor's Scope of Work.

MBPE CONTRACT NUMBER: 2-244103-01

SOURCE OF FUNDS: Capital Funds – Technology

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Gallup, Inc.

SERVICE/GOODS: Third Amendment to the contract, increasing compensation to purchase access to the full set of StrengthFinder reports for Community Achieves employees who went through the original program.

TERM: August 1, 2016 through July 31, 2017

FOR WHOM: Community Achieves

COMPENSATION: This Amendment increases total compensation under this contract by \$2,070.

Total compensation under this contract is not to exceed \$231,816.

OVERSIGHT: Community Achieves

EVALUATION: Effectiveness and applicability of the training received, based on feedback from the trainees.

MBPE CONTRACT NUMBER: 2-172249-02A3

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Ricoh USA, Inc.

SERVICE/GOODS: Service of existing multi-function printing devices and sales/service of new equipment. This contract bridges the gap between the expiration of the existing contract with Ricoh and the replacement contract, to be awarded from MNPS RFP #17-23.

TERM: August 14, 2017 through October 13, 2017

FOR WHOM: All MNPS

COMPENSATION: Service charges will be \$.0048 per copy on new and existing equipment and are inclusive of all time and materials (including toner) to keep the device in operation.

New equipment sales will be from eleven (11) categories of devices with unit prices ranging from \$756 to \$12,103.

Total compensation under this contract is not to exceed \$200,000.

OVERSIGHT: Technology and Information Services

EVALUATION: Quarterly meetings with Contractor to review uptime on equipment, response times to service calls, invoicing accuracy, overall customer service, and other deliverables as outlined in Contractor's proposal.

MBPE CONTRACT NUMBER: 2-560387-07

SOURCE OF FUNDS: Capital Funds - Technology

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: STEM Preparatory Academy

SERVICE/GOODS: Contractor will provide specialized education services, through its *Newcomer Academy*, to approximately one hundred (100) MNPS English Learner (EL) students in grades five through nine, with the expectation that the students in the program will achieve significant gains and advance in their college and career trajectory.

TERM: August 1, 2017 through June 30, 2020

FOR WHOM: Selected MNPS EL students

COMPENSATION: There will be no compensation under this contract other than the normal pro-rata share of the MNPS Operating Budget and eligible Federal Funds allocated to Contractor under the terms of the Charter School Contract previously executed with Contractor.

OVERSIGHT: Charter Schools; English Learners; Research, Assessment, and Evaluation

EVALUATION: Academic achievement of the MNPS students participating in the program.

MBPE CONTRACT NUMBER: 2-769721-05

SOURCE OF FUNDS: Operating Budget; Federal Funds



## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Teach for America, Inc.

SERVICE/GOODS: Sixth Amendment to the contract, adding compensation to support the 2017 Summer School program for new MNPS Teacher candidates. Summer School support from MNPS funds learning materials, Contractor's staff, and Certificated non-MNPS teacher-mentors. Summer School classes will be conducted at Buena Vista Elementary School and Pearl-Cohn Entertainment Magnet High School.

TERM: January 15, 2014 through January 14, 2019

FOR WHOM: MNPS Teacher candidates

COMPENSATION: This Amendment increases total compensation under the contract by \$90,892.

Total compensation under this contract is not to exceed \$3,340,892.

OVERSIGHT: Teaching and Learning

EVALUATION: Quality of services and experience provided to the Teacher candidates.

MBPE CONTRACT NUMBER: 2-00163-01A6

SOURCE OF FUNDS: Federal Funds – Title I

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: University of Pittsburgh – Institute for Learning

SERVICE/GOODS: Purchase requisition #161278 for supplemental ELA textbooks, to be distributed to MNPS schools in all tiers.

TERM: June 28, 2017 through December 31, 2017

FOR WHOM: All MNPS students

COMPENSATION: Total purchase is not to exceed \$346,747.50.

OVERSIGHT: Teaching and Learning – Curriculum & Instruction

EVALUATION: Timeliness of delivery and quality of products.

MBPE CONTRACT NUMBER: N/A

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Vanderbilt Peabody Research Institute

SERVICE/GOODS: First Amendment to the contract Annex, increasing compensation to cover services provided during the 2017-2018 school year. Contractor evaluates the MNPS Pre-K program in the following measurement areas, in order to provide a basis of comparison regarding student outcomes:

- Social-Emotional Development
- Cognitive Development
- Language Development & Literacy
- Approaches to Learning
- Physical Development

TERM: June 11, 2014 through June 30, 2018

FOR WHOM: MNPS Pre-K staff

COMPENSATION: This amendment increases compensation under the contract by \$140,006.

Total compensation under this contract is not to exceed \$1,155,036.

OVERSIGHT: Teaching and Learning – Pre-K

EVALUATION: Timeliness and quality of deliverables defined in Contractor's scope of work.

MBPE CONTRACT NUMBER: 2-218740-26 Annex 69A1

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Vanderbilt University – Center for Science Outreach

SERVICE/GOODS: Contractor will design and implement the Interdisciplinary Science and Research (ISR) Program, the goal of which is to provide MNPS students with a rigorous college preparatory science program. The program partners a scientist with a MNPS teacher to co-teach the ISR program in selected MNPS High Schools. Contractor will recruit STEM PhDs to work as the instructional partners.

TERM: July 12, 2017 through June 30, 2018

FOR WHOM: MNPS students at Hillsboro High School, Stratford STEM Magnet High School, and John Overton High School

COMPENSATION: Contractor shall be paid \$18,500 per month to fund the program cost, including programmatic and administrative personnel costs (including full-time scientists), travel, instructional and meeting supplies, teacher stipends for summer professional development workshops, and indirect costs.

Total compensation under this contract is not to exceed \$222,000.

OVERSIGHT: Teaching and Learning – Curriculum and Instruction

EVALUATION: Annual review by MNPS and Contractor, feedback from teachers and students, and comparisons of ISR students to an appropriate MNPS control group.

MBPE CONTRACT NUMBER: 2-218740-26 Annex 70

SOURCE OF FUNDS: Operating Budget

## GOVERNANCE ISSUES

### A. ACTIONS

#### 1. CONSENT

#### g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Vanderbilt University – Center for Science Outreach

SERVICE/GOODS: Contractor will support and enrich science classroom instruction through the design and implementation of its Resident Scientist Program, the goal of which is to incorporate scientists in science classrooms in MNPS, particularly at elementary and middle grade levels. Contractor will recruit Masters or PhD scientists to act as instructional partners in the MNPS classrooms. The Resident Scientists will serve as the science, technology, engineering, and mathematics (“STEM”) expert resource at their assigned school(s). Duties may include, but not be limited to, outfitting and maintaining a science lab at the school, co-teaching in STEM classrooms, coordinating/facilitating after-school clubs, and other STEM activities, as needed.

TERM: July 12, 2017 through June 30, 2018

FOR WHOM: MNPS students at Dan Mills Elementary School, Carter-Lawrence Elementary School, Rosebank Elementary School, Inglewood Elementary School, and Rose Park Middle School

COMPENSATION: Contractor shall be paid \$35,250 per month to fund the program cost, including administrative and technical support, full-time resident scientists, instructional and meeting supplies, background check fees, travel, teacher stipends for summer professional development, and indirect costs.

Total compensation under this contract is not to exceed \$423,000.

OVERSIGHT: Teaching and Learning – Curriculum and Instruction

EVALUATION: Annual review by MNPS and Contractor, and feedback from teachers and students.

MBPE CONTRACT NUMBER: 2-218740-26 Annex 71

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

g. AWARDING OF PURCHASES AND CONTRACTS

VENDOR: Vanderbilt University – Center for Science and Math

SERVICE/GOODS: Second amendment to the contract, adding compensation for services in the 2017-2018 and 2018-2019 school years and increasing the monthly rate for services. Contractor provides science and math instruction at its facility for up to one hundred four (104) students each year.

TERM: June 1, 2014 through May 31, 2019

FOR WHOM: Select students in Grades 9-12

COMPENSATION: This amendment increases monthly compensation by \$2,000.

Total Compensation for this contract shall not exceed \$1,398,000

OVERSIGHT: Teaching and Learning

EVALUATION: Improved student test scores.

MBPE CONTRACT NUMBER: 2-218740-19 Annex 53A2

SOURCE OF FUNDS: Operating Budget

# MNPS DISTRICT CALENDAR 2017-18 (JULY 2017 - JUNE 2018)

\* REVISED 07/07/2017

July 2017

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2017

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2017

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2017

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2017

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2017

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2018

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2018

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

March 2018

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April 2018

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May 2018

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June 2018

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

**TEACHER  
IN-SERVICE DAYS**

**STOCKPILED  
PLANNING/PD DAYS**

**STUDENTS IN SCHOOL**

**STUDENTS NOT  
IN SCHOOL**

**STUDENTS NOT  
IN SCHOOL &  
ADMIN OFFICES CLOSED**

**HALF DAY FOR  
ALL STUDENTS**

**HALF DAY FOR  
9-12 ONLY**

7/11 ASSISTANT PRINCIPALS REPORT  
7/31-8/4 NEW STUDENT REGISTRATION WEEK  
8/1 TEACHERS REPORT FOR PRINCIPAL-FACULTY IN-SERVICE  
8/2 DISTRICT-WIDE TEACHER IN-SERVICE FOR PK-12  
8/3 DISTRICT-WIDE IN-SERVICE, FACULTY PLANNING BUILT-IN FOR THE AFTERNOON  
8/4 PRINCIPAL-FACULTY IN-SERVICE DAY  
8/7 FIRST DAY OF SCHOOL - FULL DAY FOR GRADES 1-12, HALF DAY FOR PK-K  
8/8 FULL DAY FOR GRADES 1-12, HALF DAY FOR PK-K  
9/1 TEACHERS PLANNING/PD DAY; STUDENTS DO NOT REPORT  
9/4 LABOR DAY HOLIDAY; STUDENTS DO NOT REPORT  
9/6 PROGRESS REPORTS ISSUED  
10/5 FIRST QUARTER ENDS  
10/6 TEACHER PLANNING/PD DAY; STUDENTS DO NOT REPORT  
10/9-10/13 FALL BREAK  
10/23 REPORT CARDS ISSUED  
11/1 PARENT CONFERENCE DAY; STUDENTS DO NOT REPORT  
11/10 VETERANS DAY HOLIDAY; STUDENTS DO NOT REPORT  
11/15 PROGRESS REPORTS ISSUED  
11/22-11/24 THANKSGIVING HOLIDAYS

12/12-12/14 HALF DAY FOR EXAMS GRADES 9-12  
12/15 HALF DAY FOR ALL STUDENTS; END OF FIRST SEMESTER  
12/18-1/1 WINTER HOLIDAYS  
1/2 TEACHER PLANNING/PD DAY; STUDENTS DO NOT REPORT  
1/3 THIRD QUARTER BEGINS  
1/9 REPORT CARDS ISSUED  
1/15 MLK HOLIDAY; STUDENTS DO NOT REPORT  
2/7 PROGRESS REPORTS ISSUED  
2/19 TEACHER PLANNING/PD DAY; STUDENTS DO NOT REPORT  
3/15 THIRD QUARTER ENDS  
3/16 TEACHER PLANNING/PD DAY; STUDENTS DO NOT REPORT  
3/19 FOURTH QUARTER BEGINS  
3/26 REPORT CARDS ISSUED  
3/30-4/6 SPRING BREAK  
4/25 PROGRESS REPORTS ISSUED  
5/21-5/23 HALF DAY FOR EXAMS GRADES 9-12  
5/24 LAST DAY OF EXAMS; HALF DAY FOR ALL STUDENTS; END OF SCHOOL YEAR  
5/25 TEACHERS REPORT FOR IN-SERVICE; LAST DAY FOR TEACHERS  
6/4 LAST DAY FOR ASSISTANT PRINCIPALS



**POTENTIAL SNOW MAKE-UP DAYS IF MORE THAN 5 DAYS ARE NEEDED:**  
MARCH 16; MAY 29, 30, 31



## **Memo:**

To: MNPS School Board

cc: Shawn Joseph, Ed.D., Monique Felder, Ph.D., Sito Narcisse, Ed.D.

From: David S. Williams, Ed.D., Executive Officer of Curriculum and Instruction

Re: Special Course Approval

Date: July 6, 2017

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MNPS School Board –

This request is to re-approve special courses taught within MNPS. These are courses that are not found within the state correlation of courses. The courses in the attached list were previously approved by the MNPS school board. However, the state is requesting that all courses seek re-approval for varying duration, according to

[http://tn.gov/assets/entities/sbe/attachments/3.201\\_Special\\_Courses\\_Policy\\_1.27.17.pdf?mc\\_cid=34f7e1dabb&mc\\_eid=04d5e36eb0](http://tn.gov/assets/entities/sbe/attachments/3.201_Special_Courses_Policy_1.27.17.pdf?mc_cid=34f7e1dabb&mc_eid=04d5e36eb0).

The attached list contains all the special courses the MNPS School Board has previously approved, but in different configurations. These configurations might include using a course for different grade levels, different semesters, or other reasons to facilitate master scheduling.

Your re-approval is necessary to complete our re-application to the Tennessee Department of Education.

Thank you,

David S. Williams, Ed.D.



<b>MNPS Course#</b>	<b>Course Name</b>	<b>State Code</b>	<b>Course Catalog</b>
A1L9525S1	Art I SB S1	9433	Grades 5-12
A1L9525S2	Art I SB S2	9433	Grades 5-12
A2L9525S1	Art II SB S1	9433	Grades 5-12
A2L9525S2	Art II SB S2	9433	Grades 5-12
A3L9525S1	Art III SB S1	9433	Grades 5-12
A3L9525S2	Art III SB S2	9433	Grades 5-12
A4L9525S1	Art IV SB S1	9433	Grades 5-12
A4L9525S2	Art IV SB S2	9433	Grades 5-12
AD9350S1	Advanced Seminar S1	9350	Grades 5-12
AD9350S2	Advanced Seminar S2	9350	Grades 5-12
AEP5743S1	Energy Foundations S1	5930	Grades 5-12
AEP5743S2	Energy Foundations S2	5930	Grades 5-12
AEP5744S1	Power Dist/Tech I S1	5930	Grades 5-12
AEP5744S2	Power Dist/Tech I S2	5930	Grades 5-12
AEP5745CS1	DC Power Dist/Tech II S1	5930	Grades 5-12
AEP5745CS2	DC Power Dist/Tech II S2	5930	Grades 5-12
AEP5745S1	Power Dist/Tech II S1	5930	Grades 5-12
AEP5745S2	Power Dist/Tech II S2	5930	Grades 5-12
AGR8121CS1	DC Animal/Plant Biotech S1	6020	Grades 5-12
AGR8121CS2	DC Animal/Plant Biotech S2	6020	Grades 5-12
AGR8121S1	Animal/Plant Biotech S1	6020	Grades 5-12
AGR8121S2	Animal/Plant Biotech S2	6020	Grades 5-12
AGR8140S1	Alt Energy Prod/Dev S1	6020	Grades 5-12
AGR8140S2	Alt Energy Prod/Dev S2	6020	Grades 5-12
AGR8500S1	Biotechnology I S1	5930	Grades 5-12
AGR8500S2	Biotechnology I S2	5930	Grades 5-12
AGR8501S1	Biotechnology II S1	5930	Grades 5-12
AGR8501S2	Biotechnology II S2	5930	Grades 5-12
AGR8512IS1	IC Biotechnology III S1	5930	Grades 5-12
AGR8512IS2	IC Biotechnology III S2	5930	Grades 5-12
AGR8512S1	Biotechnology III S1	5930	Grades 5-12
AGR8512S2	Biotechnology III S2	5930	Grades 5-12
ART2506S1	Art Survey Present S1	3597	Grades 5-12
ART2506S2	Art Survey Present S2	3597	Grades 5-12
ART2508S1	Fibers and Dyes S1	3597	Grades 5-12
ART2508S2	Fibers and Dyes S2	3597	Grades 5-12
ART2509S1	Digital Art S1	3599	Grades 5-12
ART2509S2	Digital Art S2	3599	Grades 5-12
ART3597S1	Textile Design I S1	3597	Grades 5-12
ART3597S2	Textile Design I S2	3597	Grades 5-12
B1C9525	1 Science SB	9425	Grades PreK-12
B1L9525	1 Eng Lang Arts SB	9425	Grades PreK-12
B1L9525S1	Business I SB S1	9433	Grades 5-12
B1L9525S2	Business I SB S2	9433	Grades 5-12
B1M9525	1 Mathematics SB	9425	Grades PreK-12
B1R9525	1 Reading SB	9425	Grades PreK-12

B1S9525	1 Social Studies SB	9425	Grades PreK-12
B2L9525S1	Business II SB S1	9433	Grades 5-12
B2L9525S2	Business II SB S2	9433	Grades 5-12
B2R9525	2 Reading SB	9425	Grades PreK-12
B3L9525S1	Business III SB S1	9433	Grades 5-12
B3L9525S2	Business III SB S2	9433	Grades 5-12
B3R9525	3 Reading SB	9425	Grades PreK-12
B4L9525S1	Business IV SB S1	9433	Grades 5-12
B4L9525S2	Business IV SB S2	9433	Grades 5-12
B4R9525	4 Reading SB	9429	Grades PreK-12
B5R9525	5 Reading SB	9429	Grades PreK-12
B6R9525	6 Reading SB	9429	Grades PreK-12
B7R9525	7 Reading SB	9433	Grades PreK-12
B8R9525	8 Reading SB	9433	Grades PreK-12
BKC9525	K Science SB	9425	Grades PreK-12
BKL9525	K Eng Lang Arts SB	9425	Tier: Elementary
BKM9525	K Mathematics SB	9425	Grades PreK-12
BKR9525	K Reading SB	9425	Grades PreK-12
BKS9525	K Social Studies SB	9425	Grades PreK-12
BUS7292CS1	DC Global Mkt Logistics S1	5942	Grades 5-12
BUS7292CS2	DC Global Mkt Logistics S2	5942	Grades 5-12
BUS7292S1	Global Mkt Logistics S1	5942	Grades 5-12
BUS7292S2	Global Mkt Logistics S2	5942	Grades 5-12
C59525S1	Ecology Found S1	9109	Grades 5-12
C59525S2	Ecology Found S2	9109	Grades 5-12
C79525S1	Biology I Found S1	9109	Grades 5-12
C79525S2	Biology I Found S2	9109	Grades 5-12
ELD4099S1	ELD SIFE Math S1	3199	Grades 5-12
ELD4099S2	ELD SIFE Math S2	3199	Grades 5-12
ELD7099S1	SIFE Tech S1	3199	Grades 5-12
ELD7099S2	SIFE Tech S2	3199	Grades 5-12
ENG0557	5 Creative Writing	557	Grades 5-12
ENG0581	5 Content Area Reading	581	Grades 5-12
ENG0591	5 Creative Writing Found	9104	Grades PreK-12
ENG0657	6 Creative Writing	657	Grades 5-12
ENG0681	6 Content Area Reading	681	Grades 5-12
ENG0692	6 Creative Writing Found	9104	Grades PreK-12
ENG0757	7 Creative Writing	757	Grades 5-12
ENG0781	7 Content Area Reading	781	Grades 5-12
ENG0791	7 Creative Writing Found	9408	Grades PreK-12
ENG0799	7 AVID	799	Grades 5-12
ENG0857	8 Creative Writing	857	Grades 5-12
ENG0881	8 Content Area Reading	881	Grades 5-12
ENG0891	8 Creative Writing Found	9408	Grades PreK-12
ENG0899	8 AVID	899	Grades 5-12
ENG1055	5 Reading	555	Grades 5-12
ENG1056	6 Reading	655	Grades 5-12

ENG1057	7 Reading	755	Grades 5-12
ENG1058	8 Reading	855	Grades 5-12
ENG1060	6 Speech	699	Grades 5-12
ENG1077	7 Speech	799	Grades 5-12
ENG1110S1	AVID I S1	9350	Grades 5-12
ENG1110S2	AVID I S2	9350	Grades 5-12
ENG1210S1	AVID II S1	9350	Grades 5-12
ENG1210S2	AVID II S2	9350	Grades 5-12
ENG1310S1	AVID III S1	9350	Grades 5-12
ENG1310S2	AVID III S2	9350	Grades 5-12
ENG1410S1	AVID IV S1	9350	Grades 5-12
ENG1410S2	AVID IV S2	9350	Grades 5-12
ENG1416S1	Critical Thinking S1	9350	Grades 5-12
ENG1416S2	Critical Thinking S2	9350	Grades 5-12
ENG1417S1	ACT Prep S1	9350	Grades 5-12
ENG1417S2	ACT Prep S2	9350	Grades 5-12
ENG1623S1	Composition Advanced S1	3097	Grades 5-12
ENG1623S2	Composition Advanced S2	3097	Grades 5-12
ENG1632S1	Songwriting I S1	3097	Grades 5-12
ENG1632S2	Songwriting I S2	3097	Grades 5-12
ENG1702S1	Speech Debate I S1	3097	Grades 5-12
ENG1702S2	Speech Debate I S2	3097	Grades 5-12
ENG1719S2	Theatre Costumes for Stage S2	3599	Grades 5-12
ENG1720S1	Make-Up For Stage S1	3599	Grades 5-12
ENG1723S1	Theatre Mgt S1	3599	Grades 5-12
ENG1723S2	Theatre Mgt S2	3599	Grades 5-12
ENG1724S1	Intro Tech Theatre S1	3599	Grades 5-12
ENG1724S2	Intro Tech Theatre S2	3599	Grades 5-12
ENG1725S1	Scene Dgn/Const S1	3599	Grades 5-12
ENG1725S2	Scene Dgn/Const S2	3599	Grades 5-12
ENG1726S1	Stage TV Lighting S1	3599	Grades 5-12
ENG1726S2	Stage TV Lighting S2	3599	Grades 5-12
ENG1728S1	Directing Theatre S1	3599	Grades 5-12
ENG1728S2	Directing Theatre S2	3599	Grades 5-12
ENG1729S1	Acting Independent Project S1	3599	Grades 5-12
ENG1729S2	Acting Independent Project S2	3599	Grades 5-12
ENG1730S1	Tech Theatre Proj S1	3599	Grades 5-12
ENG1730S2	Tech Theatre Proj S2	3599	Grades 5-12
ENG1733S1	Acting Internship S1	3599	Grades 5-12
ENG1733S2	Acting Internship S2	3599	Grades 5-12
ENG1734S1	Tech Theatre Intern S1	3599	Grades 5-12
ENG1734S2	Tech Theatre Intern S2	3599	Grades 5-12
ENG1735S1	Shakespeare Study I S1	3097	Grades 5-12
ENG1735S2	Shakespeare Study I S2	3097	Grades 5-12
ENG1736S1	Musical Theatre S1	3599	Grades 5-12
ENG1736S2	Musical Theatre S2	3599	Grades 5-12
ENG1737S1	Acting Advanced S1	3599	Grades 5-12

ENG1737S2	Acting Advanced S2	3599	Grades 5-12
ENG1738S1	Play/Script Writing S1	3599	Grades 5-12
ENG1738S2	Play/Script Writing S2	3599	Grades 5-12
ENG1741S1	Mass Media I S1	3599	Grades 5-12
ENG1741S2	Mass Media I S2	3599	Grades 5-12
ENG1743S1	Media Production I S1	3599	Grades 5-12
ENG1743S2	Media Production I S2	3599	Grades 5-12
ENG1744S1	Mass Media Process S1	3599	Grades 5-12
ENG1744S2	Mass Media Process S2	3599	Grades 5-12
ENG1745S1	Intro Cinema Study S1	3599	Grades 5-12
ENG1745S2	Intro Cinema Study S2	3599	Grades 5-12
ENG1746S1	Media Production II S1	3599	Grades 5-12
ENG1746S2	Media Production II S2	3599	Grades 5-12
ENG1747S1	Mass Media Intern S1	3599	Grades 5-12
ENG1747S2	Mass Media Intern S2	3599	Grades 5-12
ENG1748S1	Media Production III S1	3599	Grades 5-12
ENG1748S2	Media Production III S2	3599	Grades 5-12
ENG1756S1	Cinema Studies II S1	3599	Grades 5-12
ENG1756S2	Cinema Studies II S2	3599	Grades 5-12
ENG1757S1	Cinema Studies III S1	3599	Grades 5-12
ENG1757S2	Cinema Studies III S2	3599	Grades 5-12
ENG1758S1	Cinema Studies IV S1	3599	Grades 5-12
ENG1758S2	Cinema Studies IV S2	3599	Grades 5-12
ENG2741S1	Mass Media II S1	3599	Grades 5-12
ENG2741S2	Mass Media II S2	3599	Grades 5-12
ENG3741S1	Mass Media III S1	3599	Grades 5-12
ENG3741S2	Mass Media III S2	3599	Grades 5-12
FCS6690S1	Teaching Profession II H S1	6021	Grades 5-12
FCS6690S2	Teaching Profession II H S2	6021	Grades 5-12
FLA1492S1	German V H S1	3099	Grades 5-12
FLA1492S2	German V H S2	3099	Grades 5-12
FLA1751S1	Heritage Arabic I S1	9350	Grades 5-12
FLA1751S2	Heritage Arabic I S2	9350	Grades 5-12
FLA1752S1	Heritage Arabic II S1	9350	Grades 5-12
FLA1752S2	Heritage Arabic II S2	9350	Grades 5-12
FLA1762S1	Latin V H S1	3040	Grades 5-12
FLA1762S2	Latin V H S2	3040	Grades 5-12
FLA1800S1	Native Foreign Lang I S1	3099	Grades 5-12
FLA1800S2	Native Foreign Lang I S2	3099	Grades 5-12
FLA1801S1	Native Foreign Lang II S1	3099	Grades 5-12
FLA1801S2	Native Foreign Lang II S2	3099	Grades 5-12
FLA1802S1	Native Foreign Lang III S1	3099	Grades 5-12
FLA1802S2	Native Foreign Lang III S2	3099	Grades 5-12
FLA1803S1	Foreign Lang Profic S1	3099	Grades 5-12
FLA1803S2	Foreign Lang Profic S2	3099	Grades 5-12
FLA1830S1	Cross Cultural Study S1	9350	Grades 5-12
FLA1830S2	Cross Cultural Study S2	9350	Grades 5-12

FLA1900S1	American Sign Language I S1	9350	Grades 5-12
FLA1900S2	American Sign Language I S2	9350	Grades 5-12
FLA1901S1	American Sign Language II S1	9350	Grades 5-12
FLA1901S2	American Sign Language II S2	9350	Grades 5-12
FLA3562S1	Medical Spanish S1	3562	Grades 5-12
FLA3562S2	Medical Spanish S2	3562	Grades 5-12
FR9350S1	Freshman Seminar S1	9350	Grades 5-12
FR9350S2	Freshman Seminar S2	9350	Grades 5-12
HLW9525S1	Lifetime Wellness SB S1	9433	Grades 5-12
HLW9525S2	Lifetime Wellness SB S2	9433	Grades 5-12
HSE7670IS1	IC Healthcare Admin III S1	5913	Grades 5-12
HSE7670IS2	IC Healthcare Admin III S2	5913	Grades 5-12
HSE7670S1	Healthcare Admin III S1	5913	Grades 5-12
HSE7670S2	Healthcare Admin III S2	5913	Grades 5-12
HSE8591S1	Med Sociology Anthropology S1	3497	Grades 5-12
HSE8591S2	Med Sociology Anthropology S2	3497	Grades 5-12
HSE8670S1	Healthcare Admin I S1	5913	Grades 5-12
HSE8670S2	Healthcare Admin I S2	5913	Grades 5-12
HSE9670S1	Healthcare Admin II S1	5913	Grades 5-12
HSE9670S2	Healthcare Admin II S2	5913	Grades 5-12
IND3840CS1	DC Engineer Software App S1	5930	Grades 5-12
IND3840CS2	DC Engineer Software App S2	5930	Grades 5-12
IND3840IS1	IC Engineer Software App S1	5930	Grades 5-12
IND3840IS2	IC Engineer Software App S2	5930	Grades 5-12
IND3840S1	Engineer Software App S1	5930	Grades 5-12
IND3840S2	Engineer Software App S2	5930	Grades 5-12
LS19525S1	Learning Strategies I S1	9408	Grades 5-12
LS19525S2	Learning Strategies I S2	9408	Grades 5-12
LS29525S1	Learning Strategies II S1	9408	Grades 5-12
LS29525S2	Learning Strategies II S2	9408	Grades 5-12
LS39525S1	Learning Strategies III S1	9408	Grades 5-12
LS39525S2	Learning Strategies III S2	9408	Grades 5-12
LS49525S1	Learning Strategies IV S1	9408	Grades 5-12
LS49525S2	Learning Strategies IV S2	9408	Grades 5-12
M49525S1	Mathematics Found I S1	9108	Grades 5-12
M49525S2	Mathematics Found I S2	9108	Grades 5-12
M59525S1	Mathematics Found II S1	9108	Grades 5-12
M59525S2	Mathematics Found II S2	9108	Grades 5-12
MTH4454S1	IGCSE Mathematics 4 S1	3197	Grades 5-12
MTH4454S2	IGCSE Mathematics 4 S2	3197	Grades 5-12
MTH4513S1	Multivariable Calculus S1	9350	Grades 5-12
MTH4513S2	Multivariable Calculus S2	9350	Grades 5-12
MTH4515S1	Disc Mth Prob/Stat S1	3135	Grades 5-12
MTH4515S2	Disc Mth Prob/Stat S2	3135	Grades 5-12
MTH4925S1	Integrated Math I Found S1	9108	Grades 5-12
MTH4925S2	Integrated Math I Found S2	9108	Grades 5-12
MUS2212S1	Chamber Music II S1	3599	Grades 5-12

MUS2212S2	Chamber Music II S2	3599	Grades 5-12
MUS2312S1	Chamber Music III S1	3599	Grades 5-12
MUS2312S2	Chamber Music III S2	3599	Grades 5-12
MUS2412S1	Chamber Music IV S1	3599	Grades 5-12
MUS2412S2	Chamber Music IV S2	3599	Grades 5-12
MUS2660S1	Musical Competition S1	3596	Grades 5-12
MUS2660S2	Musical Competition S2	3596	Grades 5-12
MUS2710S1	Chamber Music I S1	3599	Grades 5-12
MUS2710S2	Chamber Music I S2	3599	Grades 5-12
MUS2715S1	Pop Ensemble I S1	3596	Grades 5-12
MUS2715S2	Pop Ensemble I S2	3596	Grades 5-12
MUS2716S1	Pop Ensemble II S1	3596	Grades 5-12
MUS2716S2	Pop Ensemble II S2	3596	Grades 5-12
MUS2717S1	Pop Ensemble III S1	3596	Grades 5-12
MUS2717S2	Pop Ensemble III S2	3596	Grades 5-12
MUS2718S1	Pop Ensemble IV S1	3596	Grades 5-12
MUS2718S2	Pop Ensemble IV S2	3596	Grades 5-12
MUS3597S1	Eurhythmics I S1	3596	Grades 5-12
MUS3597S2	Eurhythmics I S2	3596	Grades 5-12
MUS3697S1	Eurhythmics II S1	3596	Grades 5-12
MUS3697S2	Eurhythmics II S2	3596	Grades 5-12
MUS3797S1	Eurhythmics III S1	3596	Grades 5-12
MUS3797S2	Eurhythmics III S2	3596	Grades 5-12
MUS3897S1	Eurhythmics IV S1	3596	Grades 5-12
MUS3897S2	Eurhythmics IV S2	3596	Grades 5-12
MUS5684	8 Musical Theatre	984	Grades 5-12
MZ79525S1	Integrated Math II Found S1	9108	Grades 5-12
MZ79525S2	Integrated Math II Found S2	9108	Grades 5-12
P19525S1	Physical Education I Adapt S1	9433	Grades 5-12
P19525S2	Physical Education I Adapt S2	9433	Grades 5-12
P29525S1	Physical Education II Adapt S1	9433	Grades 5-12
P29525S2	Physical Education II Adapt S2	9433	Grades 5-12
P39525S1	Physical Education III Adap S1	9433	Grades 5-12
P39525S2	Physical Education III Adap S2	9433	Grades 5-12
P49525S1	Physical Education IV Adap S1	9433	Grades 5-12
P49525S2	Physical Education IV Adap S2	9433	Grades 5-12
PAR2140S1	Choreography I S1	3599	Grades 5-12
PAR2140S2	Choreography I S2	3599	Grades 5-12
PAR2141S1	Choreography II S1	3599	Grades 5-12
PAR2141S2	Choreography II S2	3599	Grades 5-12
PAR2560S1	Dance History S1	3599	Grades 5-12
PAR2560S2	Dance History S2	3599	Grades 5-12
PAR2570S1	African Dance I S1	3561	Grades 5-12
PAR2570S2	African Dance I S2	3561	Grades 5-12
PAR2571S1	African Dance II S1	3561	Grades 5-12
PAR2571S2	African Dance II S2	3561	Grades 5-12
PAR2572S1	African Dance III S1	3561	Grades 5-12



PAR2572S2	African Dance III S2	3561	Grades 5-12
PAR2573S1	African Dance IV S1	3561	Grades 5-12
PAR2573S2	African Dance IV S2	3561	Grades 5-12
PAR2580S1	Theatrical Dance S1	3599	Grades 5-12
PAR2580S2	Theatrical Dance S2	3599	Grades 5-12
PER3398S1	Pers Fit/Nutrition S1	3397	Grades 5-12
PER3398S2	Pers Fit/Nutrition S2	3397	Grades 5-12
PER3505S1	Weight Training I S1	3397	Grades 5-12
PER3505S2	Weight Training I S2	3397	Grades 5-12
PER3506S1	Weight Training II S1	3397	Grades 5-12
PER3506S2	Weight Training II S2	3397	Grades 5-12
PER3507S1	Weight Training III S1	3397	Grades 5-12
PER3507S2	Weight Training III S2	3397	Grades 5-12
PER3508S1	Weight Training IV S1	3397	Grades 5-12
PER3508S2	Weight Training IV S2	3397	Grades 5-12
PER3509S1	Lifetime Activities S1	3397	Grades 5-12
PER3509S2	Lifetime Activities S2	3397	Grades 5-12
PER3510S1	Outdoor Education S1	3397	Grades 5-12
PER3510S2	Outdoor Education S2	3397	Grades 5-12
PRA9352S1	TN Student Success S1	9352	Grades 5-12
PRA9352S2	TN Student Success S2	9352	Grades 5-12
PS09350S1	Paideia Seminar 10 S1	9350	Grades 5-12
PS09350S2	Paideia Seminar 10 S2	9350	Grades 5-12
PS19350S1	Paideia Seminar 11 S1	9350	Grades 5-12
PS19350S2	Paideia Seminar 11 S2	9350	Grades 5-12
PS29350S1	Paideia Seminar 12 S1	9350	Grades 5-12
PS29350S2	Paideia Seminar 12 S2	9350	Grades 5-12
PS59350	Paideia Seminar 5	9350	Grades 5-12
PS69350	Paideia Seminar 6	9350	Grades 5-12
PS79350	Paideia Seminar 7	9350	Grades 5-12
PS89350	Paideia Seminar 8	9350	Grades 5-12
PS99350S1	Paideia Seminar 9 S1	9350	Grades 5-12
PS99350S2	Paideia Seminar 9 S2	9350	Grades 5-12
R1L9525S1	Reading I SB S1	9433	Grades 5-12
R1L9525S2	Reading I SB S2	9433	Grades 5-12
R2L9525S1	Reading II SB S1	9433	Grades 5-12
R2L9525S2	Reading II SB S2	9433	Grades 5-12
R3L9525S1	Reading III SB S1	9433	Grades 5-12
R3L9525S2	Reading III SB S2	9433	Grades 5-12
R4L9525S1	Reading IV SB S1	9433	Grades 5-12
R4L9525S2	Reading IV SB S2	9433	Grades 5-12
S1C9525	1 Science Found	9101	Tier: Elementary
S1L9525	1 Eng Lang Arts Found	9101	Tier: Elementary
S1M9525	1 Mathematics Found	9101	Tier: Elementary
S1S9525	1 Social Studies Found	9101	Tier: Elementary
S2C9525	2 Science Found	9101	Tier: Elementary
S2L9525	2 Eng Lang Arts Found	9101	Tier: Elementary

S2M9525	2 Mathematics Found	9101	Tier: Elementary
S2S9525	2 Social Studies Found	9101	Tier: Elementary
S3C9525	3 Science Found	9101	Tier: Elementary
S3L9525	3 Eng Lang Arts Found	9101	Tier: Elementary
S3M9525	3 Mathematics Found	9101	Tier: Elementary
S3S9525	3 Social Studies Found	9101	Tier: Elementary
S4C9525	4 Science Found	9104	Tier: Elementary
S4L9525	4 Eng Lang Arts Found	9104	Tier: Elementary
S4M9525	4 Mathematics Found	9104	Tier: Elementary
S4S9525	4 Social Studies Found	9104	Tier: Elementary
S59525S1	Economics Found S1	9112	Grades 5-12
S59525S2	Economics Found S2	9112	Grades 5-12
S5C9525	5 Science Found	9104	Grades 5-12
S5L9525	5 Eng Lang Art Found	9104	Grades 5-12
S5M9525	5 Mathematics Found	9104	Grades 5-12
S5S9525	5 Social Studies Found	9104	Grades 5-12
S69525S1	US Government Found S1	9112	Grades 5-12
S69525S2	US Government Found S2	9112	Grades 5-12
S6C9525	6 Science Found	9104	Grades 5-12
S6L9525	6 Eng Lang Art Found	9104	Grades 5-12
S6M9525	6 Mathematics Found	9104	Grades 5-12
S6S9525	6 Social Studies Found	9104	Grades 5-12
S79525S1	World History Found S1	9112	Grades 5-12
S79525S2	World History Found S2	9112	Grades 5-12
S7C9525	7 Science Found	9109	Grades 5-12
S7L9525	7 Eng Lang Art Found	9111	Grades 5-12
S7M9525	7 Mathematics Found	9108	Grades 5-12
S7S9525	7 Social Studies Found	9112	Grades 5-12
S8C9525	8 Science Found	9109	Grades 5-12
S8L9525	8 Eng Lang Arts Found	9111	Grades 5-12
S8M9525	8 Mathematics Found	9108	Grades 5-12
S8S9525	8 Social Studies Found	9112	Grades 5-12
SCI3297S1	Nanoscience S1	3297	Grades 5-12
SCI3297S2	Nanoscience S2	3297	Grades 5-12
SCI3397S1	AICE Marine Science S1	3297	Grades 5-12
SCI3397S2	AICE Marine Science S2	3297	Grades 5-12
SCI6603S1	Astronomy S1	3297	Grades 5-12
SCI6603S2	Astronomy S2	3297	Grades 5-12
SCI6604S1	Invts to Vertebrates S1	3297	Grades 5-12
SCI6604S2	Invts to Vertebrates S2	3297	Grades 5-12
SCI6801S1	Interdis Science I H S1	3297	Grades 5-12
SCI6801S2	Interdis Science I H S2	3297	Grades 5-12
SCI6802S1	Research I H S1	3297	Grades 5-12
SCI6802S2	Research I H S2	3297	Grades 5-12
SCI6811S1	Interdis Science II H S1	3297	Grades 5-12
SCI6811S2	Interdis Science II H S2	3297	Grades 5-12
SCI6812S1	Research II H S1	3297	Grades 5-12



SCI6812S2	Research II H S2	3297	Grades 5-12
SCI6821S1	Interdis Science III H S1	3297	Grades 5-12
SCI6821S2	Interdis Science III H S2	3297	Grades 5-12
SCI6822S1	Research III H S1	3297	Grades 5-12
SCI6822S2	Research III H S2	3297	Grades 5-12
SCI6831S1	Interdis Science IV H S1	3297	Grades 5-12
SCI6831S2	Interdis Science IV H S2	3297	Grades 5-12
SCI6833S1	Research Adv H S1	3297	Grades 5-12
SCI6833S2	Research Adv H S2	3297	Grades 5-12
SELFCON456	Self Contained SB 4-6	9129	Grades PreK-12
SELFCON4-6	4-6 Homeroom	9429	Grades PreK-12
SELFCON712	Self Contained SB 7-12	9133	Grades PreK-12
SER9396S1	Service Learn Bank H S1	9395	Grades 5-12
SER9396S2	Service Learn Bank H S2	9395	Grades 5-12
SKC9525	K Science Found	9101	Tier: Elementary
SKL9525	K Eng Lang Arts Found	9101	Grades PreK-12
SKM9525	K Mathematics Found	9101	Tier: Elementary
SKS9525	K Social Studies Found	9101	Tier: Elementary
SO9350S1	Sophomore Seminar S1	9350	Grades 5-12
SO9350S2	Sophomore Seminar S2	9350	Grades 5-12
SOC5017	7 Global Literacy	714	Grades 5-12
SOK19525S1	Social Skills I S1	9433	Grades 5-12
SOK19525S2	Social Skills I S2	9433	Grades 5-12
SOK29525S1	Social Skills II S1	9433	Grades 5-12
SOK29525S2	Social Skills II S2	9433	Grades 5-12
SOK9525	8 Social Skill	9433	Grades 5-12
SOSK9407	7 Social Skill	9433	Grades 5-12
SS9525S1	US History Found S1	9112	Grades 5-12
SS9525S2	US History Found S2	9112	Grades 5-12
SSE5800S1	Peer Tutoring Skill Based S1	9433	Grades 5-12
SSE5800S2	Peer Tutoring Skill Based S2	9433	Grades 5-12
SST5104S1	IB Pers and Prof Learn I S1	9350	Grades 5-12
SST5104S2	IB Pers and Prof Learn I S2	9350	Grades 5-12
SST5250S1	We The People S1	3497	Grades 5-12
SST5250S2	We The People S2	3497	Grades 5-12
SST5535S1	Tennessee History S1	3497	Grades 5-12
SST5535S2	Tennessee History S2	3497	Grades 5-12
SST5655S1	Student Leader I S1	9350	Grades 5-12
SST5655S2	Student Leader I S2	9350	Grades 5-12
SST5656S1	Student Leader II S1	9350	Grades 5-12
SST5656S2	Student Leader II S2	9350	Grades 5-12
SST5657S1	Student Leader III S1	9350	Grades 5-12
SST5657S2	Student Leader III S2	9350	Grades 5-12
SST5672S1	World Geography H S1	3401	Grades 5-12
SST5800S1	Peer Tutoring S1	9350	Grades 5-12
SST5800S2	Peer Tutoring S2	9350	Grades 5-12
SST6204S1	IB Pers and Prof Learn II S1	9350	Grades 5-12

SST6204S2	IB Pers and Prof Learn II S2	9350	Grades 5-12
TR19525S1	Princ Transition I S1	9499	Grades 5-12
TR19525S2	Princ Transition I S2	9499	Grades 5-12
TR29525S1	Princ Transition II S1	9499	Grades 5-12
TR29525S2	Princ Transition II S2	9499	Grades 5-12
TR39525S1	Princ Transition III S1	9499	Grades 5-12
TR39525S2	Princ Transition III S2	9499	Grades 5-12
U1L9525S1	Music I SB S1	9433	Grades 5-12
U1L9525S2	Music I SB S2	9433	Grades 5-12
U2L9525S1	Music II SB S1	9433	Grades 5-12
U2L9525S2	Music II SB S2	9433	Grades 5-12
U3L9525S1	Music III SB S1	9433	Grades 5-12
U3L9525S2	Music III SB S2	9433	Grades 5-12
U4L9525S1	Music IV SB S1	9433	Grades 5-12
U4L9525S2	Music IV SB S2	9433	Grades 5-12
VOC6023S1	Auto Diesel Technology I S1	6023	Grades 5-12
VOC6023S2	Auto Diesel Technology I S2	6023	Grades 5-12
VOC6102S1	Career Essentials S1	6102	Grades 5-12
VOC6102S2	Career Essentials S2	6102	Grades 5-12
VOC7535S1	Arc/Con/Eng Business Mgmt S1	6032	Grades 5-12
VOC7535S2	Arc/Con/Eng Business Mgmt S2	6032	Grades 5-12
VOC8200CS1	DC Music Ind Survey S1	6042	Grades 5-12
VOC8200CS2	DC Music Ind Survey S2	6042	Grades 5-12
VOC8200S1	Music Ind Survey S1	6042	Grades 5-12
VOC8200S2	Music Ind Survey S2	6042	Grades 5-12
VOC8201S1	Recording Industry I S1	6042	Grades 5-12
VOC8201S2	Recording Industry I S2	6042	Grades 5-12
VOC8211S1	Media Publish I S1	6042	Grades 5-12
VOC8211S2	Media Publish I S2	6042	Grades 5-12
VOC8262CS1	DC Recording Industry II S1	6042	Grades 5-12
VOC8262CS2	DC Recording Industry II S2	6042	Grades 5-12
VOC8262S1	Recording Industry II S1	6042	Grades 5-12
VOC8262S2	Recording Industry II S2	6042	Grades 5-12
VOC8292CS1	DC Media Publishing II S1	6042	Grades 5-12
VOC8292CS2	DC Media Publishing II S2	6042	Grades 5-12
VOC8292S1	Media Publish II S1	6042	Grades 5-12
VOC8292S2	Media Publish II S2	6042	Grades 5-12
VOC8300S1	Found of Audio/AV/Digital S1	6042	Grades 5-12
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VOC8900S1	Intro to Transportation S1	6023	Grades 5-12
VOC8900S2	Intro to Transportation S2	6023	Grades 5-12
VOC9626CS1	DC Audio Production III S1	6042	Grades 5-12
VOC9626CS2	DC Audio Production III S2	6042	Grades 5-12
VOC9626IS1	IC Audio Production III S1	6042	Grades 5-12
VOC9626IS2	IC Audio Production III S2	6042	Grades 5-12
VOC9626S1	Audio Production I S1	6042	Grades 5-12
VOC9626S2	Audio Production I S2	6042	Grades 5-12

VOC9627S1	Audio Production II S1	6042	Grades 5-12
VOC9627S2	Audio Production II S2	6042	Grades 5-12
VOC9628S1	Audio Production III S1	6042	Grades 5-12
VOC9628S2	Audio Production III S2	6042	Grades 5-12
VOC9629S1	Audio Production II C S1	6042	Grades 5-12
VOC9629S2	Audio Production II C S2	6042	Grades 5-12

**For Consent Agenda for next Board meeting:**

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook(s) not on MNPS contract:

- Course: Fire Management Services
  - Fundamentals of Firefighter Skills, IAFC/NFPS, Jones & Bartlett Publishing, 3<sup>rd</sup> Edititon, ISBN: 9781284072020

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Gaye Martin, Donna Gilley, and Brian Brewer** reviewed textbooks of which we are seeking approval.

**For Consent Agenda for next Board meeting:**

Request to Approve a Textbook(s) Not on MNPS Contract

Approval is requested for the following textbook(s) not on MNPS contract:

- Course: Exercise Physiology
  - Exercise Physiology: An Integrated Approach, Cengage, 2013, ISBN: 9780495110248

The guidelines in T.C.A. 49-6-2207 (a) (1) for Guidelines for Use of Textbook Programs Not on Contract are being followed.

A three-person committee composed of **Gaye Martin, Donna Gilley, and Brian Brewer** reviewed textbooks of which we are seeking approval.

RESOLUTION NUMBER \_\_\_\_\_

**RESOLUTION TO ESTABLISH AN UPDATED OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLAN,  
DEVISE RULES AND REGULATIONS, AND TO PROVIDE FOR A SAFETY DIRECTOR AND THE  
IMPLEMENTATION OF SUCH PROGRAM PLAN**

WHEREAS, in compliance with Public Chapter 561 of the General Assembly of the State of Tennessee for the year 1972, the *Metropolitan Nashville Public Schools Board of Education* hereby updates the Occupational Safety and Health Program Plan for our employees.

WHEREAS, due to various changes in subsequent years, it has become necessary to amend the program plan to comply with more recent state requirements.

NOW, THEREFORE,

SECTION 1. BE IT RESOLVED BY THE *Metropolitan Nashville Public Schools*, that there be and is hereby amended as follows:

**TITLE:**

This section shall be known as "The Occupational Safety and Health Program Plan" for the employees of *Metropolitan Nashville Public Schools*.

**PURPOSE:**

The *Metropolitan Nashville Public Schools Board of Education* in electing to update the established Program Plan will maintain an effective and comprehensive Occupational Safety and Health Program Plan for its employees and shall:

- 1) Provide a safe and healthful place and condition of employment that includes:
  - a) Top Management Commitment and Employee Involvement;
  - b) Continually analyze the worksite to identify all hazards and potential hazards;
  - c) Develop and maintain methods for preventing or controlling the existing or potential hazards; and
  - d) Train managers, supervisors, and employees to understand and deal with worksite hazards.
- 2) Acquire, maintain and require the use of safety equipment, personal protective equipment and devices reasonably necessary to protect employees.
- 3) Record, keep, preserve, and make available to the Commissioner of Labor and Workforce Development, or persons within the Department of Labor and Workforce Development to whom such responsibilities have been delegated, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- 4) Consult with the Commissioner of Labor and Workforce Development with regard to the adequacy of the form and content of records.
- 5) Consult with the Commissioner of Labor and Workforce Development, as appropriate, regarding safety and health problems which are considered to be unusual or peculiar and are such that they cannot be achieved under a standard promulgated by the State.
- 6) Provide reasonable opportunity for the participation of employees in the effectuation of the objectives of this Program Plan, including the opportunity to make anonymous complaints concerning conditions or practices

injurious to employee safety and health.

7) Provide for education and training of personnel for the fair and efficient administration of occupational safety and health standards, and provide for education and notification of all employees of the existence of this Program Plan.

#### COVERAGE:

The provisions of the Occupational Safety and Health Program Plan for the employees of *Metropolitan Nashville Public Schools* shall apply to all employees of each administrative department, commission, board, division, or other agency whether part-time or full-time, seasonal or permanent.

#### STANDARDS AUTHORIZED:

The Occupational Safety and Health standards adopted by the *Metropolitan Nashville Public Schools Board of Education* are the same as, but not limited to, the State of Tennessee Occupational Safety and Health Standards promulgated, or which may be promulgated, in accordance with Section 6 of the Tennessee Occupational Safety and Health Act of 1972 (T.C.A. Title 50, Chapter 3).

#### VARIANCES FROM STANDARDS AUTHORIZED:

Upon written application to the Commissioner of Labor and Workforce Development of the State of Tennessee, we may request an order granting a temporary variance from any approved standards. Applications for variances shall be in accordance with Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, VARIANCES FROM OCCUPATIONAL SAFETY AND HEALTH STANDARDS, CHAPTER 0800-01-02, as authorized by T.C.A., Title 50. Prior to requesting such temporary variance, we will notify or serve notice to our employees, their designated representatives, or interested parties and present them with an opportunity for a hearing. The posting of notice on the main bulletin board shall be deemed sufficient notice to employees.

#### ADMINISTRATION:

For the purposes of this resolution, *Director of Workplace Safety and Training*, is designated as the Safety Director of Occupational Safety and Health to perform duties and to exercise powers assigned to plan, develop, and administer this Program Plan. The Safety Director shall develop a plan of operation for the Program Plan in accordance with Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, SAFETY AND HEALTH PROVISIONS FOR THE PUBLIC SECTOR, CHAPTER 0800-01-05, as authorized by T.C.A., Title 50.

#### FUNDING THE PROGRAM PLAN:

Sufficient funds for administering and staffing the Program Plan pursuant to this resolution shall be made available as authorized by the *Metropolitan Nashville Public Schools Board of Education*.

#### SEVERABILITY:

SECTION 2. BE IT FURTHER RESOLVED that if any section, sub-section, sentence, clause, phrase, or portion of this resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

#### AMENDMENTS, ETC:

SECTION 3. BE IT FURTHER RESOLVED that this resolution shall take effect from and after the date it shall have been passed, properly signed, certified, and has met all other legal requirements, and as otherwise provided by law,

the general welfare of the *Metropolitan Nashville Public Schools Board of Education* requiring it.

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(Chair, *Metropolitan Nashville Public Schools Board of Education*)

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(Date)



PLAN OF OPERATION FOR THE OCCUPATIONAL SAFETY AND HEALTH  
PROGRAM PLAN FOR THE EMPLOYEES OF *Metropolitan Nashville Public Schools*

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## I. PURPOSE AND COVERAGE

The purpose of this plan is to provide guidelines and procedures for implementing the Occupational Safety and Health Program Plan for the employees of *Metropolitan Nashville Public Schools*.

This plan is applicable to all employees, part-time or full-time, seasonal or permanent.

The *Metropolitan Nashville Public Schools Board of Education* in electing to update and maintain an effective Occupational Safety and Health Program Plan for its employees,

- a. Provide a safe and healthful place and condition of employment.
- b. Require the use of safety equipment, personal protective equipment, and other devices where reasonably necessary to protect employees.
- c. Make, keep, preserve, and make available to the Commissioner of Labor and Workforce Development, his designated representatives, or persons within the Department of Labor and Workforce Development to whom such responsibilities have been delegated, including the Safety Director of the Division of Occupational Safety and Health, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- d. Consult with the Commissioner of Labor and Workforce Development or his designated representative with regard to the adequacy of the form and content of such records.
- e. Consult with the Commissioner of Labor and Workforce Development regarding safety and health problems which are considered to be unusual or peculiar and are such that they cannot be resolved under an occupational safety and health standard promulgated by the State.
- f. Assist the Commissioner of Labor and Workforce Development or his monitoring activities to determine Program Plan effectiveness and compliance with the occupational safety and health standards.
- g. Make a report to the Commissioner of Labor and Workforce Development annually, or as may otherwise be required, including information on occupational accidents, injuries, and illnesses and accomplishments and progress made toward achieving the goals of the Occupational Safety and Health Program Plan.
- h. Provide reasonable opportunity for and encourage the participation of employees in the effectuation of the objectives of this Program Plan, including the opportunity to make anonymous complaints concerning conditions or practices which may be injurious to employees' safety and health.

## II. DEFINITIONS

For the purposes of this Program Plan, the following definitions apply:

- a. COMMISSIONER OF LABOR and Workforce Development means the chief executive officer of the Tennessee Department of Labor and Workforce Development. This includes any person appointed, designated, or deputized to perform the duties or to exercise the powers assigned to the Commissioner of Labor and Workforce Development.
- b. EMPLOYER means the *Metropolitan Nashville Public Schools* and includes each administrative department, board, commission, division, or other agency of the *school district*.
- c. SAFETY DIRECTOR OF OCCUPATIONAL SAFETY AND HEALTH or SAFETY DIRECTOR means the person designated by the establishing resolution, or executive order to perform duties or to exercise powers assigned so as to plan, develop, and administer the Occupational Safety and Health Program Plan for the employees of *Metropolitan Nashville Public Schools*.
- d. INSPECTOR(S) means the individual(s) appointed or designated by the Safety Director of Occupational Safety and Health to conduct inspections provided for herein. If no such compliance inspector(s) is appointed, inspections shall be conducted by the Safety Director of Occupational Safety and Health.

- e. **APPOINTING AUTHORITY** means any official or group of officials of the employer having legally designated powers of appointment, employment, or removal there from for a specific department, board, commission, division, or other agency of this employer.
- f. **EMPLOYEE** means any person performing services for this employer and listed on the payroll of this employer, either as part-time, full-time, seasonal, or permanent. It also includes any persons normally classified as volunteers; provided such persons received remuneration of any kind for their services. This definition shall not include independent contractors, their agents, servants, and employees.
- g. **PERSON** means one or more individuals, partnerships, associations, corporations, business trusts, or legal representatives of any organized group of persons.
- h. **STANDARD** means an occupational safety and health standard promulgated by the Commissioner of Labor and Workforce Development in accordance with Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972 which requires conditions or the adoption or the use of one or more practices, means, methods, operations, or processes or the use of equipment or personal protective equipment necessary or appropriate to provide safe and healthful conditions and places of employment.
- i. **IMMINENT DANGER** means any conditions or practices in any place of employment which are such that a hazard exists which could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such hazard can be eliminated through normal compliance enforcement procedures.
- j. **ESTABLISHMENT or WORKSITE** means a single physical location under the control of this employer where business is conducted, services are rendered, or industrial type operations are performed.
- k. **SERIOUS INJURY or HARM** means that type of harm that would cause permanent or prolonged impairment of the body in that:
  - 1. A part of the body would be permanently removed (e.g., amputation of an arm, leg, finger(s); loss of an eye) or rendered functionally useless or substantially reduced in efficiency on or off the job (e.g., leg shattered so severely that mobility would be permanently reduced), or
  - 2. A part of an internal body system would be inhibited in its normal performance or function to such a degree as to shorten life or cause reduction in physical or mental efficiency (e.g., lung impairment causing shortness of breath).

On the other hand, simple fractures, cuts, bruises, concussions, or similar injuries would not fit either of these categories and would not constitute serious physical harm.

- l. **ACT or TOSH Act** shall mean the Tennessee Occupational Safety and Health Act of 1972.
- m. **GOVERNING BODY** means the County Quarterly Court, Board of Aldermen, Board of Commissioners, City or Town Council, Board of Governors, etc., whichever may be applicable to the local government, government agency, or utility to which this plan applies.
- n. **CHIEF EXECUTIVE OFFICER** means the chief administrative official, County Judge, County Chairman, County Mayor, Mayor, City Manager, General Manager, etc., as may be applicable.

### III. EMPLOYER'S RIGHTS AND DUTIES

Rights and duties of the employer shall include, but are not limited to, the following provisions:

- a. Employer shall furnish to each employee conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to employees.
- b. Employer shall comply with occupational safety and health standards and regulations promulgated pursuant to Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972.
- c. Employer shall refrain from and unreasonable restraint on the right of the Commissioner of Labor and Workforce Development to inspect the employers place(s) of business. Employer shall assist the Commissioner of Labor and Workforce Development in the performance of their monitoring duties by supplying or by making available information, personnel, or aids reasonably necessary to the effective conduct of the monitoring activity.
- d. Employer is entitled to participate in the development of standards by submission of comments on proposed standards, participation in hearing on proposed standards, or by requesting the development of standards on a given issue under Section 6 of the Tennessee Occupational Safety and Health Act of 1972.
- e. Employer is entitled to request an order granting a variance from an occupational safety and health standard.
- f. Employer is entitled to protection of its legally privileged communication.
- g. Employer shall inspect all worksites to insure the provisions of this Program Plan are complied with and carried out.
- h. Employer shall notify and inform any employee who has been or is being exposed in a biologically significant manner to harmful agents or material in excess of the applicable standard and of corrective action being taken.
- i. Employer shall notify all employees of their rights and duties under this Program Plan.

### IV. EMPLOYEES' RIGHTS AND DUTIES

Rights and duties of employees shall include, but are not limited to, the following provisions:

- a. Each employee shall comply with occupational safety and health act standards and all rules, regulations, and orders issued pursuant to this Program Plan and the Tennessee Occupational Safety and Health Act of 1972 which are applicable to his or her own actions and conduct.
- b. Each employee shall be notified by the placing of a notice upon bulletin boards, or other places of common passage, of any application for a permanent or temporary order granting the employer a variance from any provision of the TOSH Act or any standard or regulation promulgated under the Act.
- c. Each employee shall be given the opportunity to participate in any hearing which concerns an application by the employer for a variance from a standard or regulation promulgated under the Act.
- d. Any employee who may be adversely affected by a standard or variance issued pursuant to the Act or this Program Plan may file a petition with the Commissioner of Labor and Workforce Development or whoever is

responsible for the promulgation of the standard or the granting of the variance.

- e. Any employee who has been exposed or is being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by any applicable standard shall be provided by the employer with information on any significant hazards to which they are or have been exposed, relevant symptoms, and proper conditions for safe use or exposure. Employees shall also be informed of corrective action being taken.
- f. Subject to regulations issued pursuant to this Program Plan, any employee or authorized representative of employees shall be given the right to request an inspection and to consult with the Safety Director or Inspector at the time of the physical inspection of the worksite.
- g. Any employee may bring to the attention of the Safety Director any violation or suspected violations of the standards or any other health or safety hazards.
- h. No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceeding or inspection under or relating to this Program Plan.
- i. Any employee who believes that he or she has been discriminated against or discharged in violation of subsection (h) of this section may file a complaint alleging such discrimination with the Safety Director. Such employee may also, within thirty (30) days after such violation occurs, file a complaint with the Commissioner of Labor and Workforce Development alleging such discrimination.
- j. Nothing in this or any other provisions of this Program Plan shall be deemed to authorize or require any employee to undergo medical examination, immunization, or treatment for those who object thereto on religious grounds, except where such is necessary for the protection of the health or safety of others or when a medical examination may be reasonably required for performance of a specific job.
- k. Employees shall report any accident, injury, or illness resulting from their job, however minor it may seem to be, to their supervisor or the Safety Director within twenty-four (24) hours after the occurrence.

## V. ADMINISTRATION

- a. The Safety Director of Occupational Safety and Health is designated to perform duties or to exercise powers assigned so as to administer this Occupational Safety and Health Program Plan.
  - 1. The Safety Director may designate person or persons as he deems necessary to carry out his powers, duties, and responsibilities under this Program Plan.
  - 2. The Safety Director may delegate the power to make inspections, provided procedures employed are as effective as those employed by the Safety Director.
  - 3. The Safety Director shall employ measures to coordinate, to the extent possible, activities of all departments to promote efficiency and to minimize any inconveniences under this Program Plan.
  - 4. The Safety Director may request qualified technical personnel from any department or section of government to assist him in making compliance inspections, accident investigations, or as he may otherwise deem necessary and appropriate in order to carry out his duties under this Program Plan.

5. The Safety Director shall prepare the report to the Commissioner of Labor and Workforce Development required by subsection (g) of Section 1 of this plan.
  6. The Safety Director shall make or cause to be made periodic and follow-up inspections of all facilities and worksites where employees of this employer are employed. He shall make recommendations to correct any hazards or exposures observed. He shall make or cause to be made any inspections required by complaints submitted by employees or inspections requested by employees.
  7. The Safety Director shall assist any officials of the employer in the investigation of occupational accidents or illnesses.
  8. The Safety Director shall maintain or cause to be maintained records required under Section VIII of this plan.
  9. **The Safety Director shall, in the eventuality that there is a fatality or an accident resulting in the hospitalization of three or more employees, insure that the Commissioner of Labor and Workforce Development receives notification of the occurrence within eight (8) hours. All work-related inpatient hospitalizations, amputations, and loss of an eye must be reported to TOSHA within 24 hours.**
- b. The administrative or operational head of each department, division, board, or other agency of this employer shall be responsible for the implementation of this Occupational Safety and Health Program Plan within their respective areas.
1. The administrative or operational head shall follow the directions of the Safety Director on all issues involving occupational safety and health of employees as set forth in this plan.
  2. The administrative or operational head shall comply with all abatement orders issued in accordance with the provisions of this plan or request a review of the order with the Safety Director within the abatement period.
  3. The administrative or operational head should make periodic safety surveys of the establishment under his jurisdiction to become aware of hazards or standards violations that may exist and make an attempt to immediately correct such hazards or violations.
  4. The administrative or operational head shall investigate all occupational accidents, injuries, or illnesses reported to him. He shall report such accidents, injuries, or illnesses to the Safety Director along with his findings and/or recommendations in accordance with APPENDIX IV of this plan.

## VI. STANDARDS AUTHORIZED

The standards adopted under this Program Plan are the applicable standards developed and promulgated under Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972. Additional standards may be promulgated by the governing body of this employer as that body may deem necessary for the safety and health of employees. Note: 29 CFR 1910 General Industry Regulations; 29 CFR 1926 Construction Industry Regulations; and the Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, CHAPTER 0800-01-1 through CHAPTER 0800-01-11 are the standards and rules invoked.

## VII. VARIANCE PROCEDURE

The Safety Director may apply for a variance as a result of a complaint from an employee or of his knowledge of certain hazards or exposures. The Safety Director should definitely believe that a variance is needed before the application for a variance is submitted to the Commissioner of Labor and Workforce Development.

The procedure for applying for a variance to the adopted safety and health standards is as follows:

- a. The application for a variance shall be prepared in writing and shall contain:
  1. A specification of the standard or portion thereof from which the variance is sought.
  2. A detailed statement of the reason(s) why the employer is unable to comply with the standard supported by representations by qualified personnel having first-hand knowledge of the facts represented.
  3. A statement of the steps employer has taken and will take (with specific date) to protect employees against the hazard covered by the standard.
  4. A statement of when the employer expects to comply and what steps have or will be taken (with dates specified) to come into compliance with the standard.
  5. A certification that the employer has informed employees, their authorized representative(s), and/or interested parties by giving them a copy of the request, posting a statement summarizing the application (to include the location of a copy available for examination) at the places where employee notices are normally posted and by other appropriate means. The certification shall contain a description of the means actually used to inform employees and that employees have been informed of their right to petition the Commissioner of Labor and Workforce Development for a hearing.
- b. The application for a variance should be sent to the Commissioner of Labor and Workforce Development by registered or certified mail.
- c. The Commissioner of Labor and Workforce Development will review the application for a variance and may deny the request or issue an order granting the variance. An order granting a variance shall be issued only if it has been established that:
  1. The employer
    - i. Is unable to comply with the standard by the effective date because of unavailability of professional or technical personnel or materials and equipment required or necessary construction or alteration of facilities or technology.
    - ii. Has taken all available steps to safeguard employees against the hazard(s) covered by the standard.
    - iii. Has as effective Program Plan for coming into compliance with the standard as quickly as possible.
  2. The employee is engaged in an experimental Program Plan as described in subsection (b), section 13 of the Act.
- d. A variance may be granted for a period of no longer than is required to achieve compliance or one (1) year, whichever is shorter.
- e. Upon receipt of an application for an order granting a variance, the Commissioner to whom such application

is addressed may issue an interim order granting such a variance for the purpose of permitting time for an orderly consideration of such application. No such interim order may be effective for longer than one hundred eighty (180) days.

- f. The order or interim order granting a variance shall be posted at the worksite and employees notified of such order by the same means used to inform them of the application for said variance (see subsection (a)(5) of this section).

## VIII. RECORDKEEPING AND REPORTING

Recording and reporting of all occupational accident, injuries, and illnesses shall be in accordance with instructions and on forms prescribed in the booklet. You can get a copy of the Forms for Recordkeeping from the internet. Go to [www.osha.gov](http://www.osha.gov) and click on Recordkeeping Forms located on the home page.

The position responsible for recordkeeping is shown on the SAFETY AND HEALTH ORGANIZATIONAL CHART, Appendix IV to this plan.

Details of how reports of occupational accidents, injuries, and illnesses will reach the recordkeeper are specified by ACCIDENT REPORTING PROCEDURES, Appendix IV to this plan. The Rule of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, OCCUPATIONAL SAFETY AND HEALTH RECORD-KEEPING AND REPORTING, CHAPTER 0800-01-03, as authorized by T.C.A., Title 50.

## IX. EMPLOYEE COMPLAINT PROCEDURE

If any employee feels that he is assigned to work in conditions which might affect his health, safety, or general welfare at the present time or at any time in the future, he should report the condition to the Safety Director of Occupational Safety and Health.

- a. The complaint should be in the form of a letter and give details on the condition(s) and how the employee believes it affects or will affect his health, safety, or general welfare. The employee should sign the letter but need not do so if he wishes to remain anonymous (see subsection (h) of Section 1 of this plan).
- b. Upon receipt of the complaint letter, the Safety Director will evaluate the condition(s) and institute any corrective action, if warranted. Within ten (10) working days following the receipt of the complaint, the Safety Director will answer the complaint in writing stating whether or not the complaint is deemed to be valid and if no, why not, what action has been or will be taken to correct or abate the condition(s), and giving a designated time period for correction or abatement. Answers to anonymous complaints will be posted upon bulletin boards or other places of common passage where the anonymous complaint may be reasonably expected to be seen by the complainant for a period of three (3) working days.
- c. If the complainant finds the reply not satisfactory because it was held to be invalid, the corrective action is felt to be insufficient, or the time period for correction is felt to be too long, he may forward a letter to the Chief Executive Officer or to the governing body explaining the condition(s) cited in his original complaint and why he believes the answer to be inappropriate or insufficient.
- d. The Chief Executive Officer or a representative of the governing body will evaluate the complaint and will begin to take action to correct or abate the condition(s) through arbitration or administrative sanctions or may find the complaint to be invalid. An answer will be sent to the complainant within ten (10) working days.



following receipt of the complaint or the next regularly scheduled meeting of the governing body following receipt of the complaint explaining decisions made and action taken or to be taken.

- e. After the above steps have been followed and the complainant is still not satisfied with the results, he may then file a complaint with the Commissioner of Labor and Workforce Development. Any complaint filed with the Commissioner of Labor and Workforce Development in such cases shall include copies of all related correspondence with the Safety Director and the Chief Executive Officer or the representative of the governing body.
- f. Copies of all complaint and answers thereto will be filed by the Safety Director who shall make them available to the Commissioner of Labor and Workforce Development or his designated representative upon request.

#### **X. EDUCATION AND TRAINING**

##### **a. Safety Director and/or Compliance Inspector(s):**

- 1. Arrangements will be made for the Safety Director and/or Compliance Inspector(s) to attend training seminars, workshops, etc., conducted by the State of Tennessee or other agencies. A list of Seminars can be obtained.
- 2. Access will be made to reference materials such as 29 CFR 1910 General Industry Regulations; 29 CFR 1926 Construction Industry Regulations; The Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, and other equipment/supplies, deemed necessary for use in conducting compliance inspections, conducting local training, wiring technical reports, and informing officials, supervisors, and employees of the existence of safety and health hazards will be furnished.

##### **b. All Employees (including supervisory personnel):**

A suitable safety and health training program for employees will be established. This program will, as a minimum:

- 1. Instruct each employee in the recognition and avoidance of hazards or unsafe conditions and of standards and regulations applicable to the employees work environment to control or eliminate any hazards, unsafe conditions, or other exposures to occupational illness or injury.
- 2. Instruct employees who are required to handle or use poisons, acids, caustics, toxicants, flammable liquids or gases, explosives, and other harmful substances in the proper handling procedures and use of such items and make them aware of the personal protective measures, person hygiene, etc., which may be required.
- 3. Instruct employees who may be exposed to environments where harmful plants or animals are present, of the hazards of the environment, how to best avoid injury or exposure, and the first aid procedures to be followed in the event of injury or exposure.
- 4. Instruct all employees of the common deadly hazards and how to avoid them, such as Falls; Equipment Turnover; Electrocution; Struck by/Caught In; Trench Cave In; Heat Stress; and Drowning.
- 5. Instruct employees on hazards and dangers of confined or enclosed spaces.
  - i. Confined or enclosed space means space having a limited means of egress and which is subject to the accumulation of toxic or flammable contaminants or has an oxygen deficient atmosphere.

Confined or enclosed spaces include, but are not limited to, storage tanks, boilers, ventilation or exhaust ducts, sewers, underground utility accesses, tunnels, pipelines, and open top spaces more than four feet (4) in depth such as pits, tubs, vaults, and vessels.

- ii. Employees will be given general instruction on hazards involved, precautions to be taken, and on use of personal protective and emergency equipment required. They shall also be instructed on all specific standards or regulations that apply to work in dangerous or potentially dangerous areas.
- iii. The immediate supervisor of any employee who must perform work in a confined or enclosed space shall be responsible for instructing employees on danger of hazards which may be present, precautions to be taken, and use of personal protective and emergency equipment, immediately prior to their entry into such an area and shall require use of appropriate personal protective equipment.

## XI. GENERAL INSPECTION PROCEDURES

It is the intention of the governing body and responsible officials to have an Occupational Safety and Health Program Plan that will insure the welfare of employees. In order to be aware of hazards, periodic inspections must be performed. These inspections will enable the finding of hazards or unsafe conditions or operations that will need correction in order to maintain safe and healthful worksites. Inspections made on a pre-designated basis may not yield the desired results. Inspections will be conducted, therefore, on a random basis at intervals not to exceed thirty (30) calendar days.

- a. In order to carry out the purposes of this Resolution, the Safety Director and/or Compliance Inspector(s), if appointed, is authorized:
  1. To enter at any reasonable time, any establishment, facility, or worksite where work is being performed by an employee when such establishment, facility, or worksite is under the jurisdiction of the employer and;
  2. To inspect and investigate during regular working hours and at other reasonable times, within reasonable limits, and in a reasonable manner, any such place of employment and all pertinent conditions, processes, structures, machines, apparatus, devices, equipment, and materials therein, and to question privately any supervisor, operator, agent, or employee working therein.
- b. If an imminent danger situation is found, alleged, or otherwise brought to the attention of the Safety Director or Inspector during a routine inspection, he shall immediately inspect the imminent danger situation in accordance with Section XII of this plan before inspecting the remaining portions of the establishment, facility, or worksite.
- c. An administrative representative of the employer and a representative authorized by the employees shall be given an opportunity to consult with and/or to accompany the Safety Director or Inspector during the physical inspection of any worksite for the purpose of aiding such inspection.
- d. The right of accompaniment may be denied any person whose conduct interferes with a full and orderly inspection.
- e. The conduct of the inspection shall be such as to preclude unreasonable disruptions of the operation(s) of the workplace.

- f. Interviews of employees during the course of the inspection may be made when such interviews are considered essential to investigative techniques.

g. Advance Notice of Inspections.

1. Generally, advance notice of inspections will not be given as this precludes the opportunity to make minor or temporary adjustments in an attempt to create misleading impression of conditions in an establishment.
  2. There may be occasions when advance notice of inspections will be necessary in order to conduct an effective inspection or investigation. When advance notice of inspection is given, employees or their authorized representative(s) will also be given notice of the inspection.
- h. The Safety Director need not personally make an inspection of each and every worksite once every thirty (30) days. He may delegate the responsibility for such inspections to supervisors or other personnel provided:
    1. Inspections conducted by supervisors or other personnel are at least as effective as those made by the Safety Director.
    2. Records are made of the inspections, any discrepancies found and corrective actions taken. This information is forwarded to the Safety Director.
  - i. The Safety Director shall maintain records of inspections to include identification of worksite inspected, date of inspection, description of violations of standards or other unsafe conditions or practices found, and corrective action taken toward abatement. Those inspection records shall be subject to review by the Commissioner of Labor and Workforce Development or his authorized representative.

## XII. IMMINENT DANGER PROCEDURES

- a. Any discovery, any allegation, or any report of imminent danger shall be handled in accordance with the following procedures:
  1. The Safety Director shall immediately be informed of the alleged imminent danger situation and he shall immediately ascertain whether there is a reasonable basis for the allegation.
  2. If the alleged imminent danger situation is determined to have merit by the Safety Director, he shall make or cause to be made an immediate inspection of the alleged imminent danger location.
  3. As soon as it is concluded from such inspection that conditions or practices exist which constitutes an imminent danger, the Safety Director or Compliance Inspector shall attempt to have the danger corrected. All employees at the location shall be informed of the danger and the supervisor or person in charge of the worksite shall be requested to remove employees from the area, if deemed necessary.
  4. The administrative or operational head of the workplace in which the imminent danger exists, or his authorized representative, shall be responsible for determining the manner in which the imminent danger situation will be abated. This shall be done in cooperation with the Safety Director or Compliance Inspector and to the mutual satisfaction of all parties involved.

5. The imminent danger shall be deemed abated if:
    - i. The imminence of the danger has been eliminated by removal of employees from the area of danger.
    - ii. Conditions or practices which resulted in the imminent danger have been eliminated or corrected to the point where an unsafe condition or practice no longer exists.
  6. A written report shall be made by or to the Safety Director describing in detail the imminent danger and its abatement. This report will be maintained by the Safety Director in accordance with subsection (i) of Section XI of this plan.
- b. Refusal to Abate.
1. Any refusal to abate an imminent danger situation shall be reported to the Safety Director and Chief Executive Officer immediately.
  2. The Safety Director and/or Chief Executive Officer shall take whatever action may be necessary to achieve abatement.

### XIII. ABATEMENT ORDERS AND HEARINGS

- a. Whenever, as a result of an inspection or investigation, the Safety Director or Compliance Inspector(s) finds that a worksite is not in compliance with the standards, rules or regulations pursuant to this plan and is unable to negotiate abatement with the administrative or operational head of the worksite within a reasonable period of time, the Safety Director shall:
  1. Issue an abatement order to the head of the worksite.
  2. Post or cause to be posted, a copy of the abatement order at or near each location referred to in the abatement order.
- b. Abatement orders shall contain the following information:
  1. The standard, rule, or regulation which was found to be violated.
  2. A description of the nature and location of the violation.
  3. A description of what is required to abate or correct the violation.
  4. A reasonable period of time during which the violation must be abated or corrected.
- c. At any time within ten (10) days after receipt of an abatement order, anyone affected by the order may advise the Safety Director in writing of any objections to the terms and conditions of the order. Upon receipt of such objections, the Safety Director shall act promptly to hold a hearing with all interested and/or responsible parties in an effort to resolve any objections. Following such hearing, the Safety Director shall, within three (3) working days, issue an abatement order and such subsequent order shall be binding on all parties and shall be final.

#### **XIV. PENALTIES**

- a. No civil or criminal penalties shall be issued against any official, employee, or any other person for failure to comply with safety and health standards or any rules or regulations issued pursuant to this Program Plan.
- b. Any employee, regardless of status, who willfully and/or repeatedly violates, or causes to be violated, any safety and health standard, rule, or regulation or any abatement order shall be subject to disciplinary action by the appointing authority. It shall be the duty of the appointing authority to administer discipline by taking action in one of the following ways as appropriate and warranted:
  1. Oral reprimand.
  2. Written reprimand.
  3. Suspension for three (3) or more working days.
  4. Termination of employment.

#### **XV. CONFIDENTIALITY OF PRIVILEGED INFORMATION**

All information obtained by or reported to the Safety Director pursuant to this plan of operation or the legislation (resolution, or executive order) enabling this Occupational Safety and Health Program Plan which contains or might reveal information which is otherwise privileged shall be considered confidential. Such information may be disclosed to other officials or employees concerned with carrying out this Program Plan or when relevant in any proceeding under this Program Plan. Such information may also be disclosed to the Commissioner of Labor and Workforce Development or their authorized representatives in carrying out their duties under the Tennessee Occupational Safety and Health Act of 1972.

#### **XVI. DISCRIMINATION INVESTIGATIONS AND SANCTIONS**

The Rule of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, DISCRIMINATION AGAINST EMPLOYEES EXERCISING RIGHTS UNDER THE OCCUPATIONAL SAFETY AND HEALTH ACT OF 1972 0800-01-08, as authorized by T.C.A., Title 50. The agency agrees that any employee who believes they have been discriminated against or discharged in violation of Tenn. Code Ann § 50-3-409 can file a complaint with their agency/safety Safety Director within 30 days, after the alleged discrimination occurred. Also, the agency agrees the employee has a right to file their complaint with the Commissioner of Labor and Workforce Development within the same 30 day period. The Commissioner of Labor and Workforce Development may investigate such complaints, make recommendations, and/or issue a written notification of a violation.

#### **XVII. COMPLIANCE WITH OTHER LAWS NOT EXCUSED**

- a. Compliance with any other law, statute, resolution, or executive order, which regulates safety and health in employment and places of employment, shall not excuse the employer, the employee, or any other person from compliance with the provisions of this Program Plan.
- b. Compliance with any provisions of this Program Plan or any standard, rule, regulation, or order issued pursuant to this Program Plan shall not excuse the employer, the employee, or any other person from

compliance with the law, statute, resolution, or executive order, as applicable, regulating and promoting safety and health unless such law, statute, resolution, or executive order, as applicable, is specifically repealed.

 6/23/17  
Signature: Safety Director, Occupational Safety and Health and Date

**APPENDIX - I WORK LOCATIONS**  
***MNPS Sites and Employee Totals***

<u>School</u>	<u>Number of Employees</u>	<u>Address</u>	<u>Zip</u>	<u>Phone</u>
A. Z. Kelley Elementary	83	5834 Pettus Road, Antioch	37013	615-941-7535
Alex Green Elementary**	41	3921 Lloyd Road, Whites Creek	37189	615-876-5105
Amqui Elementary**	74	319 Anderson Lane, Madison	37115	615-612-3678
Andrew Jackson Elementary**	56	110 Shute Lane, Old Hickory	37138	615-847-7317
Antioch High	181	1900 Hobson Pike, Antioch	37013	615-641-5400
Antioch Middle	70	5050 Blue Hole Road, Antioch	37013	615-333-5642
Apollo Middle	75	631 Richards Road, Antioch	37013	615-333-5025
Bellevue Middle	70	655 Colice-Jeanne Road	37221	615-662-3000
Bellshire Elementary**	61	1128 Bell Grimes Lane	37207	615-860-1452
Brick Church College Prep	40	2835 Brick Church Pike	37207	615-806-6317
Buena Vista Elementary	59	1531 - 9th Avenue North	37208	615-291-6762
Caldwell Elementary	35	244 Foster Street	37207	615-291-6361

Cambridge ELC	31	2325 Hickory Highlands Dr	37013	615-687-4560
Cameron College Prep	70	1034 - 1st Avenue South	37210	615-806-6320
Cane Ridge Elementary	113	3884 Ashford Trace, Antioch	37013	615-641-7824
Cane Ridge High	142	12848 Old Hickory Blvd., Antioch	37013	615-687-4000
Carter-Lawrence Elementary	40	1118 - 12th Avenue, South	37203	615-291-7333
Casa Azafran ELC	14	2195 Nolensville Pike	37211	615-291-4672
Chadwell Elementary	41	321 Port Drive, Madison	37115	615-860-1459
Charlotte Park Elementary	58	480 Annex Avenue	37209	615-353-2006
Churchwell, Robert Elementary	57	1625 Dr. D. B. Todd Jr. Blvd.	37208	615-687-4024
Cockrill Elementary	62	4701 Indiana Avenue	37209	615-298-8075
Cole Elementary	99	5060 Colemont Drive, Antioch	37013	615-333-5043
Cora Howe School	53	1928 Greenwood Avenue	37206	615-262-6675
Crieve Hall Elementary	50	498 Hogan Road	37220	615-333-5059
Croft Middle	71	482 Elysian Fields Road	37211	615-332-0217
Cumberland Elementary	58	4247 Cato Road	37218	615-291-6370



Dan Mills Elementary	60	4106 Kennedy Avenue	37216	615-262-6677
Dodson Elementary	59	4401 Chandler Road, Hermitage	37076	615-885-8806
Donelson Middle	71	110 Stewarts Ferry Pike	37214	615-884-4080
DuPont Elementary	45	1311 - 9th Street, Old Hickory	37138	615-847-7305
DuPont Hadley Middle	68	1901 Old Hickory Blvd., Old Hickory	37138	615-847-7300
DuPont Tyler Middle	56	431 Tyler Drive, Hermitage	37076	615-885-8827
Eakin Elementary	69	2500 Fairfax Avenue	37212	615-298-8076
East Nashville School	104	110 Gallatin Road	37206	615-262-6947
Fall-Hamilton Elementary	48	510 Wedgewood Avenue	37203	615-291-6380
Gateway Elementary	38	1524 Monticello Avenue, Madison	37115	615-860-1465
Glenclyff Elementary	66	120 Antioch Pike	37211	615-333-5105
Glenclyff High	128	160 Antioch Pike	37211	615-333-5070
Glendale Elementary	46	800 Thompson Avenue	37204	615-279-7970
Glengarry Elementary	51	200 Finley Drive	37217	615-360-2900
Glenn Elementary	29	322 Cleveland Street	37207	615-262-6682

Glenview Elementary	80	1020 Patricia Drive	37217	615-360-2906
Goodlettsville Elementary	40	514 Donald Street, Goodlettsville	37072	615-859-8950
Goodlettsville Middle	54	1460 McGavock Pike	37216	615-227-1042
Gower Elementary	94	650 Old Hickory Blvd.	37209	615-353-2012
Gra-Mar Middle	43	575 Joyce Lane	37216	615-262-6685
Granbery Elementary	71	5501 Hill Road, Brentwood	37027	615-333-5112
H. G. Hill Middle	60	150 Davidson Road	37205	615-353-2020
Harpeth Valley Elementary	86	7840 Learning Lane	37221	615-662-3015
Harris-Hillman Special Education	60	1706 - 26th Avenue, South	37212	615-298-8085
Hattie Cotton Elementary	42	1033 West Greenwood Avenue	37206	615-262-6981
Haynes Middle	36	510 West Trinity Lane	37207	615-262-6688
Haywood Elementary	101	3790 Turley Drive	37211	615-333-5118
Head Middle	51	1830 Jo Johnston Avenue	37203	615-329-8160
Hermitage Elementary	44	3800 Plantation Drive, Hermitage	37076	615-885-8838
Hickman Elementary	70	112 Stewarts Ferry Pike	37214	615-884-4020

Hillsboro High	125	3812 Hillsboro Road	37215	615-298-8400
Hillwood High	118	400 Davidson Road	37205	615-353-2025
Hull-Jackson Elementary	61	1015 Kellow Street	37208	615-291-6601
Hume-Fogg High	71	700 Broadway	37203	615-291-6300
Hunters Lane High	158	1150 Hunters Lane	37207	615-860-1401
Inglewood Elementary	40	1700 Riverside Drive	37216	615-262-6697
Isaac Litton Middle	56	4601 Hedgewood Drive	37216	615-262-6700
IT Creswell Middle	50	3500 John Mallette Drive	37218	615-291-6515
Ivanetta H Davis ELC	40	1910 South Hamilton Rd	37218	615-291-6355
J. E. Moss Elementary	107	4701 Bowfield Drive, Antioch	37013	615-333-5200
Jere Baxter Middle	43	350 Hart Lane	37207	615-262-6710
Joelton Elementary	34	7141 Whites Creek Pike, Joelton	37080	615-876-5110
Joelton Middle	42	3500 Old Clarksville Pike, Joelton	37080	615-876-5100
John Early Middle	50	1000 Cass Street	37208	615-291-6369
Johnson Alternative Learning Center	34	1200 - 2nd Avenue, South	37210	615-749-3067

Jones Elementary	33	1800 - 9th Avenue, North	37208	615-291-6382
JT Moore, John Trotwood Middle	72	4425 Granny White Pike	37204	615-298-8095
Julia Green Elementary	52	3500 Hobbs Road	37215	615-298-8082
Kennedy, John F. Middle	78	2087 Hobson Pike, Antioch	37013	615-501-7900
Kirkpatrick Elementary	29	1000 Sevier Street	37206	615-262-6708
Lakeview Elementary	76	455 Rural Hill Road	37217	615-360-2912
Lockeland Elementary	36	105 South 17th Street	37206	615-258-1330
Madison Middle	61	300 Old Hickory Blvd., W., Madison	37115	615-687-4018
Maplewood High	95	401 Walton Lane	37216	615-262-6770
Margaret Allen Middle	50	500 Spence Lane	37210	615-291-6385
Martin Luther King, Jr. School	85	613 - 17th Avenue, North	37203	615-329-8400
Maxwell, Henry C Elementary	76	5535 Blue Hole Road, Antioch	37013	615-333-7180
May Werthan Shayne Elementary	78	6217 Nolensville Road	37211	615-332-3020
McGavock Elementary	34	275 McGavock Pike	37214	615-885-8912
McGavock High	207	3150 McGavock Pike	37214	615-885-8850

McKissack, Moses Middle	50	915 - 38th Avenue, North	37209	615-329-8170
McMurray Middle	89	520 McMurray Drive	37211	615-333-5126
Meigs Middle	55	713 Ramsey Street	37206	615-271-3222
Metro Nashville Virtual School	22	4805 Park Avenue, Suite 300	37209	615-463-0188
Middle College High	10	120 White Bridge Road	37209	615-353-3742
Mt. View Elementary	84	3820 Murfreesboro Road, Antioch	37013	615-641-9393
Murrell School	45	1450 - 14th Avenue, South	37212	615-298-8070
Napier Elementary	61	60 Fairfield Avenue	37210	615-291-6400
Nashville Big Picture High	24	160 Rural Avenue	37209	615-353-2081
Nashville School of the Arts	47	*1250 Foster Avenue	37210	615-291-6600
Neely's Bend Elementary	45	1300 Neely's Bend Road, Madison	37115	615-860-1471
Neely's Bend Middle	28	1251 Neely's Bend Road, Madison	37115	615-860-1477
Norman Binkley Elementary	60	4700 West Longdale Drive	37211	615-333-5037
Old Center Elementary**	45	1245 Dickerson Pike South, Goodlettsville	37072	615-859-8968
Overton, John High	169	4820 Franklin Road	37220	615-333-5135

Paragon Mills Elementary	92	260 Paragon Mills Road	37211	615-333-5170
Park Avenue Elementary	68	3703 Park Avenue	37209	615-298-8412
Pearl-Cohn High	95	904 - 26th Avenue, North	37208	615-329-8150
Pennington Elementary	41	2817 Donna Hill Drive	37214	615-885-8918
Percy Priest Elementary	54	1700 Otter Creek Road	37215	615-298-8416
Robert E. Lillard Elementary	82	3200 King's Lane	37218	615-876-5126
Robertson Academy	39	835 Robertson Academy Road	37220	615-333-5175
Rose Park Middle	41	1025 - 9th Avenue, South	37203	615-291-6405
Rosebank Elementary	38	1012 Preston Drive	37206	615-262-6720
Ross Early Learning Center	51	601 McFerrin Avenue	37206	615-262-6721
Ruby Major Elementary	70	5141 John Hager Road, Hermitage	37076	615-232-2203
Shwab Elementary	52	1500 Dickerson Road	37207	615-262-6725
Smith Springs Elementary	66	3132 Smith Springs Road, Antioch	37013	615-645-6465
Stanford Elementary	52	2417 Maplecrest Drive	37214	615-885-8822
Stratford High	120	1800 Stratford Avenue	37216	615-242-6730

Stratton Elementary	76	310 Old Hickory Blvd., West, Madison	37115	615-860-1486
Sylvan Park Elementary	49	4801 Utah Avenue	37209	615-298-8423
The Academy at Hickory Hollow	11	5248 Hickory Hollow Parkway, Antioch	37013	615-687-4028
The Academy at Old Cockrill	14	610 - 49th Avenue, North	37209	615-298-2294
The Academy at Opry Mills	10	437 Opry Mills Drive	37214	615-810-8306
The Cohn Learning Center	16	4805 Park Avenue	37209	615-298-6617
Thomas A. Edison Elementary	73	6130 Mt. View Road, Antioch	37013	615-501-8800
Thurgood Marshall Middle	81	5832 Pettus Road, Antioch	37013	615-941-7515
Tom Joy Elementary	60	2201 Jones Avenue	37207	615-262-6724
Transitions at Bass	7	5200 Delaware Avenue	37209	615-298-3278
Tulip Grove Elementary	67	441 Tyler Drive, Hermitage	37076	615-885-8944
Tusculum Elementary	92	4917 Nolensville Road	37211	615-333-5179
Two Rivers Middle	50	2991 McGavock Pike	37214	615-885-8931
Una Elementary	103	2018 Murfreesboro Road	37217	615-360-2921
W. A. Bass ALC	20	5200 Delaware Avenue	37209	615-298-3278

Warner Elementary	46	626 Russell Street	37206	615-291-6395
Waverly-Belmont Elementary	53	2301-10th Avenue South	37204	615-800-7690
West End Middle	54	3529 West End Avenue	37205	615-298-8425
Westmeade Elementary	52	6641 Clearbrook Drive	37205	615-353-2066
Whites Creek High	82	7277 Old Hickory Blvd., Whites Creek	37189	615-876-5132
Whitsitt, John B. Elementary	63	110 Whitsett Road	37210	615-333-5600
William Henry Oliver Middle	75	6211 Nolensville Road	37211	615-332-3011
Wright Middle	81	180 McCall Street	37211	615-333-5189
Central Office	1578	2601 Bransford Avenue	37204	615-259-8400
Maintenance	189	1417 Murfreesboro Road	37217	615-922-3020
Substitute	1512	2601 Bransford Avenue	37204	615-259-8607
Transportation	771	336 Woodycrest Avenue	37210	615-313-0404

Total number of employees: **12,845**



## APPENDIX – II NOTICE TO ALL EMPLOYEES

### NOTICE TO ALL EMPLOYEES OF *Metropolitan Nashville Public Schools Board of Education*

The Tennessee Occupational Safety and Health Act of 1972 provide job safety and health protection for Tennessee workers through the promotion of safe and healthful working conditions. Under a plan reviewed by the Tennessee Department of Labor and Workforce Development, this government, as an employer, is responsible for administering the Act to its employees. Safety and health standards are the same as State standards and jobsite inspections will be conducted to insure compliance with the Act.

Employees shall be furnished conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to employees.

Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Program Plan which are applicable to his or her own actions and conduct.

Each employee shall be notified by the placing upon bulletin boards or other places of common passage of any application for a temporary variance from any standard or regulation.

Each employee shall be given the opportunity to participate in any hearing which concerns an application for a variance from a standard.

Any employee who may be adversely affected by a standard or variance issued pursuant to this Program Plan may file a petition with the Safety Director or Sr. Director of Employee Relations.

Any employee who has been exposed or is being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by an applicable standard shall be notified by the employer and informed of such exposure and corrective action being taken.

Subject to regulations issued pursuant to this Program Plan, any employee or authorized representative(s) of employees shall be given the right to request an inspection.

No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceedings or inspection under, or relating to, this Program Plan.

Any employee who believes he or she has been discriminated against or discharged in violation of these sections may, within thirty (30) days after such violation occurs, have an opportunity to appear in a hearing before *Director of Schools or designee* for assistance in obtaining relief or to file a complaint with the Commissioner of Labor and Workforce Development alleging such discrimination.

A copy of the Occupational Safety and Health Program Plan for the Employees of *Metropolitan Nashville Public Schools* is available for inspection by any employee at the *Workplace Safety and Training Office* during regular office hours.

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Signature: Director of Schools

Date

## **APPENDIX - III PROGRAM PLAN BUDGET**

### **STATEMENT OF FINANCIAL RESOURCE AVAILABILITY**

Be assured that *Metropolitan Nashville Public Schools* has sufficient financial resources available or will make sufficient financial resources available as may be required in order to administer and staff its Occupational Safety and Health Program Plan and to comply with standards.

#### **APPENDIX – IV ACCIDENT REPORTING PROCEDURES**

1. MNPS employees must report to their supervisor all potentially unsafe or unhealthy conditions which could contribute to or result in injuries and/or illnesses to employees or others.
2. MNPS employees are expected to practice safety awareness and exercise good judgment and common sense in the performance of their jobs and while on MNPS premises and/or job locations. Additionally, employees must comply with other MNPS policies including, but not limited to: Drug Free Workplace, Workplace Violence and Sexual Harassment policies.
3. All injuries and/or illnesses on the job, whether requiring medical attention or not, must be reported to the supervisor immediately or within 24 hours after such occurrence by submitting the Occupational Injury/Illness form (Form 100). An exception to the IOD reporting requirement shall be made if the circumstances of the IOD are such that the employee does not have reason to know of the IOD at the time it occurs and if there is independent evidence regarding the injury and/or illness that supports making such an exception. Please note, amendments will not be considered after five (5) calendar days from the date of injury.
4. All employees are to receive injury on duty (IOD) days up front. An employee's sick days are not to be used unless the claim is denied or if the employee does not submit the medical information to substantiate the claim. IOD days are to be coded by the school/department timekeeper. Payroll code types are: 872 – Off work and 835 – Working with restrictions or light duty.
5. Supervisors, or their designee, must fax in the completed and signed Occupational Injury/Illness form (Form 100) to the TPA immediately after notification of the injury. Non-compliance with this rule may cause the employee to not receive IOD benefits. All IOD information and all required forms are located online at the following MNPS Workplace Safety Office link: <http://www.hr.mnps.org/Page50466.aspx>.
6. All work-related injuries and/or illnesses must be reported to the TPA as described in this section to ensure prompt processing of claims by the TPA. All medical treatment, unless necessary for life-threatening or similar emergency situations, must first be authorized by the TPA. Employees must notify all medical providers prior to receiving treatment that the treatment is for a work-related injury or illness, and that all bills for medical and related services, as well as correspondence, must be sent to the TPA.
7. Qualified individuals shall receive only such treatment which is authorized by the TPA. Any non-authorized treatment will be at the employee's own expense except for unavoidable emergency situations. The use of a spouse's personal medical plan for a work-related injury is not allowed.

**Note: All fatalities or accidents involving inpatient hospitalizations, amputations, and loss of an eye shall be reported by phone to the Workplace Safety Office immediately to ensure the Commissioner of Labor and Workforce Development is notified in a timely manner as stated in *Section V(9)* of the plan.**

# **NWEA Measures of Academic Progress (MAP) Reading Results**

July 11, 2017



METRO  
NASHVILLE  
PUBLIC  
SCHOOLS

# Key Features of MAP Reading Assessment

- ❖ MAP is computer adaptive – test items are selected based upon the student's achievement level for efficient measurement
- ❖ Student achievement and growth are reported relative to a national sample (“Median NP” in the first table of results)
- ❖ Academic growth can be measured within a year and across grade levels
- ❖ MAP identifies specific skills and concepts that students are ready to learn

## Key Findings

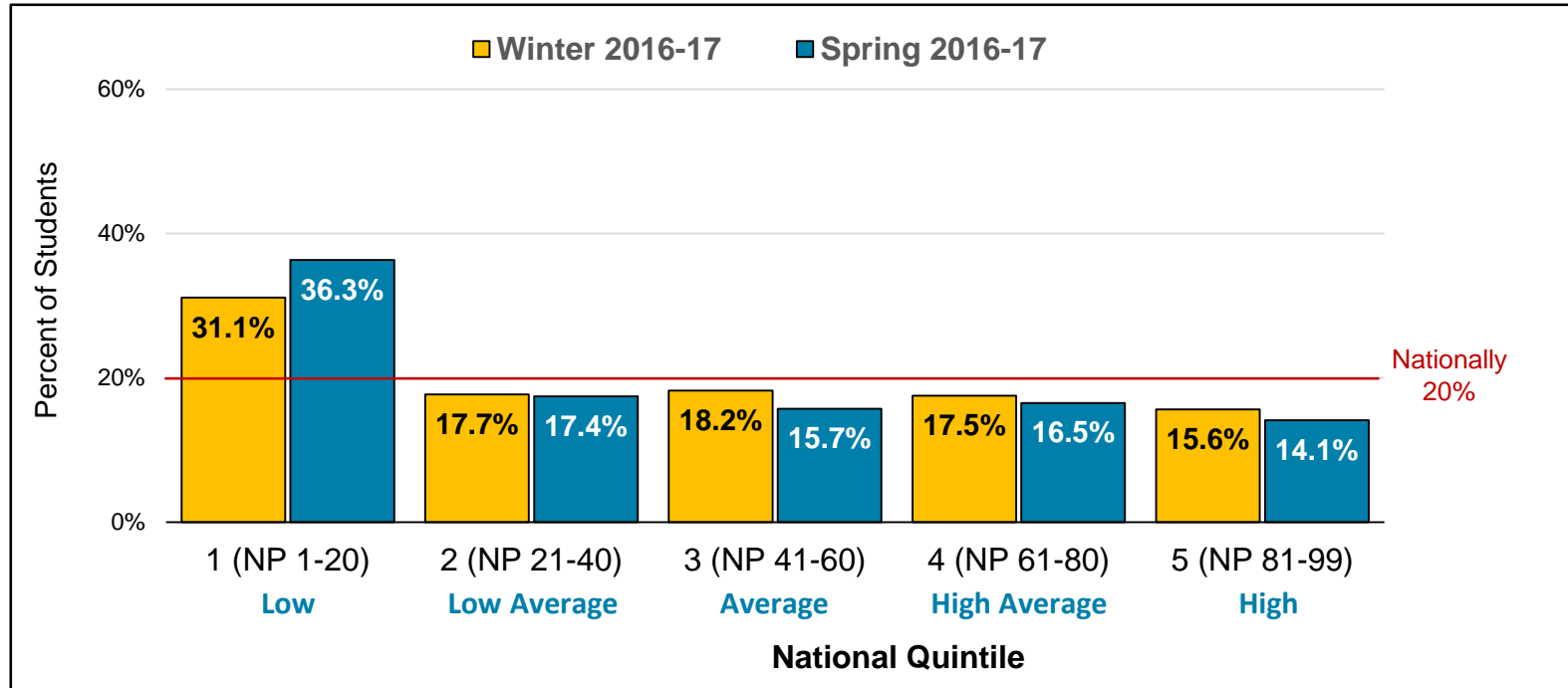
- ❖ Reading achievement of MNPS students, as a group, was below the national average in 2016-2017
- ❖ Academic growth from winter to spring was below the national average
- ❖ Significant disparities in reading achievement occurred between student subgroups and between schools
- ❖ A strong relationship exists between test scores and economic disadvantage

# MNPS Mean and Median Reading Scale (RIT) Score and Median National Percentile (NP)

Grade Level	Number Tested			Mean RIT Score		Median RIT Score		Median NP		Median Growth NP
	Winter	Spring	Both	Winter	Spring	Winter	Spring	Winter	Spring	
2	6,066	6,034	5,757	180.1	183.2	180	184	39	38	43
3	6,574	6,500	6,243	190.8	191.7	193	194	43	38	37
4	6,606	6,426	6,230	198.3	198.6	201	201	43	37	34
5	4,338	4,049	3,841	203.2	202.3	206	205	40	32	30
6	4,221	3,753	3,521	206.8	205.5	210	209	39	32	34
7	4,135	3,641	3,429	211.1	209.8	214	213	42	37	36
8	4,161	3,565	3,304	214.6	212.7	217	216	45	40	35
2-8	36,101	33,968	32,325					42	37	37

Note: The Median National Percentile (NP) shows the percentage of students nationally that score below the typical MNPS student at each grade. The national average is 50. The Median Growth NP is the percentage of students nationally that made less growth from winter to spring than the typical MNPS student.

# Percent of MNPS Students by National Quintile (Grades 2-8)



Note: 20 percent of students nationally fall into each quintile.



## Median NP and Percent of MNPS Students At or Above Average Range (National Quintiles 3-5) by Subgroup

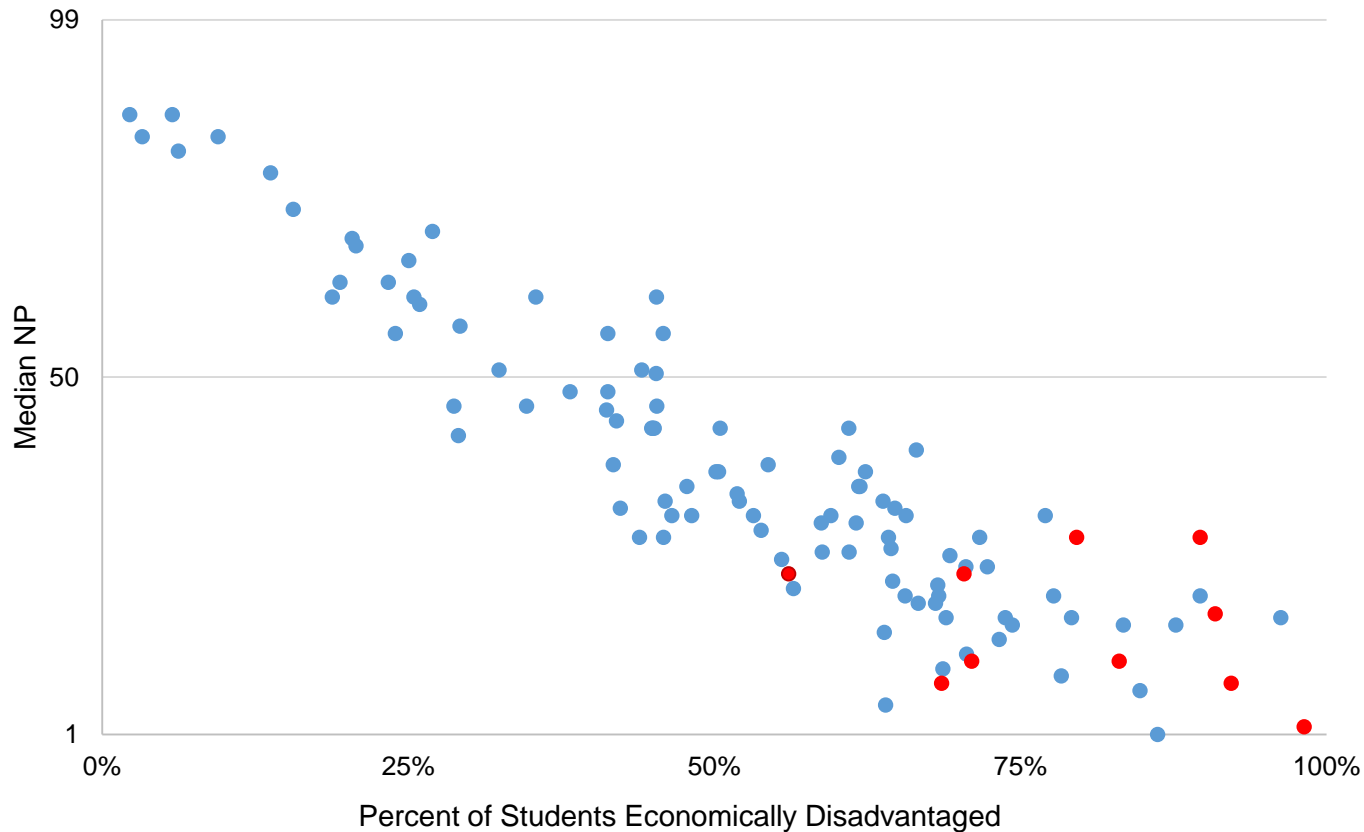
Subgroup	Winter			Spring		
	Number Tested	Median NP	% in Quintiles 3-5	Number Tested	Median NP	% in Quintiles 3-5
All Students	36,101	42	51.3%	33,968	37	46.3%
Asian	1,574	55	60.9%	1,515	50	57.8%
Black	14,327	33	43.1%	13,150	27	37.5%
Hispanic	8,295	30	39.4%	8,068	24	33.4%
Native American	47	40	48.9%	45	37	46.7%
White	11,175	63	69.0%	10,547	60	65.2%
Multi-ethnic	650	48	56.3%	614	46	53.4%
Econ Disadvantaged (ED)	18,056	28	37.6%	16,902	23	32.3%
Non-ED	18,034	58	65.1%	17,049	53	60.5%
English Learners (EL)	6,372	12	17.8%	6,358	9	15.1%
Non-EL	29,718	49	58.5%	27,593	45	53.5%
Students with Disabilities (SWD)	4,100	6	17.4%	3,843	5	15.2%
Non-SWD	31,990	46	55.6%	30,125	41	50.3%

Note: 60 percent of students nationally fall into quintiles 3-5.

## Median NP and Percent of MNPS Students At or Above Average Range (Quintiles 3-5) by Quadrant and Cluster

Quadrant	Cluster	# Tested			Median National Percentile			% of Students in Quintiles 3-5		% Economically Disadvantaged	
		Winter	Spring	Both	Winter	Spring	Growth	Winter	Spring	Winter	Spring
Northeast	Maplewood	1599	1558	1492	23	18	30	34.5%	27.2%	76.1%	76.5%
	McGavock	4624	4233	4016	47	42	37	56.6%	50.5%	46.7%	47.8%
	Stratford	2087	1966	1838	33	28	33	44.2%	40.0%	56.2%	55.4%
	<b>Total</b>	<b>8310</b>	<b>7757</b>	<b>7346</b>	<b>40</b>	<b>33</b>	<b>35</b>	<b>49.2%</b>	<b>43.2%</b>	<b>54.6%</b>	<b>55.5%</b>
Northwest	Hunters Lane	2905	2730	2596	28	24	36	38.5%	35.2%	63.2%	62.5%
	Pearl-Cohn	3879	3444	3358	60	56	42	64.4%	61.8%	45.3%	44.2%
	Whites Creek	1713	1390	1315	32	22	28	40.9%	33.1%	62.3%	63.9%
	<b>Total</b>	<b>8497</b>	<b>7564</b>	<b>7269</b>	<b>41</b>	<b>37</b>	<b>37</b>	<b>50.8%</b>	<b>46.9%</b>	<b>55.0%</b>	<b>54.4%</b>
Southeast	Antioch	4103	3998	3794	37	31	33	46.4%	40.5%	51.8%	52.9%
	Cane Ridge	3403	3332	3183	36	30	35	46.8%	40.2%	50.3%	51.1%
	Glenclyff	2284	2208	2043	26	20	33	35.0%	29.8%	67.6%	67.6%
	<b>Total</b>	<b>9790</b>	<b>9538</b>	<b>9020</b>	<b>34</b>	<b>28</b>	<b>34</b>	<b>43.8%</b>	<b>37.9%</b>	<b>55.0%</b>	<b>55.7%</b>
Southwest	Hillsboro	2713	2718	2605	73	71	46	74.5%	71.6%	21.4%	21.9%
	Hillwood	2461	2391	2257	51	50	40	60.2%	57.7%	34.7%	34.0%
	Overton	4330	4000	3828	44	37	37	53.5%	47.4%	47.2%	48.0%
	<b>Total</b>	<b>9504</b>	<b>9109</b>	<b>8690</b>	<b>54</b>	<b>51</b>	<b>41</b>	<b>61.2%</b>	<b>57.3%</b>	<b>36.6%</b>	<b>36.5%</b>

# Spring School Level Median National Percentile vs. Percent of Students Economically Disadvantaged



Note: Red dots indicate Priority schools.

## Next Steps

- ❖ MAP Reading and Mathematics will be administered to all students in grades 2-8 in 2017-2018 and will serve as the universal screener for Response to Instruction and Intervention
- ❖ MAP results will be correlated to state TNReady test results in order to develop predictive measures
- ❖ Ongoing professional development will be provided to assist administrators and teachers in using MAP data to inform classroom instruction
- ❖ Parent friendly student reports will be developed and distributed

# Questions?



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**RECRUITMENT  
AND RETENTION**  
*Update*

# MNPS Recruitment & Retention

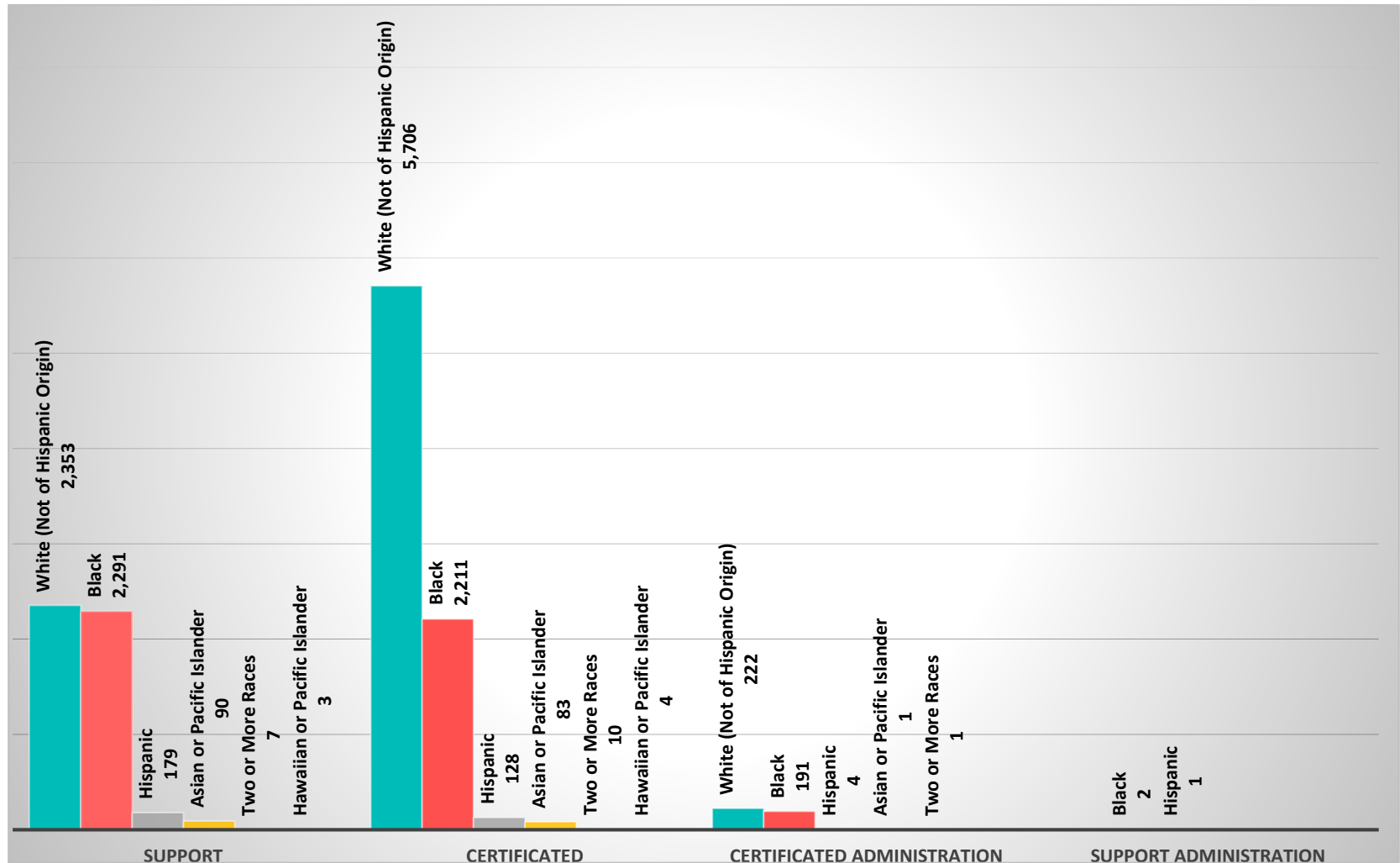
- Improving our recruitment and retention of qualified teachers and other certificated staff is a critical component and key priority for providing high-quality education to every student:

MNPS teacher retention rates (i.e. teaching in the same school) over the last five years, including 2015-16, track near the national average of 84%.

- Turnover is most highest for 1<sup>st</sup> – 3<sup>rd</sup> year teachers.
- MNPS outlined major organizational realignment steps to improve teacher retention in the 2015 “Retaining Great Teachers” report and now we need to revisit where we are.

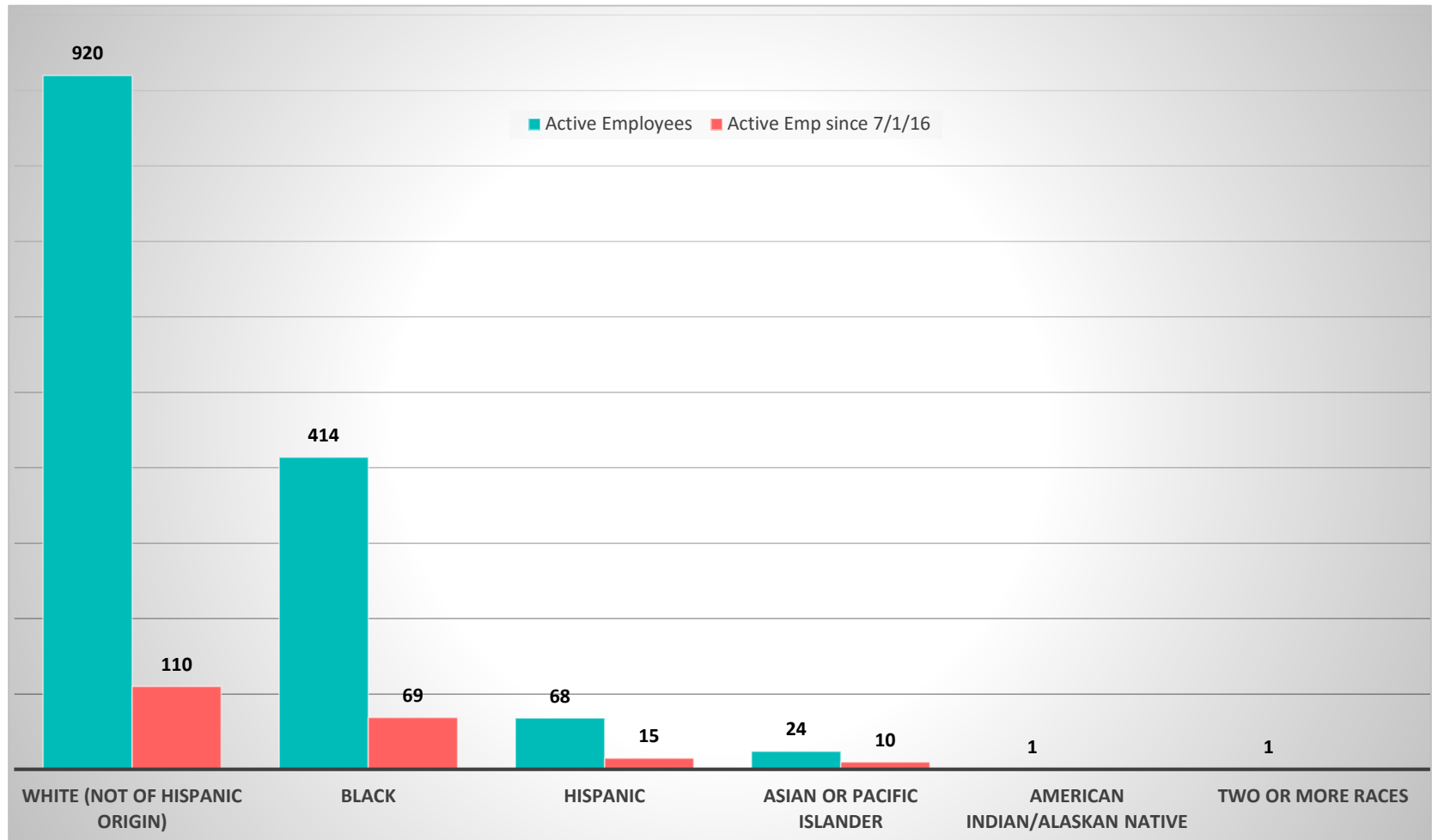


# Support/Classified Racial Composition As of July 7, 2017



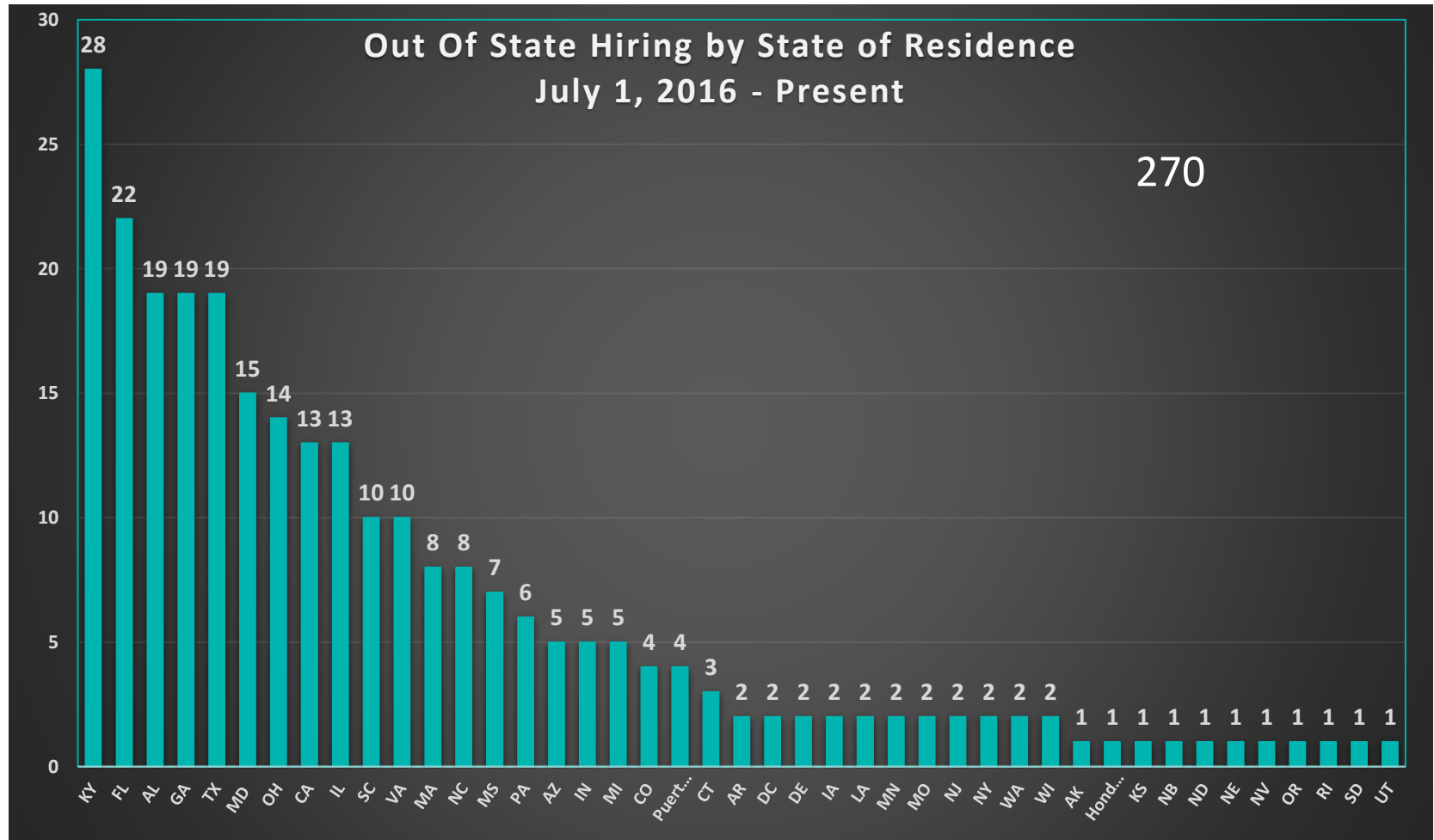


# Central Office Employees Active & Hired 7/1/2016 thru 6/30/17



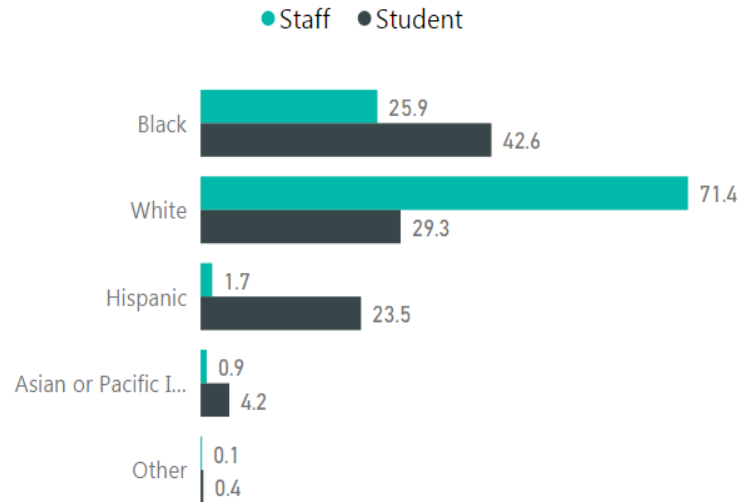
# Out of State Hiring by State of Residence

## July 1, 2016 to June 30, 2017

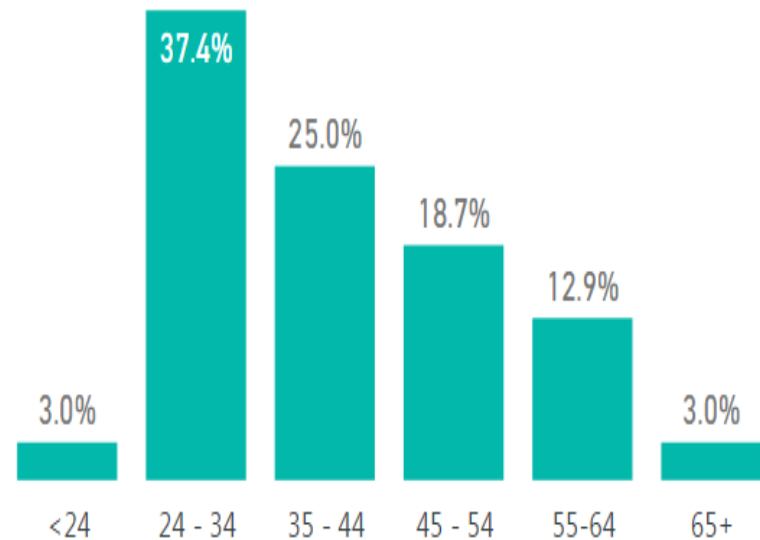


# Teacher Demographics

Demographics Across the District, Staff & Students

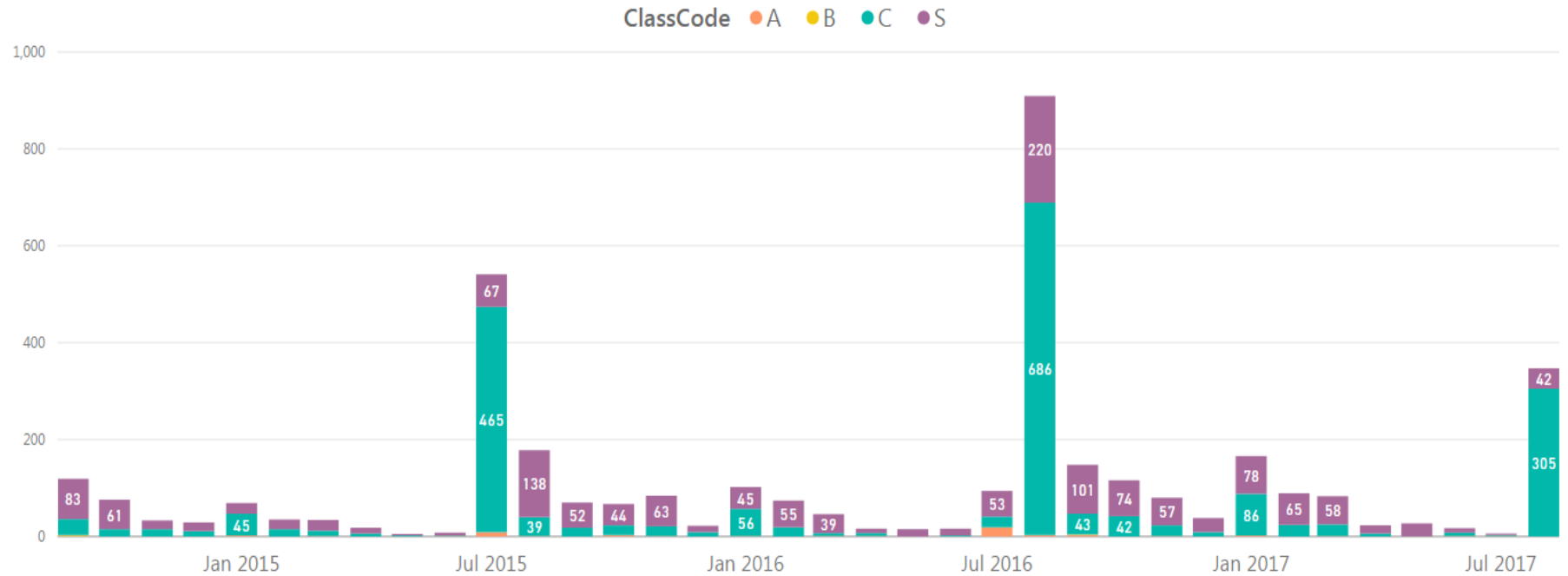


Age Distribution Across the District, June 2017



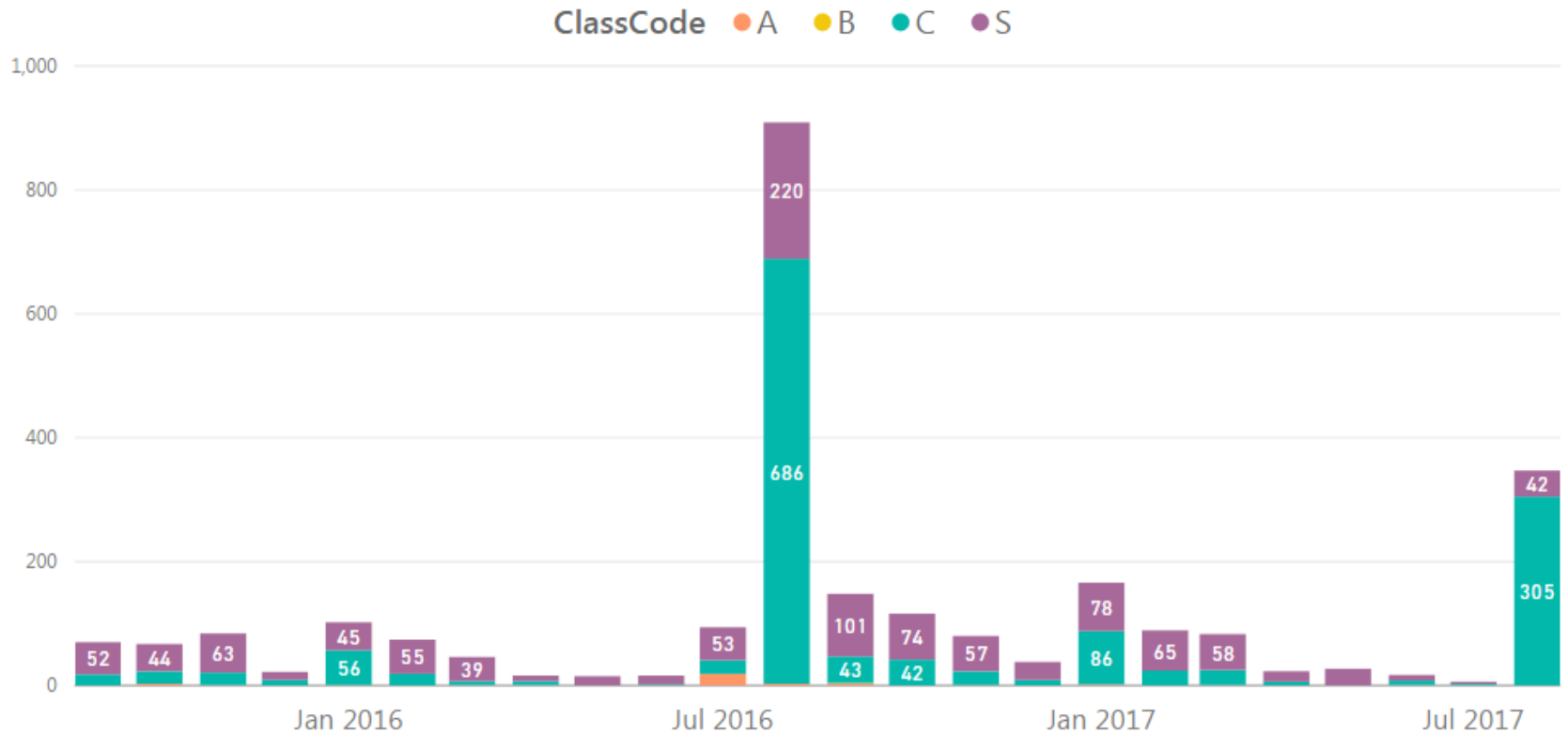
# Hiring

Hiring Patterns in School Years 14/15, 15/16 & 16/17

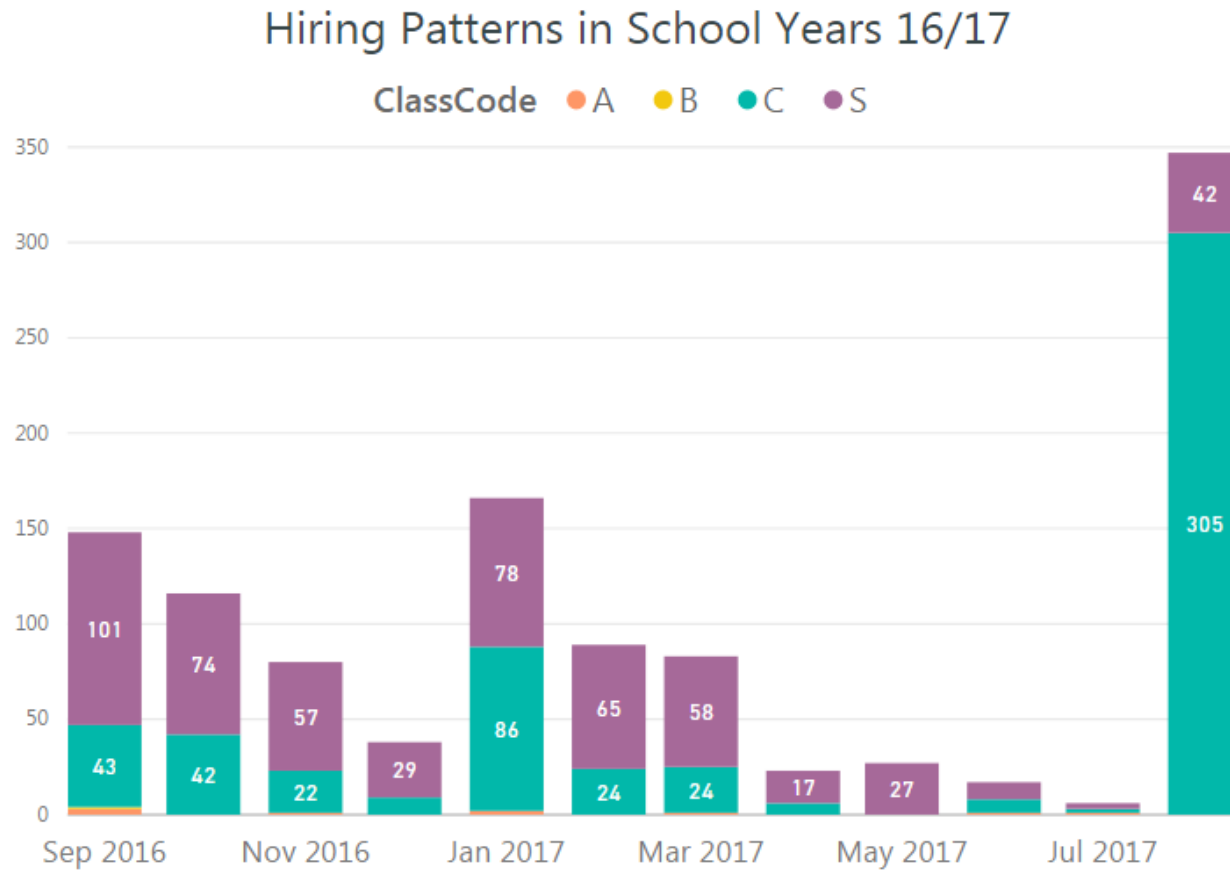


# Hiring

Hiring Patterns in School Years 15/16 & 16/17



# Hiring



# Expected Outcomes:

- Expected outcomes in the 2015 Report were three-fold
- We expect that after the 2017-2018 school year to do the following:
  - Increase the district retention rate from 83.9% (14/15) to 86.6% (17/18).
  - Increase retention of teachers with 4 or 5 LOE from 89.6% (14/15) to 92.8% (17/18)
  - Increase “new teacher” retention from 78.4% (14/15) to 86.1% (17/18).

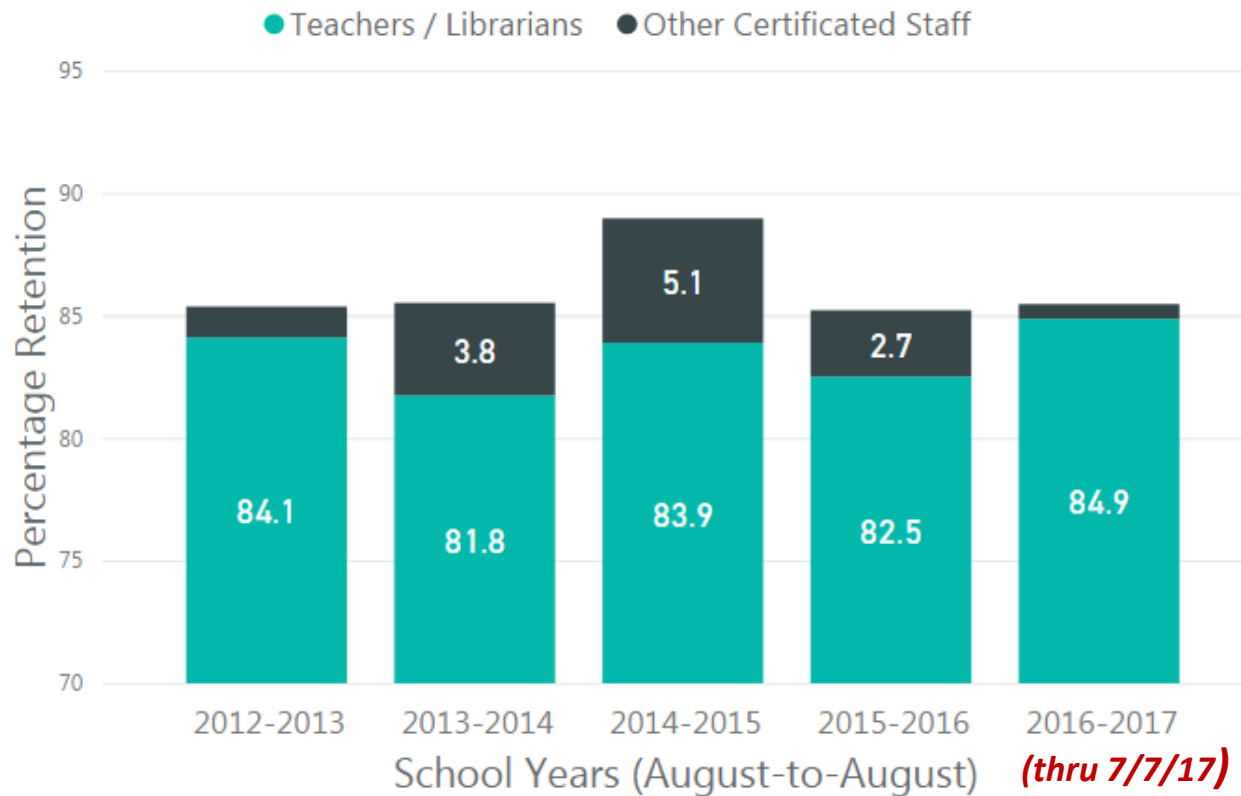
# The Data and Results were configured as follows:

- Data contained in this document are for retention rates for the entire 2015-2016 school year.
- Calculated by comparing the total list of active staff on August 25, 2015 to a list from August 30, 2016.
- For the purpose of this report, retention is defined as a change in Position Type from the 2015-2016 school year to the 2016-2017 school year. There are four primary causes for a change:
  1. Promotion / transfer (e.g. substitute → full-time teacher, teacher → admin)
  2. Retirement
  3. Resignation
  4. Non-renewal

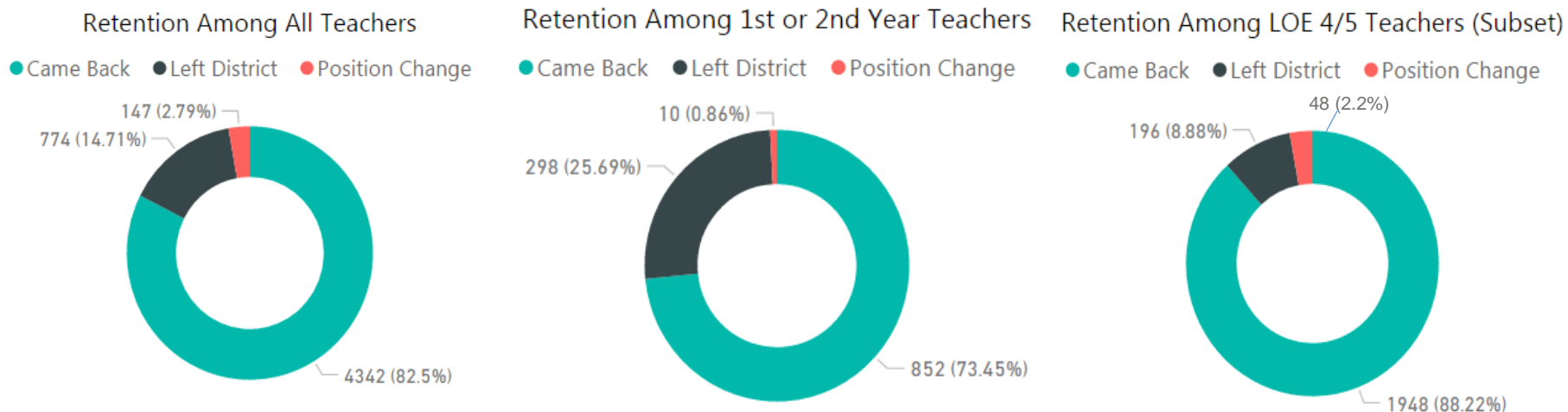


# Retention – Big Picture

Historical Retention of Personnel, 2012 - 2017



# Retention – Big Picture

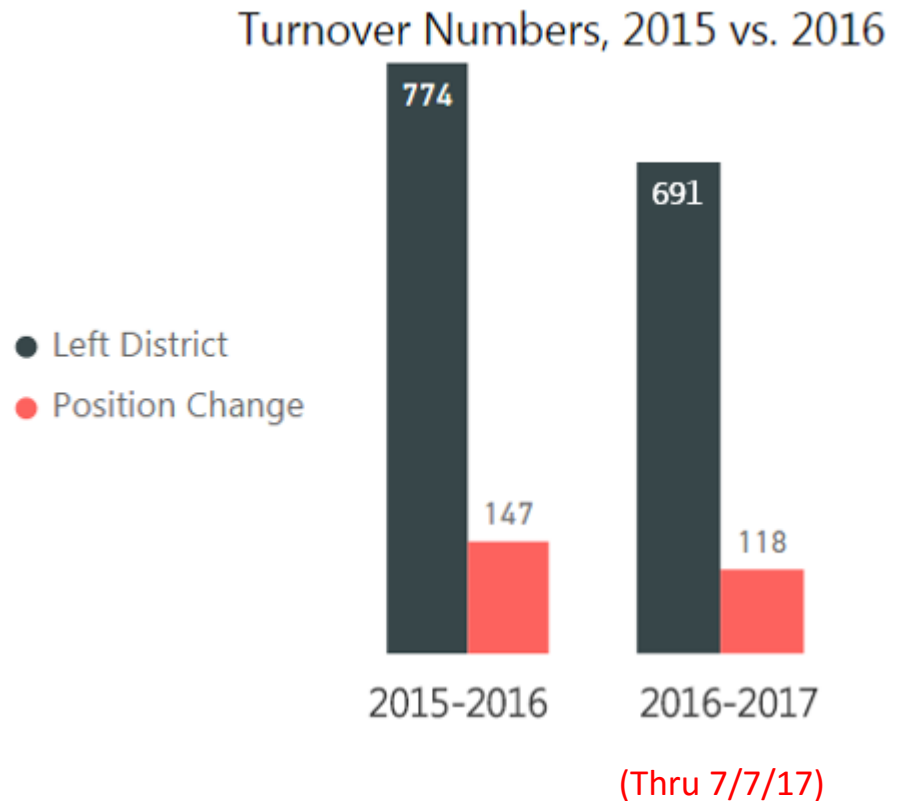


## Progress Report on Key Measures from the 2015 “Retaining Great Teachers” Report

Group	17/18 Target Retention	16/17 Actual	15/16 Actual Retention
All teachers	86.6 %	TBD	82.5 %
New teachers	86.1 %	TBD	73.4 %
Excellent teachers	92.8 %	TBD	~ 88.2 %

# Retention – Big Picture

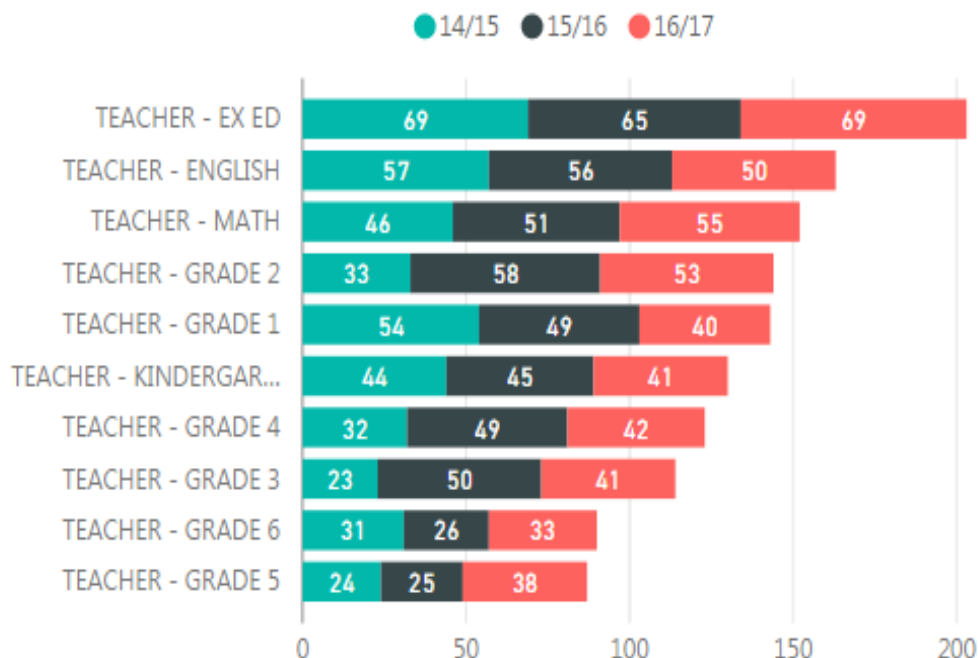
- Reports of this year's turnover suggest that retention numbers may be slightly reduced compared to 2015-2016.
- However, these numbers will not be fully available until August.



# Retention – Big Picture

Over the last three years, Exceptional Ed (203), English (163) and Math (152) positions have seen the greatest amount of teacher terminations.

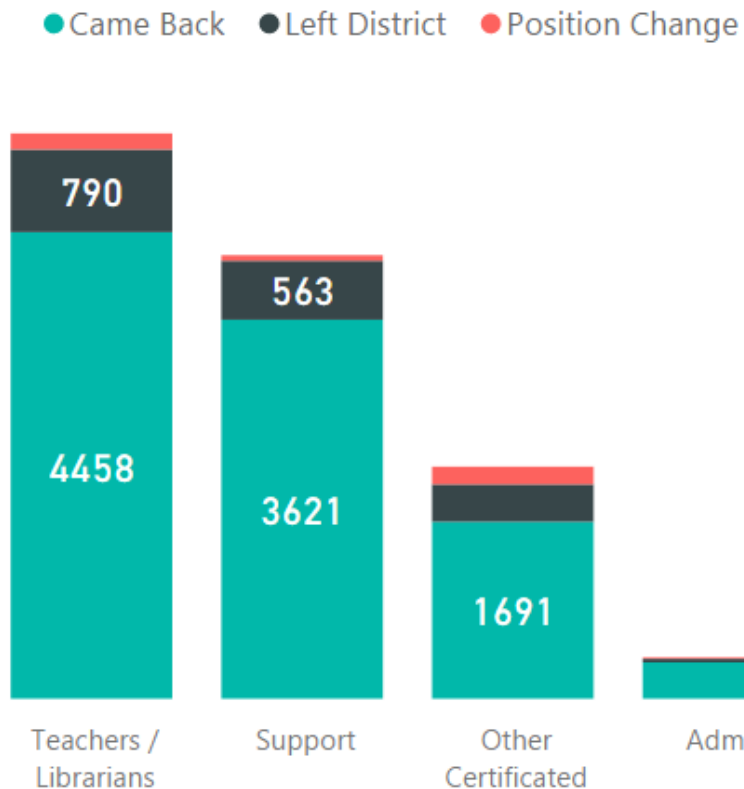
Number of Terminations by Position Title



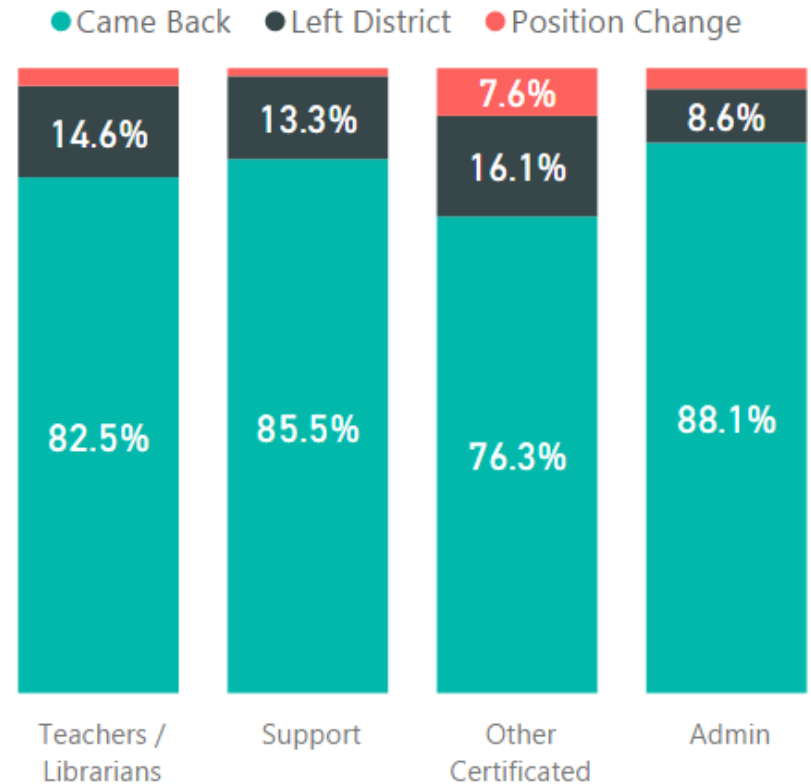
# Retention – Big Picture

## 2015 - 2016

Staff Retention Numbers by Position Type

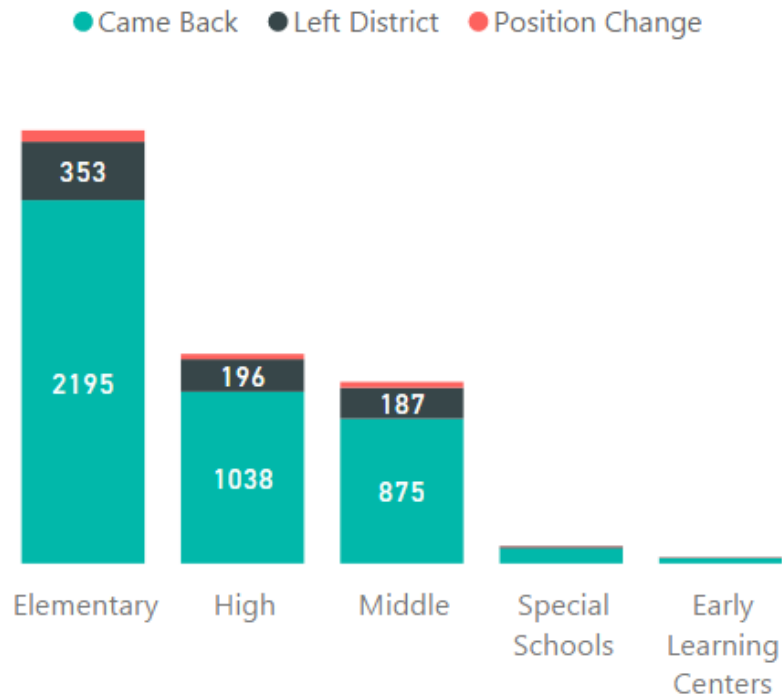


Staff Retention Rates by Position Type

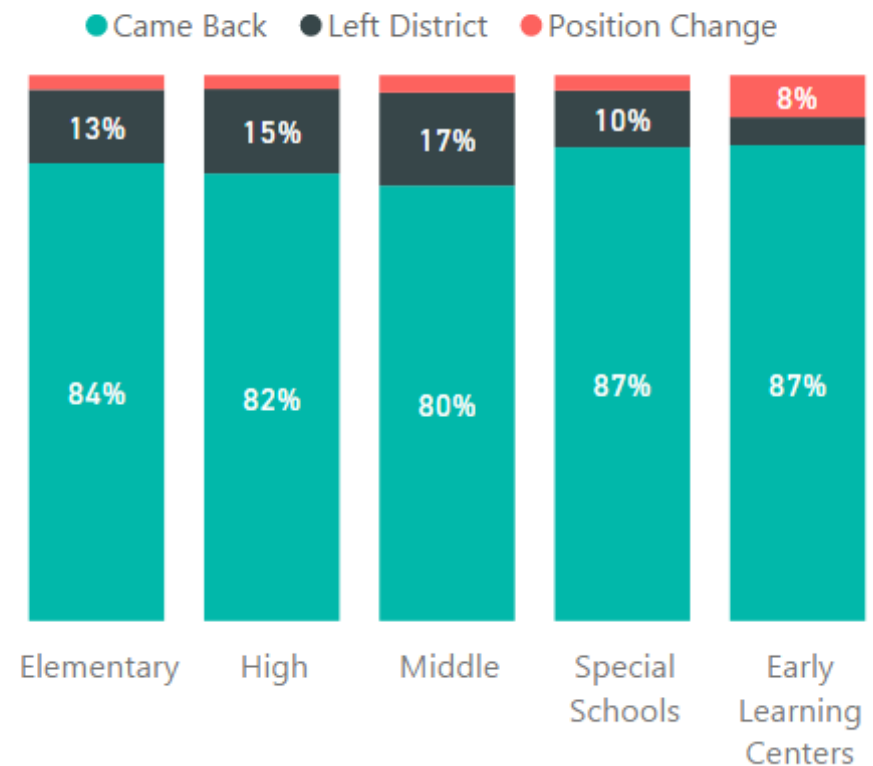


# Retention – Big Picture

Retention Numbers by School Tier, 2015-2016

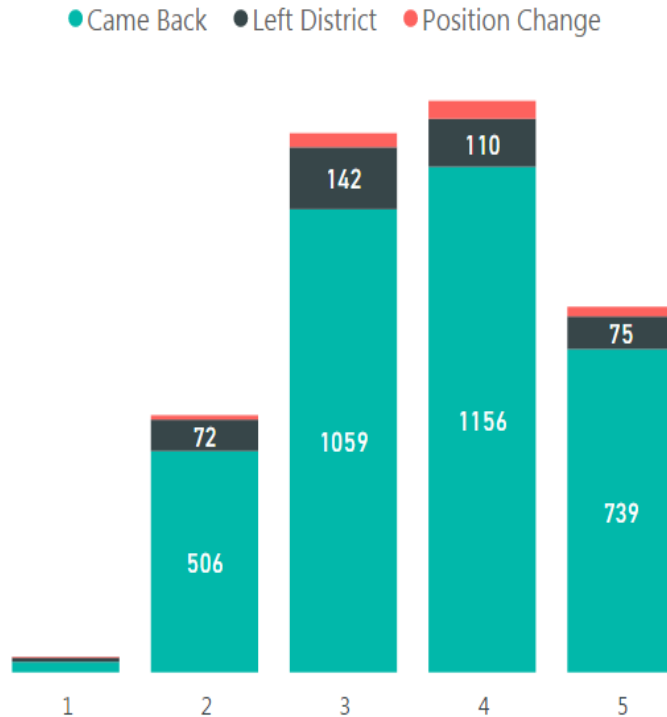


Retention Rates by School Tier, 2015-2016

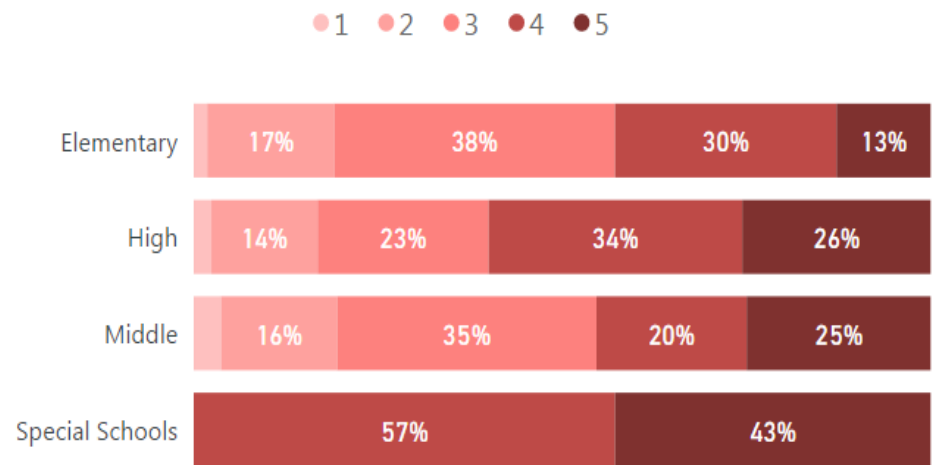


# Separations – Big Picture

Number of Teachers Leaving, by LOE (Subset of Data)



Percent of Teachers Moving or Leaving in Each Tier, by LOE

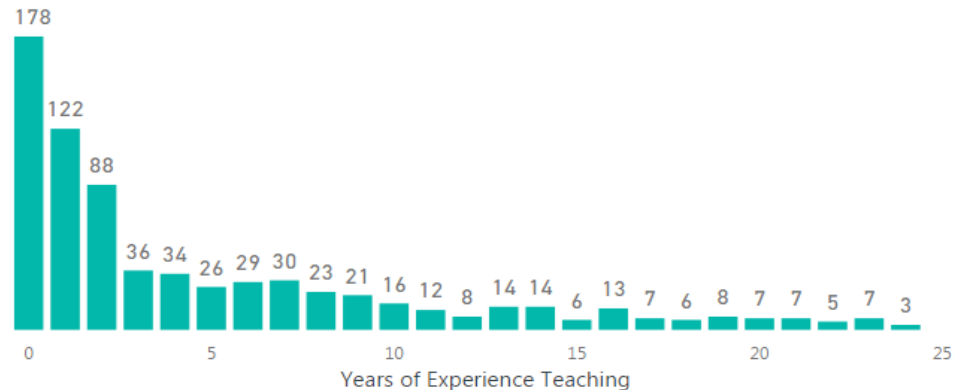


- Due to data constraints, only a subset of departing teachers were available for analysis by Level of Effectiveness (LOE) (516 / 921 Non-Retained; 4000 / 5263 Total Teachers).
- High Schools and Special Schools lose more excellent teachers than elementary or middle schools.
- Elementary schools did the best job of retaining their top teachers (13% of departing teachers were Level 5).

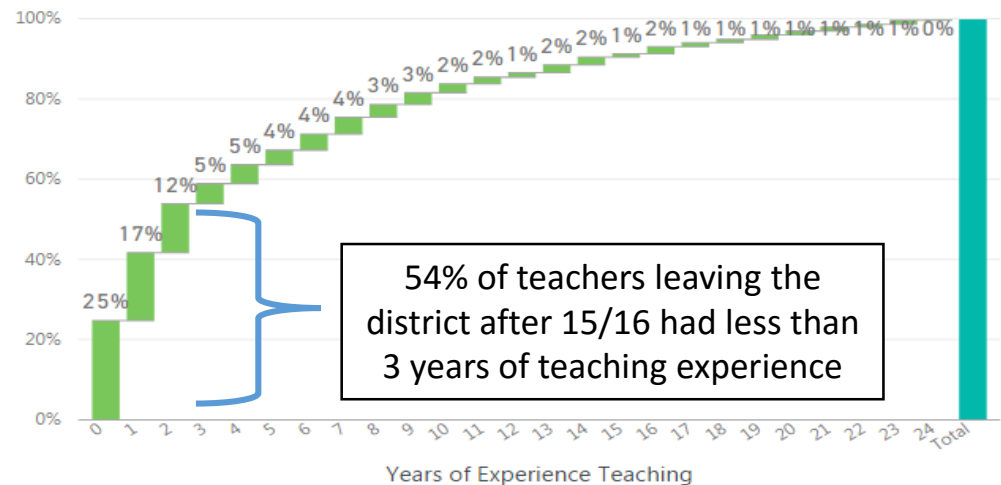
# Retention 2015 - 2016

- New teachers – those with 1 or 2 years of teaching experience -- were the most likely to leave the district.
- Over 50% of the teachers who left the district in 2015-2016 had less than 3 years of previous teaching experience.

Teachers that Left District after 2015-2016, by Experience



Percent of Teachers Leaving District, by Years of Experience





# Retention Initiatives

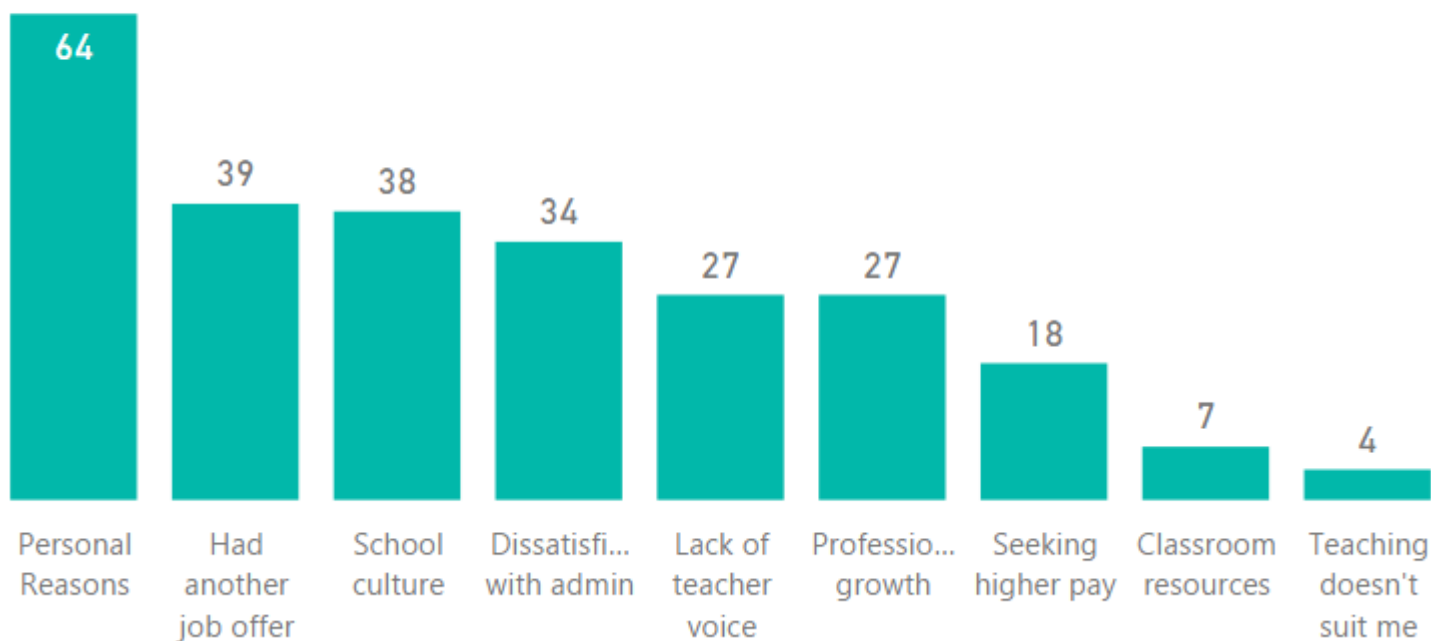
- More support will be provided to our new teachers.
  - We implemented the New Teacher Academy (NTA) last school year with a fall and spring meet up to provide encouragement and support.
  - This year NTA will be mandatory for all new teachers.
  - There will be quarterly check-ins with new teachers
  - Each new teacher will be assigned a mentor (veteran teacher) who will be available for questions and support.

# MNPS Exit Survey

- MNPS sent an exit survey to teachers who left the district. We selected the responses from Sept. 2015 – Aug. 2016.
- Response rates were low – out of the 790 teachers who left the district, only 110 responded to the survey (14%).
- We should exercise caution in drawing conclusions from these data.
- We will implement a more robust exit survey to be administered to all departing staff.

# Exit Survey 2015 - 2016

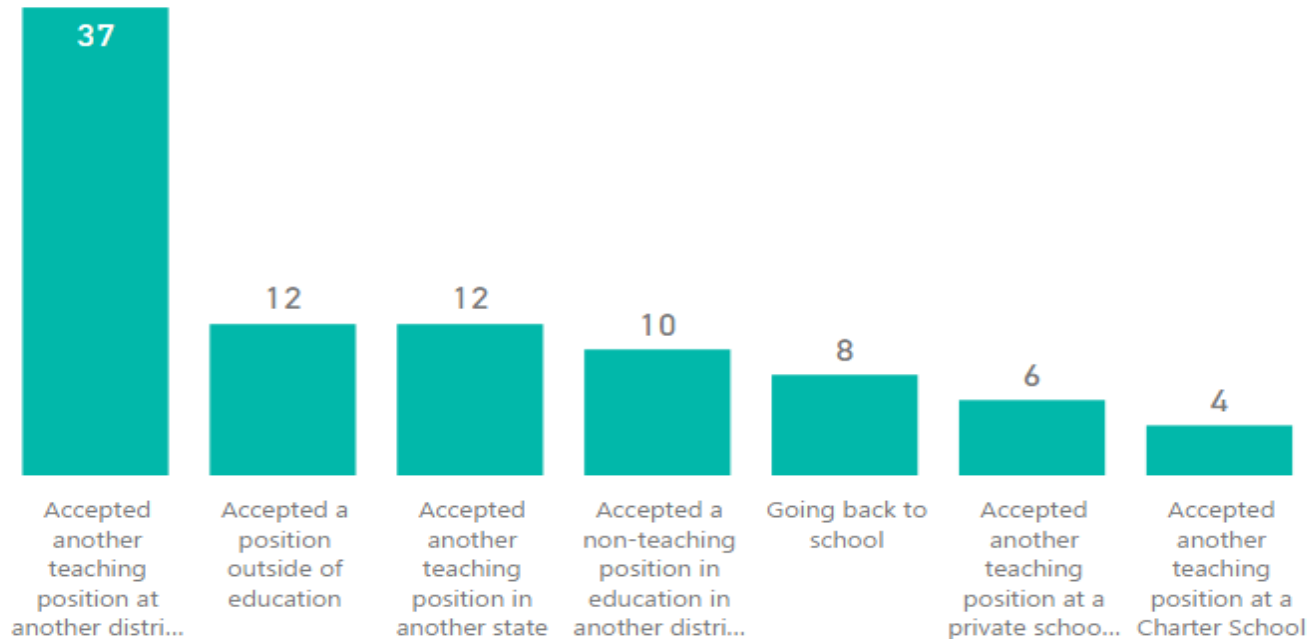
Exit Survey 2015-2016: "Why did you choose to leave?"



- Teachers cited a number of reasons for leaving, and more than half cited “Personal reasons”.
- School culture and dissatisfaction with admin were marked by more than 33% of respondents.
- The least cited reasons were based on teaching “tangibles” – salary, resources or the teaching in general.

# Exit Survey 2015 - 2016

Exit Survey 2015-2016: "What is your next step?"



- 59% of respondents stated they were accepting a teaching position elsewhere.
- 20% of respondents left education or went back to school.

# Narrative Key Points

- One area of concern is that we do not have automated and straightforward methods for calculating staff retention and turnover. To address this, we will...
  - Develop clearer business definitions for logging movement within and out of the district.
  - Use “reporting deadlines” around major events (e.g. end-of-school year) and scheduled “Q & A” events to ensure that staff data is accurate and up-to-date.
  - Work with Data Warehouse personnel to create automated retention and turnover reports.
  - Develop a new Certificated and Support Exit Survey and push for 80% completion voluntary terminations.

# Assessment

- Human Resources does not have straightforward methods for calculating retention and turnover.
- To address this, we plan to:
  - Develop business rules for logging movement within and out of the district.
  - Work with Data Warehouse personnel to create automated retention and turnover reports.
  - Develop a new Certificated & Support Exit Survey and push for 80% completion.
- Expected outcomes, stated in the Dec. Report, are three-fold. Given the changes we have made, and our improved reporting standards, we expect that after the 2017-2018 school year we will...
  - Increase the district retention rate from 83.9% (15/16) to 86.6% (17/18).
  - Increase retention of teachers with 4 or 5 LOE from 89.6% (15/16) to 92.8% (17/18)
  - Increase “new teacher” retention from 78.4% (15/16) to 86.1% (17/18).



# **School Climate and Behavior Management**

Dr. Tony R. Majors

June 13, 2017

School Board Meeting



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# MNPS Strategic Plan Alignment

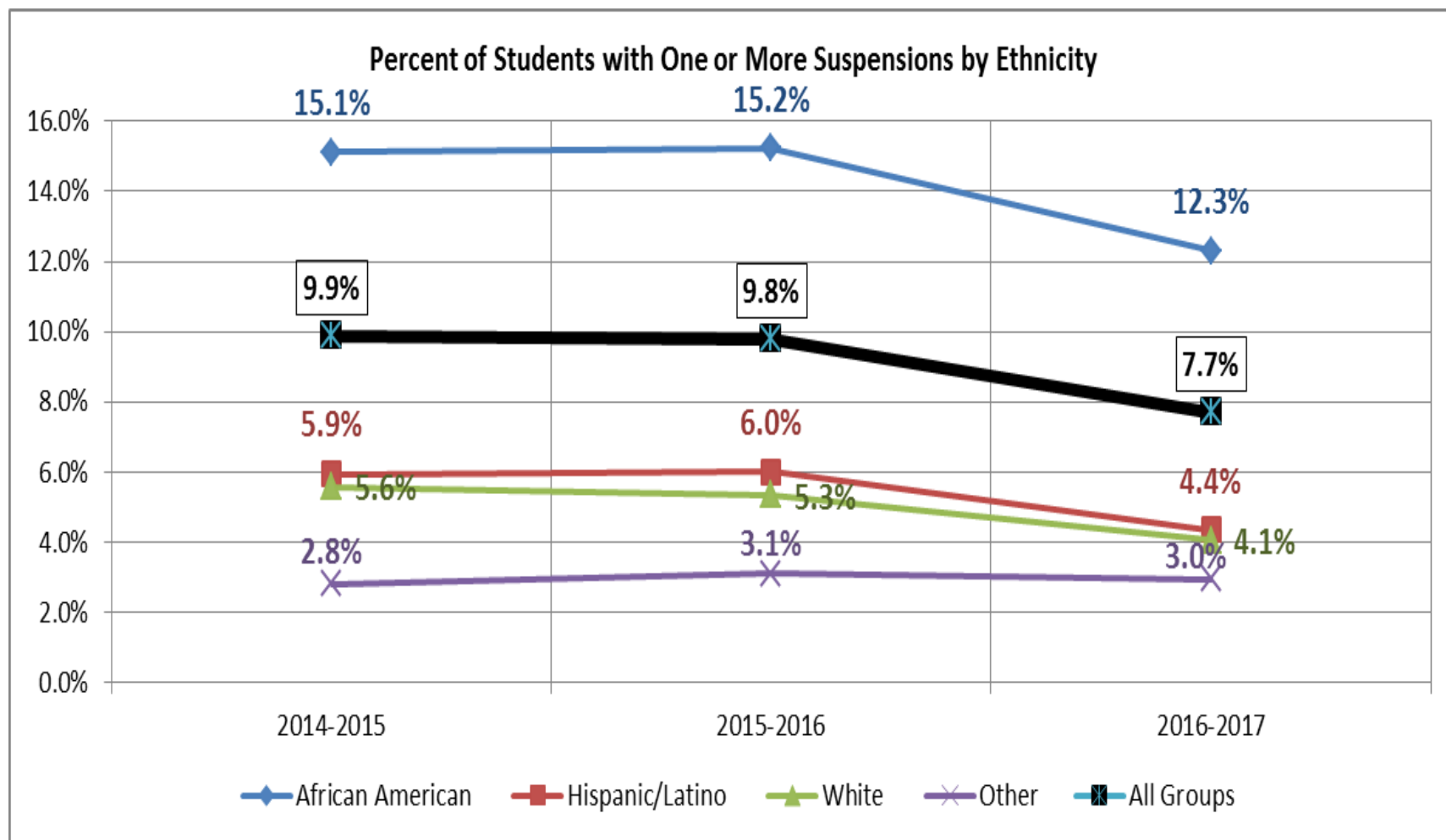
## High Level Actions

- (S3) Establish positive school culture and climate, and respond to Pre K-12 students' physical, social, and emotional needs.
- (P2) Build staff capacity through implementation of a professional learning program that provides training, coaching, mentoring, and performance management.
- (O2) Create a collaborative culture of data analysis and accountability to advance district, department and school improvement goals.
- (C2) Actively engage the community and business partners in improvement initiatives at the school and district level.

# Recap of 2016-17

- Student Services Department was restructured to include school counselors and the Social Emotional Learning Department.
- Restorative Practices was a voluntary training for schools.
- The collaborative referral process was restructured and implemented which resulted in 2,000 more students being referred for support services.
- The department developed a systems level socio-emotional learning implementation plan, that included the Response to Intervention: Behavior model for all schools (Multi-Tiered Systems of Support).
- Meetings were held with all cluster Principals to provide training on the Multi-Tiered Systems of Support model and to help Principals select their proactive, school-wide Tier 1 Approach.
- Our department is completely aligned to provide support to the Quadrant based district profile and the Community Superintendents.

# 2016-17 EOY Discipline Data

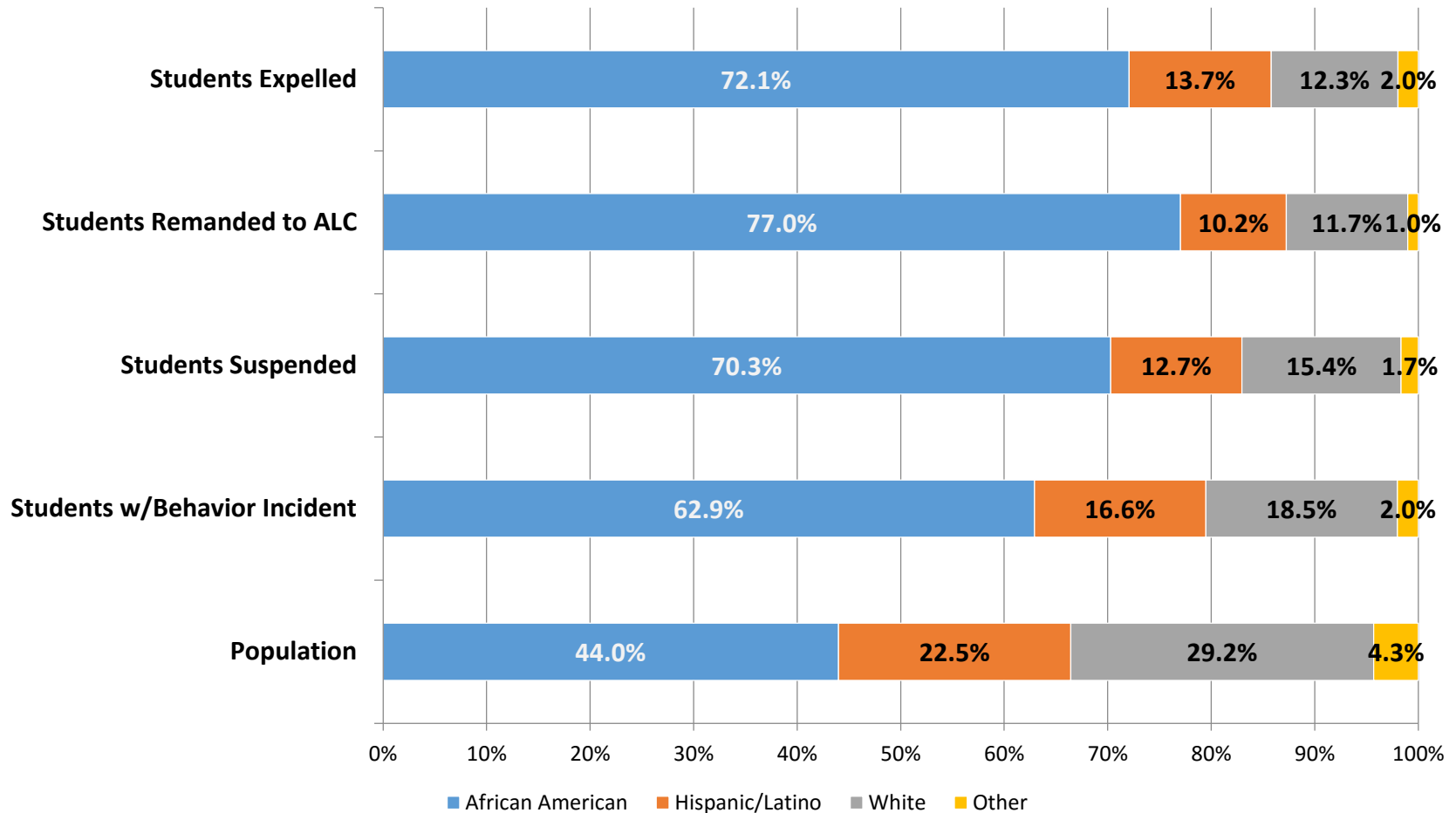


# 2016-17 Quadrant Discipline Rates

Quadrant	Cluster	Enrollment (A & I)	Behavior Incidents		Suspensions	
			# Students	% All Students	# Students	% All Students
Northwest	Hunters Lane	9,258	1,761	19.00%	623	6.70%
	Pearl Cohn	10,895	2,032	18.70%	866	7.90%
	Whites Creek	6,058	1,703	28.10%	1,046	17.30%
Northeast	Maplewood	6,696	1,628	24.30%	708	10.60%
	McGavock	12,526	2,234	17.80%	937	7.50%
	Stratford	7,575	1741	23.00%	856	11.00%
Southwest	Hillsboro	8,987	1,072	11.90%	445	5.00%
	Hillwood	7,837	1,429	18.20%	502	6.40%
	Overton	11,174	1,529	13.70%	367	3.30%
Southeast	Antioch	10,708	1,677	15.70%	712	6.60%
	Cane Ridge	9,963	1,520	15.30%	624	6.30%
	Glenclyff	10,497	2,081	19.80%	1,012	9.60%
District	Totals	112,174	20,407	18.20%	8,698	7.80%

*While there is much room for improvement, the reality is that 81% of MNPS students did not have a behavior incident, and of those that did 7.8% received an exclusionary consequence.*

## 2016 - 2017 Discipline Disparity Data



*As we work to reduce these disparities, we must seek to understand why students are having disciplinary issues, their triggers, trends, and the level of prevention/intervention at the instructional level; all while maintaining equitable disciplinary practices.*

# Northern Quadrant Behavioral Pattern Assessment

## Northwest Quadrant

### Hunters Lane

Dress Code (790)

Repeat Violations Type 1 (730)

Disruption of School (544)

Noncompliance with Request (416)

### Pearl-Cohn

Repeat Violations Type 1 (982)

Disruption of School (871)

Repeat Violations Type 2 (661)

Cutting Class (644)

### Whites Creek

Repeat Violations Type 2 (1002)

Noncompliance with Admin Direct (690)

Disruption of School (622)

Noncompliance with Request(609)

## Northeast Quadrant

### Maplewood

Cutting Class (1129)

Noncompliance with Request (814)

Disruption of School (613)

Noncompliance with Admin Direct(571)

### McGavock

Cutting Class (1713)

Disruption of School (857)

Tardy to Class or School (716)

Noncompliance with Request (675)

### Stratford

Cutting Class (678)

Repeat Violatons Type2 (606)

Repeat Violations Type 1 (463)

Noncompliance with Request (380)

# Southern Quadrant Behavioral Pattern Assessment

## Southwest Quadrant

### Overton Cluster

Cutting Class (890)

[Repeated Type 1 Behaviors \(461\)](#)

Tardy to Class or School (442)

Noncompliance with a Request (431)

### Hillwood Cluster

Cutting Class (1233)

Tardy to Class or School (667)

[Repeat Violations Type 1 \(430\)](#)

[Repeat Violations Type 2 \(423\)](#)

### Hillsboro Cluster

Cutting Class (879)

Noncompliance with a Request (529)

[Repeat Violations Type 2 \(501\)](#)

Disruption of School (396)

## Southeast Quadrant

### Antioch

Cutting Class (707)

Noncompliance with a Request(505)

Disruption of School (500)

[Inappropriate Physical Contact\(383\)](#)

### Cane Ridge

Cutting Class (1777)

[Repeat Violations Type 2 \(410\)](#)

Tardy to class or School (406)

Noncompliance with Admin Direct(350)

### Glenclyff

Cutting Class (1310)

Tardy to Class or School(933)

Noncompliance with Request(761)

Disruption of School(692)

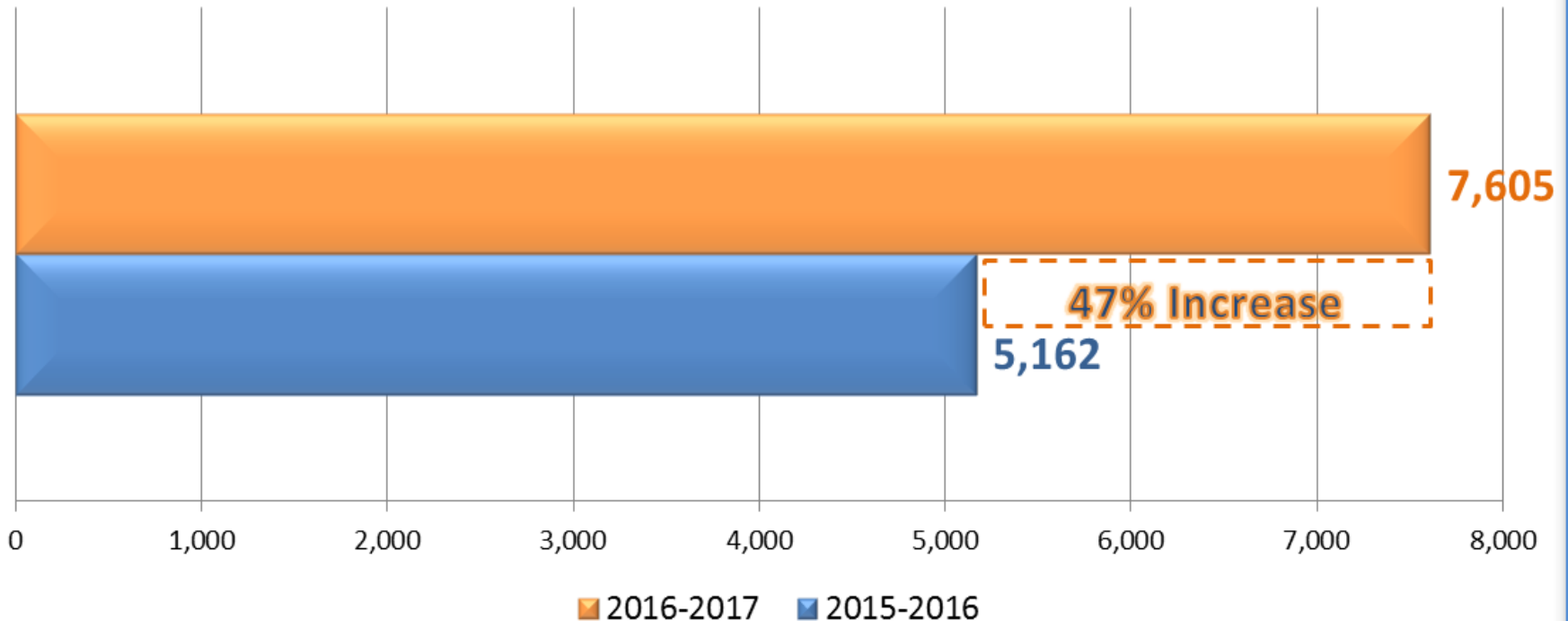
# Supporting School Climate Reform and Students With Behavioral Difficulties



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Collaborative Referral Comparison Chart

\*Data reflects the total number of student referrals \*



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PUBLIC SCHOOLS



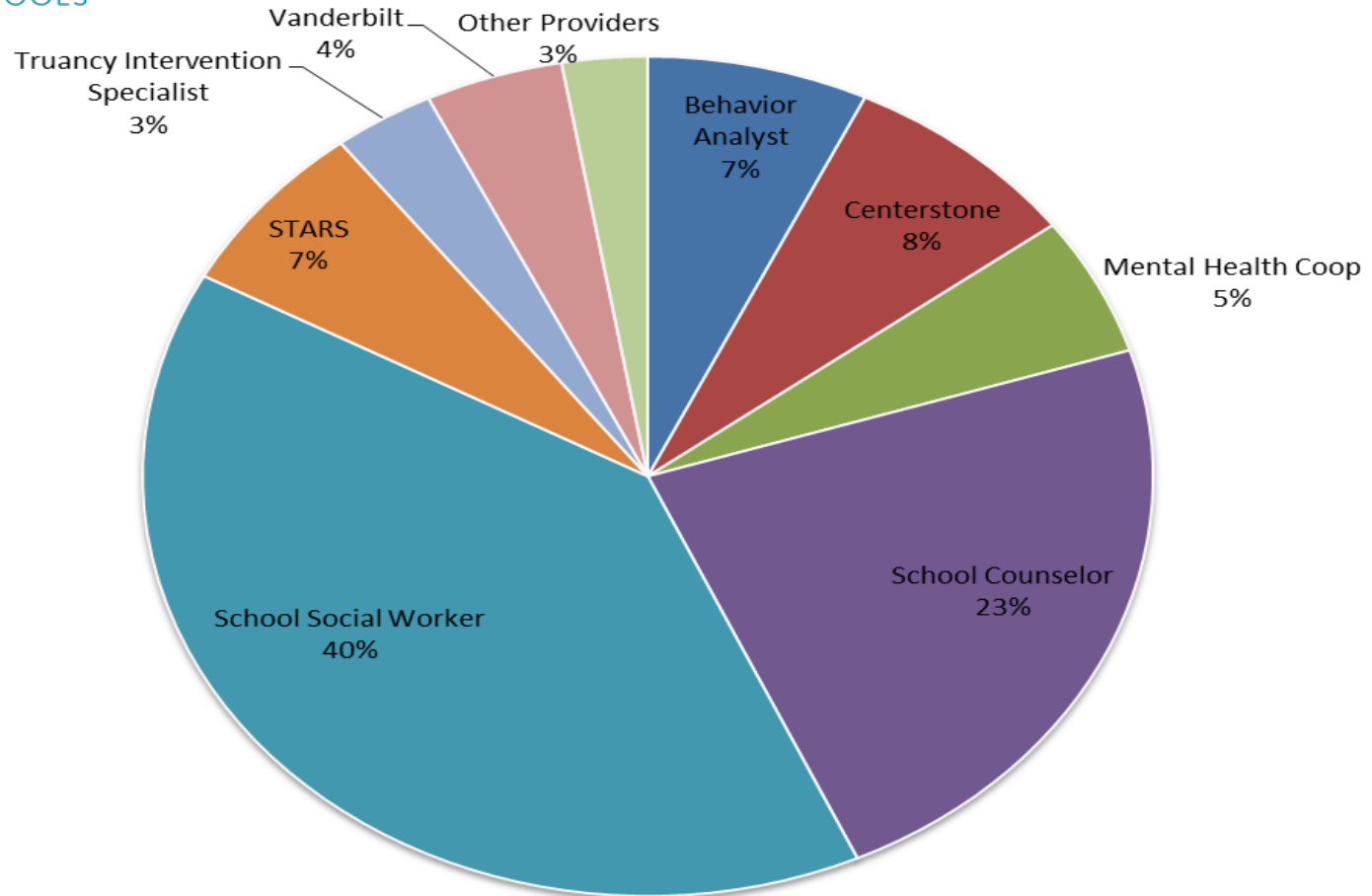
# Direct Service Providers



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## 2016 -2017 Distribution of Collaborative Referrals

*\*7,605 Referrals\**



METRO NASHVILLE  
PUBLIC SCHOOLS

# **School Climate Reform “Moving Forward”**

Implementation of the Multi-Tiered Systems of Support Model (MTSS), as a district strategy to align academic and non-academic reform efforts.



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PUBLIC  
SCHOOLS

# METRO NASHVILLE PUBLIC SCHOOLS (MNPS) MULTI-TIRED SYSTEM OF SUPPORT (MTSS)



EXCEEDING  
GREAT  
EXPECTATIONS

through



**ACADEMICS  
(RTI<sup>2</sup>)**

**BEHAVIOR AND  
SOCIAL-EMOTIONAL  
LEARNING  
(RTI<sup>2</sup>-B)**

ALL

## **TIER I**

Universal Prevention:  
High-Quality Instruction

SOME

## **TIER II**

Interventions targeted to  
meet student needs

FEW

## **TIER III**

Intensive  
interventions  
targeted to meet  
student needs

INCREASED SUPPORT FOR STUDENTS

### Priority for Year 1:

Ensure that all schools identify and implement a school wide proactive approach.

# Behavior Management

**“Principal selections of Tier 1 Behavior Management Programs”**

	PBIS	Restorative Practices	SEL Foundations
Elementary	27	11	34
Middle	6	16	8
High	3	11	4

In addition to the Tier 1 model that each school will begin implementing in the fall of 2017, each Principal identified 2-4 supplemental trainings based on the needs of their students and community (see handout).

# Internal Capacity Building for the 2017/18

- All schools are required to select and implement a school wide behavior management program with training and support provided by the Student Services Department.
- Student Services added an Executive Director of Student Discipline to monitor student discipline, assist the PASSAGE initiative, oversee the student appeals process, work with alternative school transition, and provide administrative training on disciplinary best practices
- Assigned lead school counselors (2) and lead social workers (2), by Quadrant, to provide direct assistance to Community Superintendents and supervise cluster support teams
- Provided summer professional development on Restorative Practices, Positive Behavior in Schools, and SEL Foundations.
- Cross trained district and cluster team members to provide ongoing support and training for Tier 1 approach implementation.
- Continue to coordinate with other departments to implement the Multi-Tiered Systems of Support (MTSS) as a district initiative.

# 2016-2017 SEL Walkthroughs

- 65 in-depth, formative school level walkthroughs
- 28 district level, snapshot walkthroughs
- From the school level walkthroughs, we were able to create tailored plans to address specific areas of focus and need ([reference handout](#))
- From the district level walkthroughs, we were able to identify district-wide areas of focus and design professional development to promote growth in these areas (examples- trauma informed schools and adverse childhood experiences)

# Early Indicators of Success

## Trauma Informed Impact at Fall Hamilton:

1. Office discipline referrals (70.9% reduction) (22 Incidents)
2. Local discipline (71.43% reduction)
3. 1 incident resulted in ISS (89% reduction)
4. 9 incidents (by 5 students) resulted in OSS (43.75% reduction)

## SEL Foundations at Una Elementary:

1. Positive student behavior improved by 33.3%, as measured by the SEL Walkthrough rubric
2. Increased score in every section of the walkthrough rubric after receiving training and support in SEL Foundations

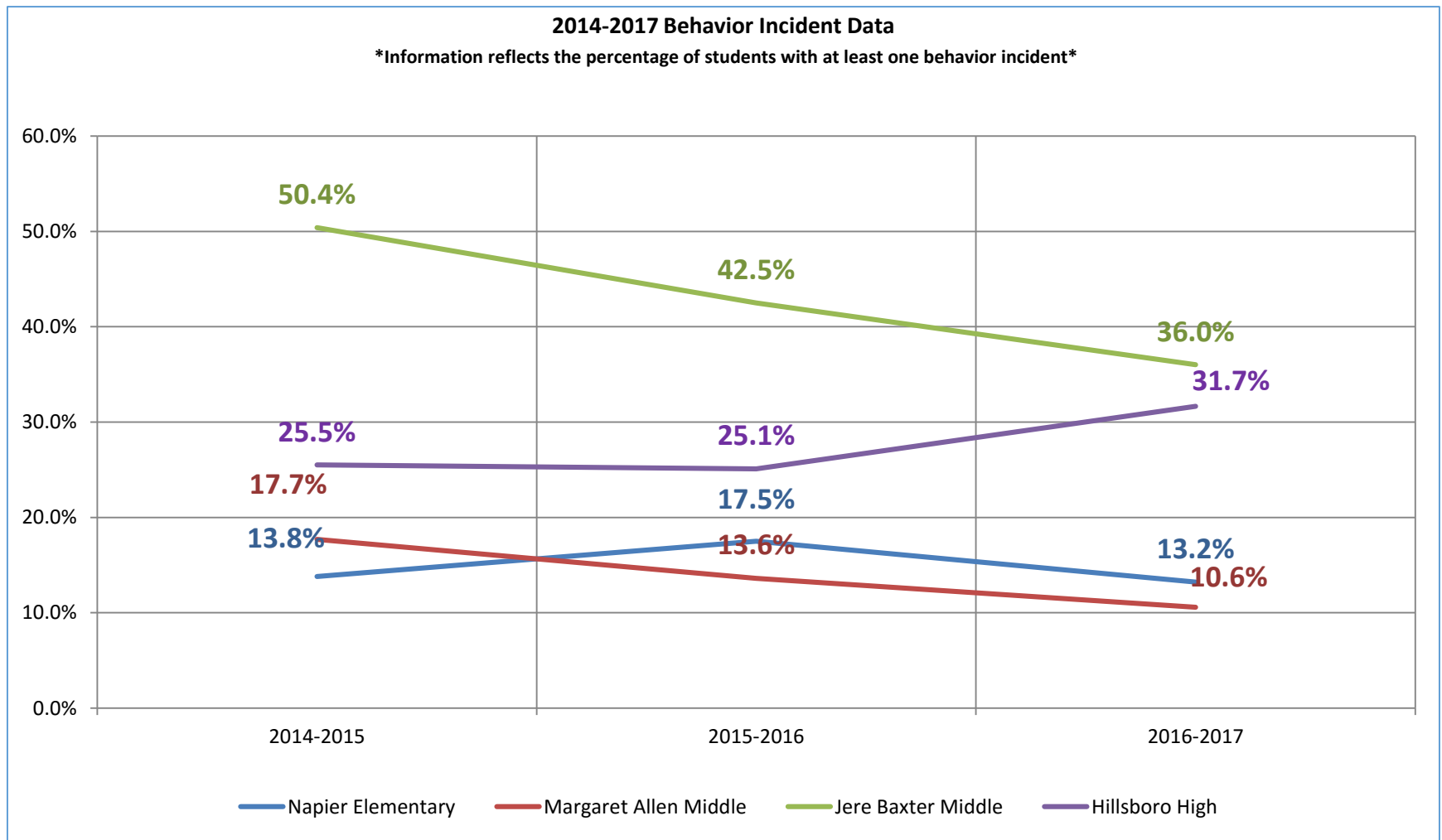
# Restorative Practices Gains

(3/2015 through 5/2017)

Successes 2015-16	Successes 2016-17
<ul style="list-style-type: none"> <li>• 1 Restorative Practices staff person</li> </ul>	<ul style="list-style-type: none"> <li>Office of Restorative Practices consisting of 1 Coordinator; <b>4 Quadrant Restorative Specialist</b></li> </ul>
<ul style="list-style-type: none"> <li>• 509 Teachers &amp; Staff trained voluntarily</li> </ul>	<ul style="list-style-type: none"> <li>• 600 Teachers and Staff trained voluntarily</li> </ul>
<ul style="list-style-type: none"> <li>• 45 Administrators (Executive Principals, AP's, and Deans) trained voluntarily</li> </ul>	<ul style="list-style-type: none"> <li>• <b>109 Administrators</b> (Executive Principals, AP's, Deans, and Leadership teams) trained voluntarily</li> </ul>
<ul style="list-style-type: none"> <li>• Admin/Leadership Teams and Staff trained - Summer of 2015:               <ul style="list-style-type: none"> <li>• Jere Baxter                   <ul style="list-style-type: none"> <li>• School-wide Plan was developed</li> </ul> </li> <li>• Johnson ALC</li> <li>• <b>Croft</b></li> <li>• <b>Dupont-Tyler</b></li> </ul> </li> </ul> <p><i>*Admin changes at DuPont-Tyler &amp; Croft delayed further implementation</i></p>	<ul style="list-style-type: none"> <li>• Worked with <b>39 schools</b> this year.</li> </ul> <p><u>Level of Implementation:</u>            Full – 4    Partial – 12    Beginning – 16    Overview – 7</p> <p><b>2017-18 Cohort of New RP Schools</b></p> <ul style="list-style-type: none"> <li>• <b>ES</b> – Sylvan Park, Bellshire, &amp; Napier</li> <li>• <b>MS</b> – Joelton, McKissack, Antioch, Litton, DuPont Tyler, &amp; Croft</li> <li>• <b>HS</b> – Hillsboro, Antioch, &amp; Glenclyff</li> </ul>
<ul style="list-style-type: none"> <li>• Jere Baxter and Johnson ALC opened 1<sup>st</sup> Restorative Practices PEACE CENTER staffed by Restorative Practices Assistant</li> </ul>	<ul style="list-style-type: none"> <li>• 2<sup>nd</sup> year of implementation – Margaret Allen</li> <li>• 3<sup>rd</sup> year of implementation – Jere Baxter</li> <li>• Glenclyff High School and Antioch Middle started Student Restorative Teams/Peace Teams</li> <li>• 9 Restorative Practices Assistants are operating PEACE Centers in schools</li> </ul>



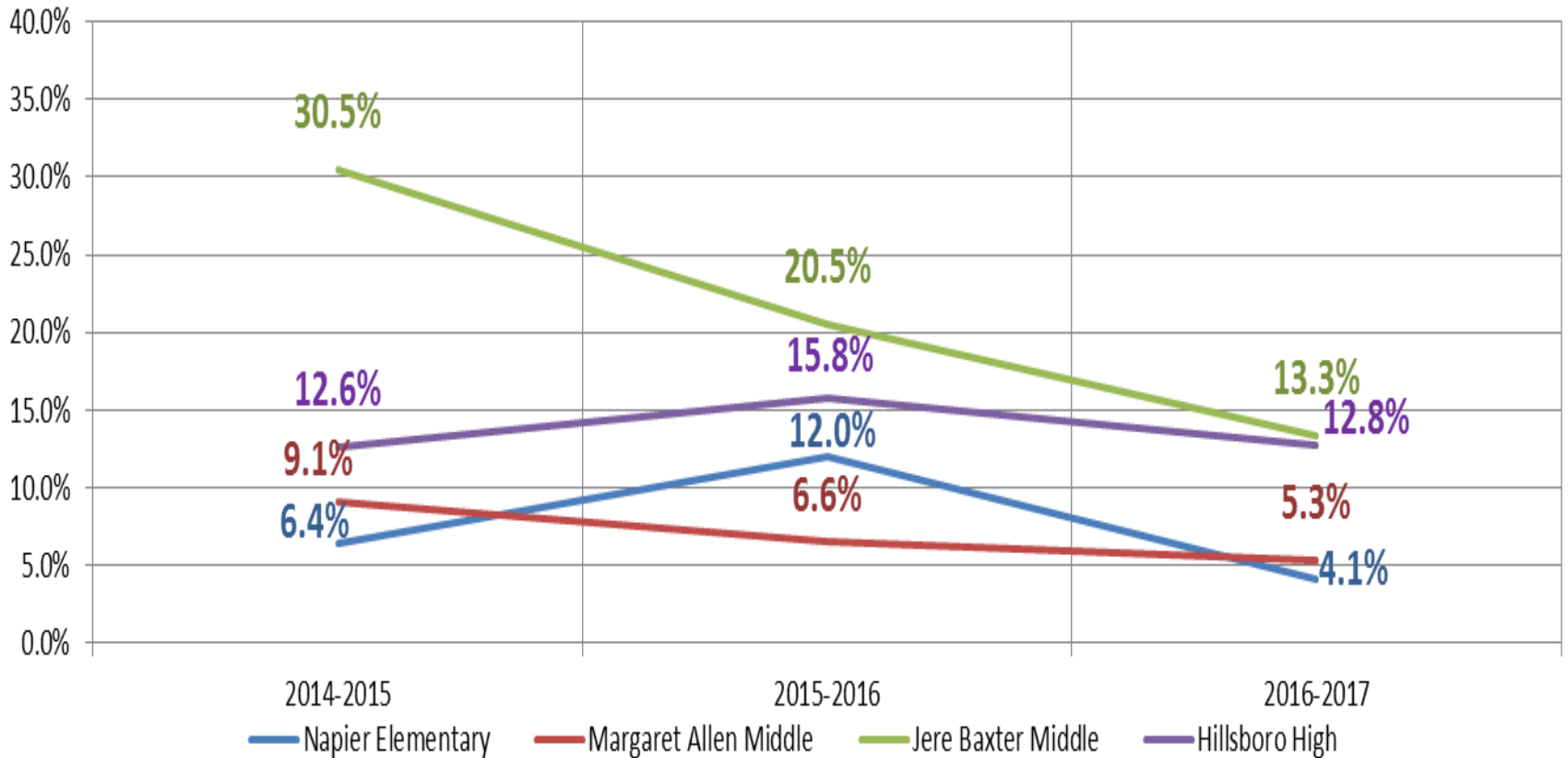
# Behavior Incidents In Restorative Practices Schools



# Restorative Practices Impact on Suspension Rates

2014-2017 Suspension Data

\*Information reflects the percentage of students with at least one suspension incident\*



# Commitments

- All school administrative teams will be trained and begin implementing their tier one school wide behavior management plan.
- Supplemental professional development offered over the summer and throughout the school year in the areas of trauma, culturally responsive teaching, bias, classroom management, mindfulness, school climate walkthroughs, etc.
- Work with the Office of Organizational Development to establish a performance management system that monitors school climate monthly.
- Continue to work with other departments to improve the timeliness and quality of services provided to schools and students.
- Over the next three years, train all school faculties on their schools tier 1 model.
- Continue to align community resources and partnerships through existing programs (PASSAGE, Community Achieves, United For Hope, Mentoring Alliance, Alignment Nashville, etc.)

# Limitations

- Internal capacity to meet the demands for training and support from schools due to budget and staffing constraints.
- Turnover of staff and school administration
- Staff understanding of how to enter disciplinary incidents and responses correctly.
- Commitment to school climate and culture reform
- Messaging, “There are consequences for misbehavior, but there must be clear expectations if we are to achieve equitable disciplinary practices and a positive culture in all schools”.