



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – January 14, 2025 – 5:00 p.m.

Freda Player, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Announcements
- C. Establish Quorum
- D. Pledge of Allegiance
- E. Adoption of Agenda

II. AWARDS AND RECOGNITIONS

- A. Hume Award Winner - Joshua Sims, Pearl-Cohn High School
- B. Grief-Sensitive School Grant - Percy Priest Elementary
- C. Blue Ribbon School of Excellence Beacon School Award - Tom Joy Elementary

III. PUBLIC PARTICIPATION

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

IV. GOVERNANCE ISSUES

- A. Actions
 - 1. Consent
 - a. Minutes – 12.10.2024 – Regular Meeting
 - b. Awarding of Purchases and Contracts
 - 1. Advanced Mechanical Contractors, Inc.
 - 2. ERT, LLC
 - 3. Graybar, Inc.
 - 4. Leland, Inc.
 - 5. McInerney & Associates, Inc.
 - 6. Municipal Communications III, LLC
 - 7. OpConnect, Inc.
 - 8. Sedia Systems, Inc.
 - c. Certify Charges Teacher Dismissal
 - 2. Charter Renewal Applications
 - 3. Warner Attendance Zone

Metropolitan Board of Public Education

Agenda

January 14, 2025

V. BOARD REPORTS

VI. WRITTEN INFORMATION TO THE BOARD

A. Sales Tax Collections as of December 20, 2024

VII. ADJOURNMENT

If any accommodations are needed for individuals with disabilities who wish to be present at this meeting, please request the accommodation through hubNashville at <https://nashville.gov/hub-ADA-boards> or by calling (615) 862-5000. Requests should be made as soon as possible, but 72 hours prior to the scheduled meeting is recommended.

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –

December 10, 2024

Members Present: Berthena Nabaa-McKinney – Vice-chair, Rachael Anne Elrod, Erin O’Hara Block, Cheryl Mayes, TK Fayne, Abigail Tylor (arrived at 5:20 p.m.), Zach Young, Robert Taylor and Rachael Anne Elrod

Members Absent: Freda Player – Chair

Meeting called to order at 5:00 p.m.

CONVENE AND ACTION

- A. Call to Order – Berthena Nabaa-McKinney called the meeting to order.
- B. Pledge of Allegiance - Led by Robert Wallace, Chief of Staff.
- C. Adoption of Agenda

Motion to agenda to adopt agenda as listed.

By Cheryl Mayes, seconded Erin O’Hara Block

Vote: 7-0 (unanimous)

AWARDS AND RECOGNITIONS

- A. Overton Cluster/Nashville Zoo Partnership – The Board and Dr. Battle recognized the partnership.
- B. Student Attendance Video – The Board and Dr. Batte recognized the involved in the making of the video.
- C. Cross-country Medalists at TSSAA State Meet – Hume-Fogg and MLK – The Board and Dr. Battle recognized the students.
- D. MNPS Award Winners at TSSAA Regional Meetings – East, James Lawson, Pearl-Cohn, Stratford

DIRECTOR'S REPORT

- A. Dr. Battle and staff presented an update on Data Update - 1. Re-envision Central Office as a Support Hub; 2. Empower and Equip Leaders at All Levels; 3. Create and Support Engaging, Rigorous, and Personalized Learning Experiences for All Students; 4. Identify and Eliminate Inequities

PUBLIC PARTICIPATION

- A. Ricki Gibbs – Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- B. Briana Shelton - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- C. Regina Schumacher - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- D. Sharina Panjwani - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- E. Ashley Ridley - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- F. Nicole Alvarado - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- G. Josephine Crocker - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- H. Randall Ackerly - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- I. Nicole Vaughn Valentine - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools and also transportation concerns.
- J. Ellie Poole - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.
- K. Thomas Pillow - Addressed the Board concerning rezoning plan on behalf of LEAD Public Schools.

GOVERNANCE ISSUES

- a. **Minutes – 11.12.2024 – Regular Meeting**
- b. **Awarding of Purchases and Contracts**
 - 1. **Active Internet Technologies, dba Finalsite**
 - 2. **Amergis Healthcare Staffing, Inc.**
 - 3. **Blick Art Materials, LLC**
 - 4. **Carolina Biological Supply Company**
 - 5. **Crisis Prevention Institute, Inc.**
 - 6. **Lakeshore Parent, LLC, dba Lakeshore Learning Materials, LLC**
 - 7. **Lipscomb University**
 - 8. **Personal Computer Systems (Authorized Dealer for Promethean)**
 - 9. **Progyny, Inc.**
 - 10. **The Stepping Stones Group, LLC**
- c. **2025-2026 Academic Calendar**

Motion to agenda to adopt agenda as listed.

By Zach Young, seconded Cheryl Mayes

Vote: 8-0 (unanimous)

BOARD REPORTS

- A. There were no Board reports.

ANNOUNCEMENTS

- A. Berthena Nabaa-McKinney announced that the December 24 Board Meeting is canceled due to the Christmas Holiday.

Berthena Nabaa-McKinney adjourned the meeting at 6:22 p.m.



Chris M. Henson
Board Secretary

Freda Player
Board Chair

Date

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Advanced Mechanical Contractors, Inc.

SERVICE/GOODS (SOW): Amendment #1 updates the scope of work to include alternate #1 for VR-2 and VR-3 systems and increases the contract value. The contract is for HVAC renovations at Antioch Middle School

SOURCING METHOD: Amendment of a Previously Board Approved Contract

TERM: January 15, 2025 through Project Completion

FOR WHOM: Antioch Middle School

COMPENSATION: This amendment increases the contract value by \$1,103,270.

Total compensation for this contract is not to exceed \$2,855,270.

OVERSIGHT: Facilities

EVALUATION: Based on the quality and timeliness of the goods and services provided in accordance with the provided scope of work. .

MBPE CONTRACT NUMBER: 7575942

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: ERT, LLC

SERVICE/GOODS (SOW): For the provision of disaster recovery services. Services can include but are not limited to water and moisture mitigation, smoke removal and mitigation, roof repairs or temporary roof repairs, snow removal, etc.

SOURCING METHOD: RFP 370411

TERM: January 15, 2025 through January 14, 2030

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$12,500,000.

Total compensation is based on an estimated yearly amount of \$2,500,000.

OVERSIGHT: Facilities

EVALUATION: Based on the quality and timeliness of the services provided.

MBPE CONTRACT NUMBER: 7603436

SOURCE OF FUNDS: Capital and Emergency Contingency Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Graybar, Inc.

SERVICE/GOODS (SOW): For the replacement of the primary data center racks and cooling system at the Board of Education, which consists of four (4) A/C units and ten (10) data racks.

SOURCING METHOD: OMNIA Partners Cooperative Contract EV-2370

TERM: Immediate Purchase

FOR WHOM: All MNPS Data Operations

COMPENSATION: Contractor will be compensated in accordance with the quote provided under the OMNIA Partners cooperative contract.

Total compensation for this purchase is not to exceed \$756,834.61.

Total compensation is based on the estimated project amount of \$756,834.61.

OVERSIGHT: Technology Services

EVALUATION: Based on the installation adherence to the requested scope of work and the ability for the system to maintain proper cooling even under partial system failure conditions.

MBPE CONTRACT NUMBER: OMNIA Partners Cooperative Contract EV-2370

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Leland, Inc.

SERVICE/GOODS (SOW): For the provision of disaster recovery services. Services can include but are not limited to water and moisture mitigation, smoke removal and mitigation, roof repairs or temporary roof repairs, snow removal, etc.

SOURCING METHOD: RFP 370411

TERM: January 15, 2025, through January 14, 2030

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$12,500,000.

Total compensation is based on an estimated yearly amount of \$2,500,000.

OVERSIGHT: Facilities

EVALUATION: Based on the quality and timeliness of the services provided.

MBPE CONTRACT NUMBER: 7603437

SOURCE OF FUNDS: Capital and Emergency Contingency Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: McInerney & Associates, Inc.

SERVICE/GOODS (SOW): For the provision of window replacements at Eakin Elementary School.

SOURCING METHOD: ITB 387437

TERM: January 15, 2025 through Project Completion

FOR WHOM: Eakin Elementary School

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$1,706,100.

Total compensation is based on an estimated project amount of \$1,706,100.

OVERSIGHT: Facilities

EVALUATION: Based on the quality and timeliness of the goods and services provided in accordance with the provided scope of work.

MBPE CONTRACT NUMBER: 7603058

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Municipal Communications III, LLC

SERVICE/GOODS (SOW): Lease agreement for a portion of real property owned by MNPS located at 1200 2nd Ave S, Nashville, TN 37210 (parcel ID: 10503029500), commonly known as the Johnson Alternative Learning Center, for the purpose of constructing and operating a communications tower and related communication facilities.

SOURCING METHOD: Revenue

TERM: January 15, 2025 through January 14, 2030 with automatic 5-year renewals up to 9 times for a total of 50 years

FOR WHOM: Property Owner of Parcel ID: 10503029500

COMPENSATION: MNPS will be compensated in accordance with Section 5 of the lease agreement.

Total revenue is based on \$24,000 (\$2,000 per month) for the first year then an annual increase of 3% for each following year.

OVERSIGHT: Facilities

EVALUATION: Based on the timely lease payment, meeting the requirements of the contract, and being a positive addition to the community.

MBPE CONTRACT NUMBER: 7600580

SOURCE OF FUNDS: Revenue

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: OpConnect, Inc.

SERVICE/GOODS (SOW): For the provision of dual port electric vehicle charging stations for MNPS school buses.

SOURCING METHOD: E&I Cooperative Services – RFP EI00260-2023

TERM: January 15, 2025, through December 31, 2028

FOR WHOM: Transportation and Facilities

COMPENSATION: Contractor will be compensated in accordance with Exhibit A.

Total compensation for this contract is not to exceed \$800,000.

Total compensation is based on an estimated project amount of \$800,000.

OVERSIGHT: Facilities

EVALUATION: Based on the quality and timeliness of the goods provided.

MBPE CONTRACT NUMBER: 7602501

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Sedia Systems, Inc.

SERVICE/GOODS (SOW): For the provision of auditorium seating updates at five (5) MNPS high schools.

SOURCING METHOD: OMNIA Partners Cooperative Contract 07-116

TERM: Immediate Purchases

FOR WHOM: Antioch High School
Glenclyff High School
Maplewood High School
McGavock High School
Pearl-Cohn High School

COMPENSATION: Contractor will be compensated in accordance with the quotes provided under the OMNIA Partners cooperative contract.

Total compensation for these purchases is not to exceed \$988,954.48.

Total compensation is based on the estimated project cost per school as shown below:

- Antioch High School: \$209,536.00
- Glenclyff High School: \$237,224.48
- Maplewood High School: \$153,765.47
- McGavock High School: \$207,268.15
- Pearl-Cohn High School: \$181,160.38

OVERSIGHT: Facilities

EVALUATION: Based on the quality of the seating installed, quality of the installation, and the timing of the installation.

MBPE CONTRACT NUMBER: OMNIA Partners Cooperative Contract 07-116

SOURCE OF FUNDS: Capital Funds



Dr. Adrienne Battle
Director of Schools
Adrienne.Battle@mnps.org
615-259-8421 office
615-214-8850 fax

December 4, 2024

Members of the Board
Metropolitan Board of Education
2601 Bransford Avenue
Nashville, TN 37204

Re: Charges Supporting the Dismissal of Carol Noel

Dear Board Members:

I am writing to recommend the dismissal of Carol Noel from employment as a tenured teacher with the Metropolitan Nashville Public Schools pursuant to T.C.A. § 49-5-511.

I have charged her with conduct unbecoming to a member of the teaching profession (unprofessional conduct), incompetence, inefficiency, insubordination and neglect of duty. Ms. Noel has demonstrated unsatisfactory performance as a teacher at least as far back as the 2022-23 school year.

Since October, 2022 she has been placed on three Plans of Assistance, all of which were unsuccessful. She was suspended without pay for three days in May, 2024 for insubordination and neglect of duty. She has received six reprimands, three counseling memos, and three notices of concern, regarding her performance as a teacher.

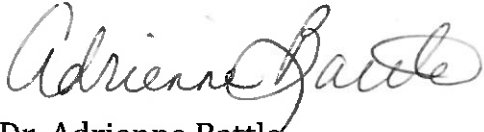
In addition, since the start of the current school year in August 2024 she has continuously failed to attend mandatory meetings and implement required curriculum for her Kindergarten class.

Evidence supporting these charges is set forth in my December 4, 2024, letter to Ms. Noel, a copy of which is attached. I am asking you to certify these charges by voting that, if proven true, these charges warrant Ms. Noel's dismissal. Should you certify these charges, I will inform Ms. Noel of your action and formally advise her of her right to request a hearing before an impartial hearing officer.

At present, I am asking you to certify the charges, as provided in T.C.A. 49-5-511(a)(5). I am not asking you to weigh evidence either for or against dismissal. I am merely asking you to vote that the charges, if proven true, warrant dismissal. If Ms. Noel requests a hearing, it will occur at some point in the future.

Accordingly, I recommend that Carol Noel be dismissed from employment with the Metropolitan Nashville Public Schools.

Sincerely,

A handwritten signature in cursive script, reading "Adrienne Battle".

Dr. Adrienne Battle
Director of Schools

Attachment - Notice of Charges for Dismissal

cc: Dr. Natalyn Gibbs, Executive Director, Elementary Schools
Ashley Jackson, Executive Principal, Gateway Elementary School
Lisa Spencer, Chief Human Resources Officer
Personnel file (Certificated)



Dr. Adrienne Battle
Director of Schools
Adrienne.Battle@mnps.org
615-259-8421 office
615-214-8850 fax

December 4, 2024

via U.S. Mail, Certified Mail, and email

Ms. Carol Noel
P.O. Box 121774
Nashville, TN 37212

Re: Notice of Charges for Dismissal

Dear Ms. Noel:

Ashley Jackson, Executive Principal of Gateway Elementary, and Dr. Natalyn Gibbs, Executive Director of Elementary Schools, have recommended termination of your employment as a Kindergarten Teacher with Metro Nashville Public Schools (MNPS) for conduct unbecoming to a member of the teaching profession (unprofessional conduct), incompetence, inefficiency, insubordination and neglect of duty.

The recommendation is based on the following:

- You have been placed on Plans of Assistance on the following dates: January 20, 2023, April 15, 2024 and August 30, 2024. You failed to meet the goals of any of the plans. The most recent plan was closed on October 18, 2024, on which date your kindergarten class of 12 students was dissolved, and you were reassigned to be a tutor. None of Principal Jackson's efforts to help you improve as a teacher were successful.
- You served three days of unpaid suspension (May 21, 22 and 23, 2024) for continuous insubordinate behavior, failure to follow repeated directives from Principal Jackson to attend training, and neglect of duty (leaving children unaccounted for).
- Going back to October 2022, you have received 6 written reprimands on the following dates:

October 20, 2022
February 9, 2023
January 23, 2024 (2)

May 3, 2024
May 13, 2024

These reprimands were for conduct ranging from failure to attend mandatory district training to an ongoing pattern of unprofessional conduct and failing to account for children under your care.

- Going back to December 2023, you have received 3 counseling memoranda (December 4, 2023; April 30, 2024; and May 3, 2024). These were for failing to complete mandatory training and for insufficient progress in complying with a plan of assistance.
- Also going back to October 2022, you have received 3 notices of concern (October 4, 2022; November 17, 2022; and January 30, 2024). These were for supplying insufficient evidence of art curriculum implementation when you were an Art teacher, and failure to comply with end-of-day procedures regarding student safety.

More recently, on August 12, 2024, Literacy Coach Mrs. Shelby McGovern conducted an environmental walkthrough of your class which revealed that you neglected to implement the expectations for the learning environment, and you failed to integrate a rigorous and equitable curriculum.

On August 16, 2024, Numeracy Coach Dr. Jennifer Wooten conducted a walkthrough which revealed you were neglecting math curriculum implementation, and that you were not addressing behavioral concerns in the classroom.

On August 20, 2024, Numeracy Coach Wooten conducted another walkthrough which revealed that you were neglecting implementing the Stemsopes curriculum. Instead, she observed students watching you use wooden alphabet and number blocks.

On August 21, 2024, you neglected to present a written list of upcoming "I Can" learning targets for the Tennessee Foundations planning session, for which you were given advance notice. As a result, you were asked to leave the planning session to work independently and then attend a follow-up meeting with Literacy Coach McGovern, on August 23, 2024, in accordance with the Essential Agreements you signed in July. Previously, on August 12, 2024, Mrs. McGovern emailed the planning roles and distribution for the three kindergarten teachers (of which you are one), outlining what you were expected to have prepared for the August 21 planning session. You had nine days to prepare your list of "I Can" learning targets, yet you failed to do so.

On August 21, 2024, Numeracy Coach Wooten conducted a math walkthrough which revealed the entire class was on the rug reviewing number cards and arranging ten-

frame cards in order from 1 to 10. There was minimal student engagement, and you were not implementing the StemScopes curriculum as required.

On August 27, 2024, Literacy Coach McGovern and the Support Hub Literacy Coach, Dr. Sharilyn Fletcher-Brown, conducted a walkthrough. They gave you feedback and requested you to complete and present them with written expectations for planning, teaching, and learning as outlined in the school's Essential Agreements. However, you provided no response to their request.

On September 4, 2024, Numeracy Coach Wooten and the Support Hub Numeracy Coach, April Wolfe, conducted a walkthrough which revealed significant shortcomings in your instruction. You failed to demonstrate key elements of learning such as standards, curriculum, pacing, rigor, visual supports, learning objectives, student engagement, and classroom routines. You provided no evidence of direct, equitable, or rigorous content. Students were engaged in off-task activities such as coloring a math page, shuffling papers, writing their names, cutting paper, running in the classroom, and one student was found under a table. You requested that the observers leave immediately, stating it was not a good time to visit the math class.

On September 4, 2024, you neglected to enter grades for Q1 Progress Reports into Schoology or sync them in Infinite Campus. You had been informed well in advance of the August 30, 2024, deadline to have grades entered and posted, and kindergarten teachers were offered additional support through an Outlook meeting invitation for assistance on August 27, 2024, which you did not attend. As of September 11, 2024, you had not entered grades for any content areas, which is a failure to follow established guidelines set by Metro Nashville Public Schools.

On September 4, 2024, you neglected to submit lesson plans as required in your August 30, 2024 Plan of Assistance.

On September 6, 2024, Literacy Coach McGovern conducted a walkthrough which revealed that you were not implementing instructional practices correctly, and that you were not observing the learning objective.

On September 6, 2024, Principal Jackson sent you the weekly progress report for the August 30, 2024 Plan of Assistance, indicating that you were failing to meet all of the five goals set forth in the Plan.

On September 9, 2024, you neglected to submit lesson plans required by the August 30, 2024 Plan of Assistance. Mrs. Jackson set up a meeting with you for September 10, 2024, but you neglected to attend that meeting.

On September 9, 2024, you neglected to follow dismissal expectations by leaving your post of duty to host an impromptu parent-teacher conference in the parking lot

rather than properly releasing students to their parents. Mrs. Jackson sent a meeting request to you to discuss these concerns, scheduled for September 10, 2024, at 9:00 a.m.

However, on September 10, 2024, you failed to meet with Mrs. Jackson as scheduled to go over the actionable steps in your Plan of Assistance as well as dismissal expectations.

On September 11, 2024, you called the front office secretary Amanda Raygoza at 8:00 a.m. during morning announcements to inform her that you were supposed to leave for COMP training. This training was required in your Plan of Assistance. Since you had not previously submitted the required Kronos and Smartfind notifications, Mrs. Raygoza noted that your anticipated absence had not been recorded in the attendance system. As a result, coverage for your classroom was not allocated in the 7:23 a.m. Substitute Coverage email sent to all faculty and staff. Consequently, you did not attend the COMP training as required in the August 30, 2024 Plan of Assistance.

On September 16, 2024, Principal Jackson sent you the weekly progress report for the August 30, 2024 Plan of Assistance, indicating that you were failing to meet the five goals of the Plan.

On September 17, 2024, Executive Director Dr. Natalyn Gibbs and Principal Jackson met with you and they told you that if you continued with these performance and behavior issues without improvement, it may lead to termination of employment. You responded by throwing up your hands.

On September 19, 2024, you neglected to attend a peer observation with Literacy Coach McGovern despite receiving a calendar invite on September 12, 2024.

On September 20, 2024, Principal Jackson conducted a walkthrough which revealed you were incorrectly implementing Tennessee Foundations instructional practices. In addition, you failed to demonstrate key elements of learning such as standards, curriculum, pacing, rigor, visual supports, learning objectives, student engagement, and classroom routines, and you provided no evidence of direct, equitable, or rigorous content.

On September 20, 2024, Dean of Students, Mocha Talmadge, noted that a student in your care was not safely supervised and eloped from the building. This student was found in the care of another teacher, outside, however, you failed to communicate with the office or other personnel that the student was missing. The Safety Ambassador engaged with you about the absence of a student in your care.

On September 20, 2024, Principal Jackson sent you the weekly progress report for the August 30, 2024 Plan of Assistance, indicating that you were not meeting any of the five goals.

On September 25, 2024, you neglected to have learning targets prepared in advance for the collaborative planning meeting and you were asked to reschedule for September 27, 2024.

On September 26, 2024, you neglected to uphold the master schedule, and you attempted to escort students to lunch at 10:30 a.m. when the allocated time is 11:40 a.m.

On September 26, 2024, you shared with Numeracy Coach Wooten that you did not have any grades entered in Schoology as you preferred to see student learning progress throughout the quarter and input grades based on students' knowledge at the end of the quarter. You expressed concerns that many students would have failing grades for the expected assessments due to the assessments being developmentally inappropriate for students who lack support at home. You made this disclosure despite the fact that grading district language, policy, and requirements were shared with all teachers (including yourself) at the school on August 2, 2024.

On September 27, 2024, Numeracy Coach Wooten sent a reminder email outlining grading requirements for Quarter 1 Report Cards which were due on October 15, 2024, to all certificated teachers (including yourself).

On September 27, 2024, you neglected to attend the ELA Collaborative Planning session that was rescheduled due to your failure to have the required learning targets prepared for the planning meeting originally scheduled for September 25, 2024 (referenced above).

On October 2, 2024, you neglected to attend the ELA Collaborative Planning session with your grade level team. Your attendance at Collaborative Planning is a weekly requirement which was discussed in the July 2024 professional development.

On October 3, 2024, you neglected to attend Math Collaborative Planning with the grade level team. Your attendance at Collaborative Planning is a weekly requirement as set forth in the July 2024 professional development. During this meeting, Numeracy Coach Dr. Wooten outlined the kindergarten team Coaching Cycle expectations to the other kindergarten teachers. However, due to your absence and your lack of communication about your absence you failed to take advantage of this opportunity offered to support you.

On October 3, 2024, Principal Jackson sent you the weekly progress report for the August 30, 2024, Plan of Assistance, indicating that you were failing to meet any of the five goals.

On October 15, 2024, you neglected to implement the Navigator lesson plan. When the School Counselor, Ms. Bianca King, inquired about your lack of implementation, you stated that you don't know how to work "this information." Ms. King then retrieved the plan from your desk, displayed the video, and assisted you with logging in to "Sown to Grow." As of October 17, 2024, you had not inserted any weekly "Sown to Grow" or monthly Navigator reflections.

On October 16, 2024, you neglected to attend the ELA Collaborative Planning meeting with the grade level team. Your attendance at Collaborative Planning is a weekly requirement as stated in the July 2024 professional development.

On October 16, 2024, you failed to submit grades for students as previously advised by Numeracy Coach Wooten. As a result, Principal Jackson emailed you stating that if you needed additional support, you were to communicate that request by 9:30 a.m. and that if you failed to submit grades you could be exposed to disciplinary action. On October 17, 2024, the next day, you were able to successfully submit grades independently.

On October 18, 2024, Principal Jackson met with you to discuss the conclusion of the August 30, 2024, Plan of Assistance. Principal Jackson decided to dissolve your class, and that you would transition to working one-on-one with students in the other two kindergarten classrooms. Additionally, Principal Jackson told you that you would need to submit evidence of grades entered on October 17, 2024, by October 21, 2024, at 3:15 p.m. As of that deadline, you failed to submit evidence of student work and grades. Principal Jackson determined that you did not meet the stated outcomes of the August 30, 2024, Plan of Assistance, you did not implement the identified improvement actions, and you did not achieve the measurable indicators or goals. She told you she would be recommending termination.

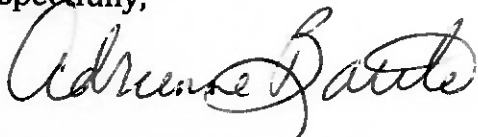
I am not seeking to discipline you again for the infractions addressed in the prior suspension without pay, the 6 prior reprimands, the 3 counseling memoranda and the 3 notices of concern. However, I am taking into account the fact that you have received all this prior discipline and corrective action in making my decision to terminate your employment at this time.

Based on your conduct as described above, I am charging you with unprofessional conduct (conduct unbecoming a member of the teaching profession), incompetence, inefficiency, insubordination and neglect of duty. This conduct is grounds for

dismissal under T.C.A. § 49-5-501 and 49-5-511, and I have no alternative but to seek termination of your employment as a tenured teacher.

In light of the above, and pursuant to T.C.A. §49-5-511[a][3], I am hereby suspending you without pay effective today, pending the outcome of your termination proceeding.

Respectfully,

A handwritten signature in cursive script, appearing to read "Adrienne Battle".

Dr. Adrienne Battle
Director of Schools

cc: Dr. Natalyn Gibbs, Executive Director, Elementary Schools
Ashley Jackson, Executive Principal, Gateway Elementary School
Lisa Spencer, Chief Human Resources Officer
Personnel file (Certificated)

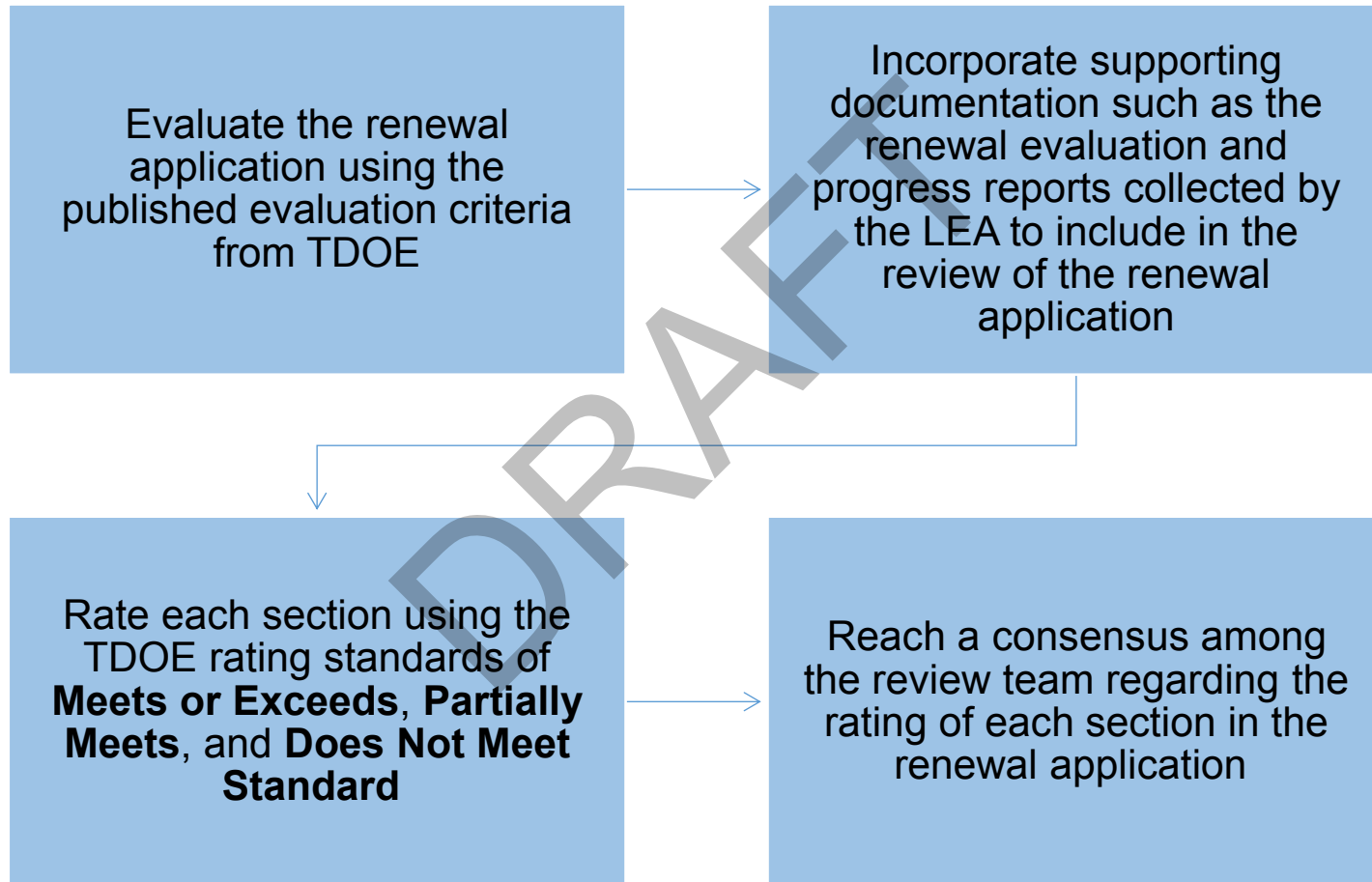
Charter School Renewal Applications

Presented by the
MNPS Charter Schools Office
January 14, 2025



METRO
NASHVILLE
PUBLIC
SCHOOLS

Renewal Application Review Process Objectives



Charter Applications

NEW START

Convene review team



Review application and related materials



Rate new start application sub-sections and provide an overall rating for each section



TDOE requires the review team to provide the Board with a consensus **summary** rating



Board votes

RENEWAL

Convene review team



Review application and related materials



Rate renewal application sections



TDOE requires the review team to provide the Board with a consensus summary rating **AND** an overall **recommendation** for renewal or non-renewal



Board votes

Tennessee Department of Education Renewal Application Sections

Academic
Success

Operational
Stability

Financial
Health

Future
Planning

TDOE Rating Guidance for Renewal Applications

Rating	Characteristics
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Board Action/Charter Applicant Options

Approve or deny the renewal applications

- State law requires each charter application be considered and voted on separately.
- The charter school governing body may appeal to the public charter school state commission within ten (10) days of the date of the decision to deny.
- **Note:** If the renewal application is denied and an appeal is submitted, an appeals hearing will proceed with the TN Charter Commission. The TN Charter Commission has the option to uphold or overturn the decision of the school district. In the event the decision is overturned, then the TN Charter Commission will become the LEA for the renewal applicant.

Evidence Findings

Renewal Application Proposal - Valor Voyager

Grades	5-8
Enrollment Capacity	520
Location	Southeast Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Meets or Exceeds Standards
Operational Stability	Meets or Exceeds Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Meets or Exceeds Standards

Evidence Findings

Renewal Application Proposal - Rocketship United

Grades	K-5
Enrollment Capacity	525
Location	Southeast Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Meets or Exceeds Standards
Operational Stability	Meets or Exceeds Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Meets or Exceeds Standards

Evidence Findings

Renewal Application Proposal - STEM Prep High School

Grades	9-12
Enrollment Capacity	483
Location	Southeast Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Meets or Exceeds Standards
Operational Stability	Meets or Exceeds Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Partially Meets Standards

Evidence Findings

Renewal Application Proposal - Explore Community School

Grades	K-8
Enrollment Capacity	900
Location	Northeast Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Meets or Exceeds Standards
Operational Stability	Partially Meets Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Meets or Exceeds Standards

Valor Voyager

Board Vote

Rocketship United

Board Vote

STEM Prep High School

Board Vote

Explore Community School

Board Vote

Evidence Findings

Renewal Application Proposal - STRIVE Collegiate

Grades	6-8
Enrollment Capacity	360
Location	Northwest Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Partially Meets Standards
Operational Stability	Partially Meets Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Partially Meets Standards

STRIVE Collegiate

Board Vote

Evidence Findings


Renewal Application Proposal - KIPP Academy Nashville Elementary at Kirkpatrick

Grades	K-4
Enrollment Capacity	350
Location	Northeast Quadrant

CATEGORY	REVIEW TEAM RATING
Academic Plan and Design	Partially Meets Standards
Operational Stability	Partially Meets Standards
Finance Health	Meets or Exceeds Standards
Future Planning	Partially Meets Standards

KIPP Academy Nashville Elementary at Kirkpatrick

Board Vote



Charter Renewal Application Review Team Findings

Valor Voyager

January 2025



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Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). Valor Voyager applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application. The review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that Valor Voyager Meets or Exceeds Standard in 4 standards. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Meets or Exceeds Standard
Operational Stability	Meets or Exceeds Standard

Financial Health	Meets or Exceeds Standard
Future Planning	Meets or Exceeds Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Meets or Exceeds Standard.

Mission and Vision: The school has demonstrated a commitment to its mission and vision where scholars are educated in a school community where everyone belongs and is accepted.

Progress toward Academic Goals: They provided evidence of meeting or making sufficient progress toward the goals outlined in their charter agreement, including academic

achievement and growth across all tested subjects. Additionally, they have outperformed the district and cluster in Math, ELA, Science, and Social Studies across the charter term.

Annual Performance Review Results: For the entire charter term, the school met expectations in academics on the local board's annual performance evaluation. In 2022-2023, the school received an overall score of 3.7 which Exceeds Standard, but had a score of 2 which Does Not Meet Standard in the sub-category of chronic absenteeism.

Use of Data to Evaluate School Effectiveness: The school effectively uses data to evaluate the effectiveness of its academic program, inform instructional practices, evaluate teacher effectiveness, and implement professional development. They described their approach in using unit assessments, quarterly benchmarks, and other external measures to monitor progress of student growth and improve teaching and learning so that all involved continue to grow and refine their practice. They included how they provide a variety of professional development opportunities for teachers including a Base Camp before school starts, weekly or biweekly observations and coaching meetings, and weekly team meetings to focus on academics and culture.

Progress toward Closing Achievement Gaps: The school provided evidence of students outperforming state achievement averages for various subgroups. However, there was no clear data indicating whether internal achievement gaps are closing. It was not clear how the school internally tracks economically disadvantaged students since the application included percentages ranging from 15.78% to over 25%. While there are still gaps for students who are economically disadvantaged and students with disabilities, the school described how they are addressing those gaps for these students through increased monitoring, improved data response, and co-teaching strategies.

Successful Student Outcomes for Diverse Learners: The school stated they employ educator support, interventions, and modifications to assist diverse learners. TCAP proficiency data from 2022-23 demonstrated all subgroups outperforming the district in Math and Reading.

Notices of Concern or Interventions from the LEA: The school did not receive any academic notices of concern or other interventions from the LEA over the charter term.

Operational Stability Criteria

According to the state's rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.

3. The school has consistently operated at or near capacity and effectively addresses student attrition.
4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school's operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Meets or Exceeds Standard.

Progress toward Operational Goals: The school made progress toward achieving the operational goals outlined in the charter agreement for retention, attrition, and attendance for most years of the charter term, although they did not meet their attendance goal for 2021-2022.

Annual Performance Review Results: The school met expectations in most years of the local board's annual operations performance evaluation over the charter term, except for 2022-2023 when it received a rating of "Does Not Meet Standard" in the Employees category for Credentialing.

Operational Capacity and Student Attrition: The school has operated at or near capacity and effectively addresses student attrition over the charter term.

Evidence of Parent and Student Satisfaction: Evidence of parent and student satisfaction and community support was provided, including the number of applications received and the Recommend Score from internal family surveys.

Capacity of Governing Board and School Leadership: The school demonstrated the capacity of its governing board and school leadership to govern effectively. Five of the founding board members served for nine years and rolled off at the end of June 2022. The current 7-member board has various areas of expertise.

Safe Environment: The school has shown the ability to provide a safe environment for staff and students through the Compass model. They made necessary facility changes and improvements, such as purchasing a former Lowe's building to outfit the high school for Valor Flagship and stated that no other significant changes are planned.

Needs of Students: The school addressed the physical, social, emotional, and health needs of students through the Compass curriculum, community circles, Restorative Discipline, and a Compass Care Team.

Teacher Retention: Evidence of teacher retention, professional development, organizational structures, and personnel stability was provided, with an average teacher retention rate of 82% over the past five years. The school focuses on developing content leadership expertise through coaching and leadership programs for principals and senior leaders, and biweekly professional development for principals.

Notices of Concern or Interventions from the LEA: The school did not receive any notices of concern or interventions related to operations from the LEA over the charter term.

Financial Health Criteria

According to the state's rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school's financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School's Fiscal Health: The application provided a description of cash on hand, debt-service-to-credit ratio, and fundraising goals that demonstrated financial stability.

Fiscal Management: Valor met generally accepted standards of fiscal management, receiving unmodified opinions during their annual audits. The information provided demonstrated the school is fiscally sound and received clean financial audits with no findings.

Fiscal Challenges: The school did not face significant fiscal challenges but established and developed lending partnerships and fundraising practices to address any challenges during the acquisition of capital for facilities.

Annual Performance Review Results: The school consistently met expectations on the local board's annual performance fiscal evaluation over the charter term.

Progress Toward Meeting Financial Goals: The school made sufficient progress toward meeting the financial goals outlined in the charter agreement.

Notices of Concern or Interventions from the LEA: For most of the charter term, the school did not receive notices of concern or interventions. However, in April 2022 the school received a noncompliance memo for failing to submit reimbursement requests for federal funds in a timely manner, including FY22 Title II and ESSER 2.0 funds. During the capacity interview, the school explained that they have refined their process to prevent future issues. A team member now reads and disseminates information to the appropriate team member and follows up on completion. Additionally, the school now submits monthly reimbursement requests.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Meets or Exceeds Standard.

Future Goals and Plans for Academic Achievement: While the school proposed to continue making progress on their existing results, the state assessment and TVAAS goals provided were not specific, measurable, attainable, realistic, and time-bound (SMART) goals.

Growth Plans: The school presented a growth plan that included assisting other schools in implementing their Compass model in Tennessee.


Changes to academic benchmarks and/or organizational structures: The proposed changes to organizational structures were reasonable and included refining the Valor model using data, enhancing extra-curricular offerings, and developing a Compass Leadership Framework to establish an internal leadership pipeline.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement.



Charter Renewal Application Review Team Findings

Rocketship United

Submitted January 9, 2025



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Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). Rocketship United applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1st.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application and produced the following findings.

Review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that Rocketship United Meets or Exceeds Standard in 4 categories. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Meets or Exceeds Standard

Operational Stability	Meets or Exceeds Standard
Financial Health	Meets or Exceeds Standard
Future Planning	Meets or Exceeds Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Meets or Exceeds Standard.

Mission and Vision: The school has demonstrated a strong commitment to its mission, vision, and academic focus through three key pillars: Rocketeer Students: Personalized Learning and Growth; Teachers and Leaders: Elevating and Celebrating Instruction; and Parent Engagement: Leaders in the Home, the School, and the Community. These pillars have guided the school in providing equal access and opportunities for all students, reflecting their dedication to a diverse student population.

Progress toward Academic Goals: Although the school did not specify the academic goals from their original charter application, they have shown progress towards these goals by comparing their performance data with other schools, the district, and the state, as well as through the model performance framework. Over the current charter term, the school has demonstrated academic growth, earning a level 5 in TVAAS scores for four out of the five years they have been assessed. Their TVAAS Composite scores outperform three of the six cluster elementary schools and are on par with or slightly below the remaining three. The school highlighted several academic achievements, including earning a “B” letter grade in 2022-23 and achieving Reward School status in 2017-18, 2021-22, and 2022-23. While academic success varied, the school outperformed the cluster in ELA, Math, and Science in 2022-23, though it did not surpass the district in Math or Science.

Annual Performance Review Results: The school consistently met expectations in the local board’s annual performance evaluation for academics.

Use of Data to Evaluate School Effectiveness: Evidence shows that the school uses data effectively to evaluate its academic program, inform instructional practices, assess teacher effectiveness, and implement professional development. This was demonstrated through their Data Days, ongoing coaching, individual learning plans for teachers, goal setting for students, and identifying specific pedagogical strategies for student success. Although the school provided academic support for subgroups, they did not demonstrate how they effectively provide evidence-based interventions and use data to progress monitor to make decisions for students. During the capacity interview, it was noted that the school uses an internally developed ELA curriculum for upper elementary students without a waiver as required by Tenn. Code Ann. § 49-6-2206 and § 49-13-111. In addition, the school has not submitted an applicable waiver for use of its chosen science curriculum. Even though the school’s science curriculum is not on the list of approved textbooks and instructional materials published by the State Board of Education in 2018 and 2024, it has not submitted an applicable waiver. The school must comply with the instructional materials adoption process and state law pertaining to curriculum waivers.

Progress toward Closing Achievement Gaps: The school has made progress in closing achievement gaps for all students, particularly among Economically Disadvantaged (ED), Black/Hispanic/Native American (BHN), English Learners (EL), and Students with Disabilities (SWD). In 2023, these student groups outperformed or matched their peers in nearby zone schools and the district in Math, ELA, and Science. Despite the pandemic’s impact, these groups have shown progress compared to the Glenclyff cluster and the district.

Notices of Concern or Interventions from the LEA: The school did not receive any notices of concern or other interventions from the LEA.

Note: Throughout the application, some comparison data referenced the Glenwood cluster, which the review team presumed to be a typo for the Glenclyff cluster, as MNPS does not have a Glenwood cluster.

Operational Stability Criteria

According to the state’s rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
3. The school has consistently operated at or near capacity and effectively addresses student attrition.
4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school’s operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Meets or Exceeds Standard.

Annual Performance Review Results: In 2022-23, the school received a “Does Not Meet Standard” rating on the local board's annual performance evaluation in areas such as enrollment variance, credentialing, and other obligations.

Operational Capacity and Student Attrition: The school has operated at or near capacity throughout the charter term. Enrollment has remained stable, with 507 students enrolled in 2023-24 against a capacity of 575, and a current enrollment of 499 students.

Evidence of Parent and Student Satisfaction: The school demonstrated parent satisfaction through annual surveys that measure overall satisfaction and teacher-student relationships. One of the school's core pillars is to establish a true partnership between school and home, evidenced by the home visits conducted every fall by teachers and school leaders. Additionally, the school benefits from community support, including parent volunteers, partnerships with colleges and universities, businesses, and local service providers.

Capacity of Governing Board and School Leadership: The school is transitioning from

Rocketship Schools National to Rocketship Schools Tennessee and has filed an application with the IRS to obtain tax-exempt status. They plan to transfer the Rocketship United charter and all associated assets from RSED National to RSED Tennessee. However, more details were needed to understand if this will effectively impact the governance and oversight of the school.

Safe Environment: The school provided evidence of a safe environment for staff and students through a comprehensive safety plan, ensuring compliance with Tennessee security law requirements, including cameras on all exterior doors.

Needs of Students: They addressed the physical, social, emotional, and health needs of students by celebrating student achievement, growth, character, and core values. Social Emotional Learning (SEL) lessons are integrated into morning Community meetings, and character development focuses on the school's Core Values.

Teacher Retention: The school reported a 95% teacher retention rate in 2022-23, indicating effective teacher retention, though more information is needed to fully assess this area.

Notices of Concern or Interventions from the LEA: The school did not receive any notices of concern or other interventions from the LEA related to operational stability.

Financial Health Criteria

According to the state's rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school's financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School's Fiscal Health: The school provided comprehensive details on its fiscal health, including cash on hand, net assets, debt-to-asset ratio, and cash flow.

Fiscal Management: They described financial management systems designed to implement controls, protect against fraud and mismanagement, and comply with state and federal guidelines. Both the school and a recent network audit indicated that the school has consistently received clean audits with no material weaknesses or findings. However, more information is needed to confirm this consistency over the entire charter term.

Fiscal Challenges: The school has become self-sustaining over the past five years after initially receiving financial support from RSED. They are repaying amounts owed to RSED in a timely manner.

Notices of Concern or Interventions from the LEA: Despite this progress, the school received a Notice of Non-Compliance on April 8, 2022, regarding federal fund reimbursements for ESSER 2.0 and Title II funds.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Meets or Exceeds Standard.

Future Goals and Plans for Academic Achievement: While the school does not anticipate

any changes to the charter agreement's academic goals, the current goals are not measurable, making it difficult to determine their rigor.

Growth Plans: The school's growth plans include adding a playground space that better meets the needs of younger students.


Changes to academic benchmarks and/or organizational structures: To address past academic deficits, the school has outlined plans to ensure more consistent high-quality instructional planning in core subject areas. Additionally, changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings. This includes implementing universal strategies, conducting error analysis and reteaching after formal assessments, and administering common assessments at the middle and end of each unit.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement.



Charter Renewal Application Review Team Findings

STEM Prep High School

Submitted January 9, 2025



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Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). STEM Prep High School applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application and produced the following findings.

Review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that STEM Prep High School Meets or Exceeds Standard in 3 categories and Partially Meets Standard in one category. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Meets or Exceeds Standard

Operational Stability	Meets or Exceeds Standard
Financial Health	Meets or Exceeds Standard
Future Planning	Partially Meets Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Meets or Exceeds Standard.

Mission and Vision: The school demonstrated fidelity to its mission and vision and emphasized a focus on serving English Learners.

Progress toward Academic Goals: Evidence showed progress toward achieving the academic goals outlined in its charter agreement, with achievements in state assessments and subgroup performance compared to neighboring high schools, the district, and the state.

Annual Performance Review Results: Based on the cumulative report of the charter term, during the 2022-23 academic year, the school outperformed the cluster and district in Integrated Math (IM) I, IM II, and English II. It outperformed the cluster but not the district in Biology and outperformed the district but not the cluster in U.S. History. Despite these achievements, the school did not meet one of its original goals of 80% proficiency, as indicated in the 2022-23 Annual Report. Much of the data focused on Glenclyff High School and Antioch High School, which have larger student populations, rather than all high schools in the cluster. Additionally, the school demonstrated growth with TVAAS composite level 3 or higher in all years of its chart term, except for 2022, when it received a TVAAS level 1. The school highlighted its CMA industry credentialing, but the pass rate for the CMA exam was 21%, making it difficult to assess the strategic impact.

Use of Data to Evaluate School Effectiveness: The school uses a variety of data to evaluate the effectiveness of its academic program, inform instructional practices, evaluate teacher effectiveness, and implement professional development. Regular examination of student work ensures a holistic view of student learning, guiding future instruction and professional learning. Through the RTI process, students are regularly progress monitored through structured data meetings.

Progress toward Closing Achievement Gaps: The school provided some progress toward closing achievement gaps for all students, particularly by comparing English Learners' performance to overall school performance, zoned schools, district, and state averages. However, the graphs provided did not effectively show evidence of closing these gaps.

Successful Student Outcomes for Diverse Learners: The school demonstrated successful outcomes for diverse learners through classroom support, school culture, and network-level initiatives. Students with Disabilities are scheduled in their Least Restrictive Environment, with differentiated content, instruction, and assessments.

Notices of Concern or Interventions from the LEA: The school consistently met expectations on the local board's annual academic performance evaluation. No academic notices of concern or other interventions have been received from the LEA.

Operational Stability Criteria

According to the state's rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
3. The school has consistently operated at or near capacity and effectively addresses student attrition.

4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school's operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Meets or Exceeds Standard.

Progress toward Operational Goals: The school made progress toward achieving the operational goals outlined in the charter agreement and measured against their three Core Beliefs and goals.

Annual Performance Review Results: The school received "Met Expectations" for most years of the charter term. However, they received "Does Not Meet Standard" in Governance Requirements in 2020-21 and Credentialing in 2020-21 and 2022-23.

Operational Capacity and Student Attrition: The school has operated at or near capacity for most of the charter term and cited the culture of care that is embedded in all facets of the school as the one of the key reasons.

Evidence of Parent and Student Satisfaction: There was evidence of parent and student satisfaction, as 80% of the 9th grade class is comprised of students transitioning from STEM Prep Middle. The school also hosts Parent Academies for their families and provided evidence of community support through partnerships with local organizations.

Capacity of Governing Board and School Leadership: The school stated that for most of the charter term, the governing board has participated in annual board training and attends Board On-Track workshops to build the capacity of the governing board and school leadership.

Safe Environment: The school demonstrated the ability to provide a safe environment for its staff and students by describing how they work closely with Metro School's Security Office and Metro Nashville Police Department in developing crisis response processes and procedures.

Needs of Students: The school addressed the physical, social, emotional, and health needs of its students by hiring a nurse practitioner, implementing Positive Behavior Systems, setting high expectations, offering group therapy, creating advisory boards, conducting mental health surveys, and offering mental health services to students and families.

Teacher Retention: Teacher retention was addressed through instructional coaching support, professional development, data-driven practice, and leadership development. Additionally, the school stated one of their objectives is to compensate their teachers at a higher rate than the district.

Notices of Concern or Interventions from the LEA: Throughout the charter term, the school has received a letter in 2022-23 about exceeding enrollment targets which the school correctly the finding. In 2023-24, they received a notice of non-compliance with teacher licensure.

Financial Health Criteria

According to the state's rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school's financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School's Fiscal Health: The application provided a description of the school's fiscal health by presenting evidence of recurring revenue streams and net assets that demonstrate long-term stability.

Fiscal Management: The school adheres to fiscal policies and procedures outlined in its accounting policy manual. Their financial audits have resulted in unmodified opinions with no material findings during the current charter term, receiving clean financial audits.

Annual Performance Review Results: The school met expectations on the local board's annual financial performance evaluation.

Alignment Between Expenditures and School's Mission, Academic Growth, and Staff Development: They demonstrated how they aligned their resources around teaching and learning, advancing the STEM-focused mission. A significant portion of the budget was allocated toward hiring and retaining quality teachers and covering personnel costs.

Notices of Concern or Interventions from the LEA: The school met compliance and reporting requirements.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Partially Meets Standard.

Future Goals and Plans for Academic Achievement: The school has outlined updated achievement goals and plans for 2025-2035 that are specific, measurable, attainable, relevant, and time-bound (SMART).

Growth Plans: Growth plans include expanding the Certified Medical Assistant (CMA) program to incorporate a Certified Nursing Assistant (CNA) certification program.


Changes to academic benchmarks and/or organizational structures: However, despite emphasizing the importance of CMA industry credentialing, the provided data shows a 21% pass rate for the CMA exam, which is below the national average of 45-50%. While the school has expressed a desire to improve this pass rate, they have not established specific goals to strategically address this issue.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement.



Charter Renewal Application Review Team Findings

Explore! Community School

Submitted January 9, 2025



**METRO
NASHVILLE
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SCHOOLS**

Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). Explore! Community School applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application and produced the following findings.

Review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that Explore! Community School Meets or Exceeds Standards in 3 categories and Partially Meets Standard in 1 category. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Meets or Exceeds Standard

Operational Stability	Partially Meets Standard
Financial Health	Meets or Exceeds Standard
Future Planning	Meets or Exceeds Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Meets or Exceeds Standard.

Mission and Vision: The school has remained true to its mission and vision, focusing on creating a project-based learning environment that is supportive and welcoming. This environment is built on five core values: curiosity, community, compassion, courage, and craftsmanship. Additionally, the school upholds foundational beliefs such as creating meaningful opportunities for all, fostering a culture of excellence, joy, and love, and collaborating with families and communities. This commitment was reflected in the school's

TVAAS composite Level 5 rating in 2023 and a B letter grade from the Tennessee Department of Education (TDOE).

Progress toward Academic Goals: The school made progress toward achieving some of its academic goals as outlined in its original charter agreement. Notably, it earned a Level 5 TVAAS growth rating in both 2022 and 2023. However, the school did not meet the goals for the percentage of students On Track/Mastered in English Language Arts, Math, and Science.

Academic Achievement and Growth Results: In terms of academic achievement, the school earned a B grade from the TDOE in 2023 for both academic achievement and student growth as measured by state assessments. The school consistently maintained high TVAAS scores throughout the charter term.

Annual Performance Review Results: While the school met academic expectations over the charter term according to the local board's annual performance evaluation, it rated Does Not Meet Standard in 2018-19 and received score of 2 which Does Not Meet Standard in 2021-22.

Use of Data to Evaluate School Effectiveness: Evidence showed that the school uses data to evaluate the effectiveness of its academic programs, inform instructional practices, evaluate teacher effectiveness, and implement professional development. The Deans of Academics met with consultants weekly for coaching sessions focused on data analysis and strategic planning. The school outlined its formative and summative data practices and how these were used to enhance student achievement and professional development. While they have partnered with the diverse learning cooperative to assist with instructional support for subgroups, there is still a need for improvement in interventions for students requiring Tier II, Tier III, and special education support in reading and math. Additionally, while the school provided a detailed list of data-driven professional development offerings for teachers and leaders, it did not provide evidence demonstrating the results of these programs. There are concerns regarding the academic programs, particularly the selection of a new math curriculum starting in the 2020-2021 school year. The school selected its math curriculum before the State Board of Education published its list of approved textbooks and instructional materials in 2022. The school's chosen math curriculum is not on this list, but it has not submitted an applicable waiver for use of this curriculum after publication of the list as required by Tenn. Code Ann. § 49-6-2206 and § 49-13-111. The school must comply with the instructional materials adoption process and state law pertaining to curriculum waivers.

Progress toward Closing Achievement Gaps: The school made some progress in closing achievement gaps for all students. Every student subgroup at the school demonstrated more academic growth than projected across all subject areas in 2021-22 and 2022-23. Economically Disadvantaged students and Students with Disabilities showed similar growth compared to All Students in English Language Arts during these years. However, while subgroup growth progress was evident, progress toward proficiency for these subgroups was not demonstrated.

Successful Student Outcomes for Diverse Learners: The school showed evidence of successful academic growth from 2020-21 to 2022-23 for Economically Disadvantaged students, Students with Disabilities, and Black students. In ELA, the Students with Disabilities

subgroup increased from Level 3 in 2020-21 to Level 5 in 2022-23. In math, the Black subgroup and Economically Disadvantaged subgroup, increased from Level 3 in 2020-21 to Level 5 in 2022-23, while the Students with Disabilities subgroup-maintained Level 5 growth. The leadership team is partnering with Diverse Learners Cooperative to plan for individual students' needs and anticipates full implementation of a co-teaching model between general education and special education teachers in 2024-25. Despite demonstrating growth for subgroups, the school has not addressed the achievement gap in terms of subgroup progress toward proficiency.

Notices of Concern or Interventions from the LEA: Throughout the charter term, the school did not receive any academic notices of concern or other interventions from the LEA.

Operational Stability Criteria

According to the state's rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
3. The school has consistently operated at or near capacity and effectively addresses student attrition.
4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school's operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Partially Meets Standard.

Progress toward Operational Goals: The school has demonstrated progress toward achieving the operational goals outlined in the charter agreement, particularly in student retention, daily attendance, caregiver satisfaction, and governing board oversight. While internal data demonstrated they met most of their operational goals related to student retention and daily attendance, caregiver satisfaction, and effective and sound oversight outlined in the charter agreement, they did not meet the goals for percentage of students who re-enroll the following year and the percentage of parents who complete the end-of-year survey.

Annual Performance Review Results: The school met expectations in most areas of operations on the local board's performance evaluation over the charter term, except for reporting requirements and credentialing in 2020-21 and credentialing in 2022-23.

Operational Capacity and Student Attrition: In 2023-24, the school's attrition rate of 23.3% met the standard on the Model Performance Framework, indicating efforts to address student attrition. While enrollment has increased each year of the charter term (except 2021-22), the enrollment targets have never been reached. In 2023-24, the enrollment was well below the target enrollment outlined in the current charter agreement. The current enrollment in 2024-25 has increased but is still below the target enrollment. Additionally, the school did not address the issues of the small waitlist other than indicating they will reduce the cap to 900.

Evidence of Parent and Student Satisfaction: The school provided evidence of parent and student support through the Martha O'Bryan Center's family services, which included childcare, after-school and summer programming, pastoral and clinical counseling, employment services, adult education supports, and food security resources. Parents and guardians were invited to participate in the Family Advisory Council, host events, join focus groups, and serve on hiring panels for school leaders.

Safe Environment: During its third and fourth years of operation, the school designed a new building with enhanced support and safety features, including four classrooms per grade, new air filtration systems, a building-wide security system, more security cameras, shatter-proof glass, magnetic locks, keypad entry technology, and a double vestibule main entrance. The school also hosted active shooter training with the Metro Nashville Police Department in August 2023.

Needs of Students: The school provided how they address the physical, social, and emotional needs of students through the Responsive Classroom model and the Devereux Student Strengths Assessment to identify students needing additional behavioral support. Three full-time counselors provided mental health support, and other supports included SEL small group counseling, wraparound services from the Martha O'Bryan Center and community partners, a full-time school nurse, and a part-time School Security Officer (SSO). The school was recognized as a "Trauma-Informed Care School" in 2021 by the Tennessee Department of Education.

Teacher Retention: The school demonstrated its ability to retain effective teachers, with about 85% of high-performing teachers returning. Organizational structures supported teachers by providing associate teachers in each K-2 classroom to ensure a pipeline of qualified lead teachers. The Dean of Instruction assisted teachers in reviewing interim assessment data to inform instructional practices. Additionally, the school aimed to retain effective teachers by offering salaries 5% above district averages for licensed teachers.

Notices of Concern or Interventions from the LEA: The school did not receive any notices of concern or interventions in operations from the LEA over the charter term.

Financial Health Criteria

According to the state’s rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School’s Fiscal Health: The application indicated that the school maintained a positive fund balance and significant cash reserves to ensure operational stability through budgeting and planning. However, the 22-23 audit revealed a decrease in contributions and additional costs for staff and compensation as they added grades, which could create future issues with outspending their revenue.

Fiscal Management: The school consistently received clean financial audits with no findings.

Annual Performance Review Results: On the local board's annual financial performance evaluation, the school consistently met expectations over the charter term other than in 22-23 when the school did not meet the standard in enrollment variance, debt to asset ratio, and debt service coverage ratio.

Progress Toward Meeting Financial Goals: The school outlined progress toward financial goals in the charter agreement, including financial sustainability, supporting staff development, and enrollment growth. They demonstrated an alignment between expenditures and the school's mission, academic growth, and staff development through financial investments in professional development, facilities, transportation, and related arts. Their financial planning process was designed to ensure funds were directed toward programs that improve student outcomes and foster a positive school culture.

Addressing Fiscal Challenges: When a new facility was needed during the charter term, the school completed a capital campaign using federal tax credits. With the reconstruction of Cayce Place housing units, the school expanded enrollment citywide and invested in transportation to serve more zip codes. The school addressed the increase in Students with Disabilities by investing in additional special education staffing.

Notices of Concern or Interventions from the LEA: The school did not receive any notices of concern or interventions from the LEA.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Meets or Exceeds Standard.

Future Goals and Plans for Academic Achievement: Most of the school's future goals were

rigorous, measurable, and attainable, including maintaining a score of 3 or higher on TVAAS. However, the goal to be within 5% of the district averages on TCAP was not rigorous. Additionally, the school did not include how they would measure the goal to provide a high-quality educational experience for diverse learners.

Growth Plans: Growth plans were provided for increasing the student population from 546 to 900 students in SY 25-26, but details for growth beyond that lacked specificity to understand if the growth plans were strategic.


Changes to academic benchmarks and/or organizational structures: They provided plans to address the high chronic absenteeism rates by identifying the causes and implementing four strategies to reduce it through a new student information system; attendance intervention plans; a full-time operational role; and expanding project-based learning, Related Arts, and intrinsic student motivation opportunities.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement.



Charter Renewal Application Review Team Findings

STRIVE Community School

Submitted January 9, 2025



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Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). STRIVE Community School applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application and produced the following findings.

Review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that STRIVE Community School Meets or Exceeds Standard in 1 category and Partially Meets Standard in 3 categories. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Partially Meets Standard

Operational Stability	Partially Meets Standard
Financial Health	Meets or Exceeds Standard
Future Planning	Partially Meets Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Partially Meets Standard.

Progress toward Academic Goals: The school addressed its progress towards achievement goals. While most academic goals defined in the charter agreement have not been met, some evidence of progress was provided. The original goal of 16% of students scoring proficient in ELA was reached in 2021, leading to an adjusted target of 25% in 2022. Although the new target has not been met, internal benchmarks have been created to track progress towards

this goal. However, the school did not address the root causes of the increased chronic absenteeism rate, which rose from 8% to 26% in 2022-23.

Academic Achievement and Growth Results: Over the current charter term, the school has demonstrated academic achievement compared to the cluster and some growth results, as measured by state assessments and TVAAS scores. While TVAAS results have been mixed, the school achieved Level 5 results in 2021-22 and 2022-23. Achievement results in math show the school outperformed the cluster in 2017-18, 2020-21, and 2022-23. Additionally, they outperformed the cluster in ELA, Science, and Social Studies in all years of the charter term other than 2018-29 where they had the same results as the cluster in ELA. In comparison to the district, achievement results showed the school outperformed the district in social studies, while math underperformed, and science and ELA results were mixed.

Annual Performance Review Results: The school met expectations on the local board's academic annual performance evaluation, consistently meeting standards, except in 2022-23 related to attendance.

Use of Data to Evaluate School Effectiveness: Evidence was provided that the school uses data to evaluate the effectiveness of its academic program through various assessments, including TCAP, TVAAS, NWEA MAP, FastBridge progress monitoring, interim assessments, and exit tickets. However, there was insufficient evidence to demonstrate that data is used to inform instructional practice. While growth and achievement assessment measures focus on tiered intervention groups and individual student plans, no substantial evidence was provided regarding adaptations to instructional practice. While the school described how teacher effectiveness is evaluated through fidelity checks with interventions and weekly observations using an internal rubric, there was no evidence on how these observations are used to evaluate teacher effectiveness. The school provided evidence of professional development across the summer, including a sample PD calendar. Teachers receive weekly observations and 1:1 meetings with their coach based on their role.

Progress toward Closing Achievement Gaps: The school has varied progress towards closing achievement gaps for all students. While some subgroup gaps decreased over time, some of the gaps widened. For example, the performance gap between SWD and non-SWD in science has been -21, -22, and -23 over the last three years. In math, the gaps were -7, -10, and -17. Additionally, gaps persisted in ELA and math when comparing ED and non-ED students.

Successful Student Outcomes for Diverse Learners: The school has not consistently demonstrated clear and compelling evidence of successful student outcomes for diverse learners. It was identified as a TSI school in 2019 for low performance in student groups including Black/African American, BHN, Hispanic, and White students but was able to exit that status in 2021-2022.

Notices of Concern or Interventions from the LEA: For most of the charter term, the school did not receive any academic interventions from the LEA. However, it did receive a notice of concern related to its TSI designation from TDOE in August 2019, which it was able to exit in 2021-2022.

Operational Stability Criteria

According to the state's rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
3. The school has consistently operated at or near capacity and effectively addresses student attrition.
4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school's operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Partially Meets Standard.

Progress toward Operational Goals: The school provided evidence of consistent progress toward operational goals outlined in the charter agreement. Over the charter term, they met the goal of 94% attendance rate in all years other than 2022-23 where they had a 92.6% attendance rate.

Annual Performance Review Results: The school consistently met expectations on the local board's annual performance evaluation of operations. On Governance and Reporting, STRIVE exceeded expectations for the first three years of operations and met expectations from 2019-2023. Additionally, it exceeded expectations for the School Environment and Additional Obligations in the first three years of operation and met expectations over the past four years. However, it did not meet the standard for credentialing categories in 2020-21 and 2022-23.

Operational Capacity and Student Attrition: The school has not effectively addressed student attrition, as it is not operating at capacity and does not have a waitlist. In 2022-23, the enrollment of 276 was below the contractual amount despite the school's efforts in aligning with the district's ReimaginED initiative of having grades 6-8 for middle school. The school's current enrollment is 194 students for 2024-2025. Currently, 8th grade has the highest number of students which could continue to decline once these students transition at the end of the year if recruitment and retention efforts aren't effective. They provided a chart showing that the highest reason for student attrition was students moving out of the district or state followed by students returning to their zoned school.

Evidence of Parent and Student Satisfaction: The school provided evidence of parent satisfaction by prioritizing parent surveys twice a year, offering quarterly parent meetings, and providing parental online support. They have community partnerships with Donelson and Old Hickory Hermitage Chambers. The Donelson Hermitage Chambers hosts the annual Teacher and Student of the Year Awards Luncheon. Additionally, they offer tours for community members monthly.

Capacity of Governing Board and School Leadership: The school demonstrated the capacity of its governing board and school leadership to effectively govern the school by creating internal board training modules to ensure that all board members complete the annual required board training. School leadership participates in year-long programs through Relay Graduate School of Excellence (GSE) to build leadership and coaching skills.

Safe Environment: The school outlined the safety features of its physical space, including a new facility that provides additional space to serve students. They made facility changes as needed by adding a new outdoor space in the summer of 2022.

Needs of Students: To address the physical, social, emotional, and health needs of its students, the school has an advisory program and weekly culture sessions. They have also partnered with Project Plan to provide a counselor three times a week. The Director of Culture has a team of staff who support positive culture within the classroom, engage families and community members, and lead Social Emotional Learning (SEL) for students.

Teacher Retention: The school had evidence of functioning organizational structures by maintaining a consistent leadership team. However, teacher retention dropped from 90% in 2021-22 to 65% in 2022-23. To address teacher retention, the Director of Academics meets weekly with content leads to provide academic support to teachers. They have also added a Director of Operations and a Director of Culture to meet internal needs and provide additional support to teachers. The school added a Director of Continuous Improvement and Systems based on feedback from MNPS to help the leader delegate tasks, meet deadlines, and better serve students and families.

Notices of Concern or Interventions from the LEA: For much of the charter term, the school did not receive any notices of concern or interventions from the LEA with the exception of a Notice of Non-compliance in 2024 for teacher licensure.

Financial Health Criteria

According to the state’s rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School’s Fiscal Health: The school provided a detailed description of its fiscal health, highlighting its strong financial position. It consistently met or exceeded goals for indicators such as the current ratio, unrestricted cash days, and debt-to-asset ratios.

Fiscal Management: The school demonstrated fiscal soundness by receiving clean financial audits with no findings.

Annual Performance Review Results: From FY20-21 to FY22-23, the school maintained a "meets standard" evaluation in its performance frameworks under financial management and oversight. However, there were some years, specifically FY22 and FY23, where they did not meet the enrollment variance, and they did not meet expectations for the debt service coverage ratio in FY20, FY21, and FY22.

Progress Toward Meeting Financial Goals: The data showed progress toward key financial goals, such as maintaining a current ratio of 1.1 or higher and achieving a positive cash flow. The school aligned its expenditures with academic growth and staff development by budgeting for personnel who support individual student needs, such as the Director of Academics, content leaders, the Director of Continuous Improvement, paraprofessionals, and literacy and math interventionists. Additionally, they invested in assessment and data analysis tools to aid in data-driven decisions.

Addressing Fiscal Challenges: To address the fiscal challenge with enrollment, the school eliminated the 5th grade to align with the district model, which also involved personnel changes. However, due to staffing changes at the auditing firm, the school's FY23 financials were still unaudited at the time of the application submission. They did not address any additional practices to prevent late audited financials in the future.

Notices of Concern or Interventions from the LEA: Finally, the school did not receive any financial notices of concern or other interventions from the LEA over the charter term.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Partially Meets Standard.

Future Goals and Plans for Academic Achievement: The school has set a future goal to increase their academic benchmarks by 5% for the period 2025-2030. Although they have already raised these benchmarks by 5%, there is a lack of specificity regarding the strategies they will employ to achieve this goal, aside from utilizing the new curricular resources they have invested in over the past few years.

Growth Plans: The growth plans include a continued focus on the mid-level leader structure introduced in the 2022-23 academic year to support the school's academic needs.


Plans for Addressing Challenges: To address organizational challenges, the school is entering into discussions with the landlord about the possibility of purchasing the school property and plans to launch a capital campaign if this occurs. Additionally, they are decreasing their enrollment capacity cap to 360 students to align with current enrollment trends.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement, serving only grades 6-8. If the board votes to approve the renewal application, the Charter Office will continue to leverage its meeting and observation structures where the charter office will intensify its progress monitoring procedures aligned but not limited to the following areas: academics, operations and future planning.



Charter Renewal Application Review Team Findings

KIPP Kirkpatrick Elementary School

Submitted January 9, 2025



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Charter Renewal Application

A charter school may seek to renew their authorization near the end of the contract period (typically every 10 years). KIPP Kirkpatrick Elementary School applied to renew its authorization for a 10-year period.

According to state law (T.C.A. § 49-13-121), a charter school must submit a renewal application to its authorizer no later than April 1 of the year prior to the year in which its charter agreement expires.

Renewal applications should allow authorizers to answer the following questions:

- Has the school met its academic goals?
- Has the school been faithful to its mission and vision?
- Has the school been effectively governed?
- Is the school fiscally sound?
- Are parents and students satisfied?
- Has the school satisfactorily met its legal obligations?
- If the school's charter agreement is renewed, what are its goals for the next charter term and are they likely to be achieved?

In addition to the renewal application, authorizers may review the school's annual reports, interim reviews, performance reports, and audits, including A-133 audits if applicable, when making renewal determinations.

Ratings and Criteria

Pursuant to T.C.A. § 49-13-121, an authorizer shall consider the charter school's renewal application, its annual progress reports, and its renewal performance report when deciding whether to approve or deny the charter school's renewal application.

In addition to the renewal application, authorizers must consider the school's annual progress reports and renewal performance report when making renewal determinations. The authorizer may also consider:

- the charter school's annual report(s);
- the local school board's performance report(s) for the charter school;
- the local school board's annual report(s);
- the local school board's site visit report and any responses submitted by the charter school regarding the local school board's visit findings;

- correspondence from the LEA to the governing body regarding the status of the school during the term of the charter and any plans of correction required by the LEA of the governing body;
- any response to the cumulative report provided by the charter school.

The State Board of Education has adopted Quality Charter Authorizing Standards in Policy 6.111. Standard 5(b) addresses renewal decisions based on merit and inclusive evidence. This Standard provides that a quality authorizer “[b]ases the renewal process and renewal decisions on thorough analyses of a comprehensive body of objective evidence defined by the performance framework in the charter agreement” and “[g]rants renewal only to schools that have achieved the standards and targets stated in the charter agreement, are organizationally and fiscally viable, and have been faithful to the terms of the contract and applicable law.”

An application that merits a recommendation for renewal should satisfy each of these criteria. In addition, Standard 5(d) indicates that the authorizer’s renewal process should be fair and transparent. The Standard provides that a quality authorizer “[c]learly communicates to schools the criteria for charter revocation, renewal, and non-renewal decisions that are consistent with the charter agreement, including any policy changes thereto.” Authorizers must follow these guidelines when developing their renewal processes. A model scoring rubric is provided below but is not required to be used by authorizers. If authorizers choose to develop their own scoring rubric, they should share their rubric with charter schools along with their performance report due on January 1.

Evaluation Process for Renewal Applications

The MNPS Charter Schools Office utilizes the National Association of Charter School Authorizers (NACSA) to create an evaluation process that embodies best practices from authorizers throughout the country and has gained both statewide and national recognition as rigorous, thorough, fair, and impartial.

A review committee is specifically trained to assess the quality and sustainability of a proposed school. The MNPS Charter Schools Office oversees the review process and supports the committee. The review committee evaluates the renewal application utilizing the published evaluation criteria from TDOE. The evaluation team reaches consensus regarding each section of the renewal application, which comprises the final report produced by the MNPS Charter Schools Office. Each section is given a rating of Meets or Exceeds Standard, Partially Meets Standard, or Does Not Meet Standard.

RATING CHARACTERISTICS	
RATING	CHARACTERISTICS
Meets or Exceeds Standard	The record includes specific and accurate evidence that the school generally demonstrated success in meeting and upholding the terms of the charter agreement.
Partially Meets Standard	The record mostly meets the criteria in some aspects but lacks sufficient evidence that the charter school is meeting the terms of the charter agreement in one or more areas.
Does Not Meet Standard	The record provides evidence that the charter school committed a violation of its charter agreement, failed to meet or make sufficient academic progress, and/or failed to meet generally accepted standards of fiscal management.

Evaluation Categories

The analysis of the charter renewal application is based on four categories (Academic Success, Operational Stability, Financial Health, and Future Planning). Renewing a successful, high-performing charter school depends on having a complete, coherent plan. It is not an endeavor for which strength in one area can compensate for weakness in another.

The MNPS Charter Schools Office established an application review process that is fair, transparent, and aligned with national standards. The lens through which our review team evaluates an application is one that looks for innovative instruction that produces high quality academic outcomes for all students, school operations that support those academic outcomes and sustainable fiscal practices that ensure strong financial stability and aligns to the rubric provided by the Tennessee Department of Education. The MNPS review team has reviewed the charter application. In this report the team highlights evidence from the charter application and supporting documentation since the inception of the charter.

EVALUATION CATEGORIES	
CATEGORY	DESCRIPTION
Academic Success	Describes the applicant's success and progress toward its academic goals as defined in its charter agreement.

Operational Stability	Provides evidence that the school has met or made significant progress achieving operational goals outlined in the charter agreement.
Financial Health	Describes the school's fiscal health.
Future Planning	Provides a description of future goals and plans that are achievable, rigorous, measurable and attainable.

Review Committee

A team of 9 people reviewed the renewal application and produced the following findings.

Review committee members included:

- Director of Exceptional Education
- Director of English Learners
- Executive Officer of Strategy Performance Management
- Deputy Chief of Academics
- Data Coach Research Assessment and Evaluation
- Director of Boundary and Planning
- Strategic Investments, Budget Partner
- Executive Officer of Operations
- External Consultant

Review Committee Rating

There are three possible ratings an application can receive (Meets or Exceeds, Partially Meets, or Does Not Meet). The Review Committee found that KIPP Kirkpatrick Elementary School Meets or Exceeds Standard in 1 category and Partially Meets Standard in 3 categories. The committee's findings are outlined on the following pages.

REVIEW COMMITTEE RENEWAL APPLICATION RATING	
CATEGORY	OVERALL RATING
Academic Success	Partially Meets Standard

Operational Stability	Partially Meets Standard
Financial Health	Meets or Exceeds Standard
Future Planning	Partially Meets Standard

Academic Success Criteria

According to the state’s rubric, the review committee should consider nine characteristics of academic success in the renewal application.

1. The school has been faithful to its mission and vision, and to its academic focus and plan.
2. The school met or made sufficient progress toward achieving the academic goals as defined in its charter agreement.
3. The school has demonstrated strong academic achievement and growth results over the course of the current charter term, as measured by state assessments and TVAAS scores.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. There is sufficient evidence that the school uses data to evaluate the effectiveness of its academic program, inform instructional practice, evaluate teacher effectiveness, and implement professional development.
6. The school has made progress toward closing achievement gaps for all students.
7. The school demonstrates clear and compelling evidence of successful student outcomes for diverse learners.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school’s academic outcomes merit renewal of the charter.

Academic Success Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Academic Success section Partially Meets Standard.

Mission and Vision: While some parts of the application demonstrated an academic focus, more information was needed to determine if the school had been faithful to its mission, vision, and academic plan.

Progress toward Academic Goals: The school demonstrated progress towards the academic goals defined in its original charter agreement by increasing the percentage of

proficient students in ELA from 11% to 20% and in Math from 26% to 36% on TCAP over the charter term. Despite this progress, the school did not meet the original goals of 40% proficiency in ELA and Math. As previously indicated, the school did not include original goals in the application or provide additional insight when asked about them in the capacity interview, so the review team was unable to determine if sufficient progress had been made toward the original goals.

Academic Achievement and Growth Results: The school provided data showing its level of academic achievement in terms of proficiency percentages prior to the charter conversion and also in the fourth year of conversion, which ranged from approximately 10% to 18% in ELA and 22% to 36% in Math. Additionally, the school demonstrated Level 5 growth on TVAAS in 2019 and 2022. However, since 2017-18, the school has scored below the cluster and district in percentage of proficiency on TCAP in ELA and Math.

Annual Performance Review Results: Throughout the charter term, the school has met expectations on the local board's academic performance evaluation, other than the receiving a rating of Does Not Meet Standard for the 2021-22 and 2022-23 school years.

Use of Data to Evaluate School Effectiveness: Evidence was provided that the school used various assessment data to evaluate the effectiveness of its academic program through screeners, benchmark assessments, unit assessments, and quarterly assessment results. The school also described using qualitative data, such as observation and survey feedback, to assess the effectiveness of its academic programs. Teachers analyzed these data by cohort, subgroups, and individual students with instructional coaches and assistant principals to inform instructional practice. The school provided that twice a year, all teachers were formally scored on the Instructional Excellence Rubric (IER). Schoolmint was used to track professional development goals and weekly action steps. However, the school did not provide how they addressed the increased rate of chronic absenteeism in 2023 of 48.9% for the overall student population and 55.1% for the special education subgroup.

Progress toward Closing Achievement Gaps: The school did not close the achievement gap between general education and special education students. As noted elsewhere, the school has underperformed the cluster and district in absolute achievement. Internally, the school focused on achievement gaps between SPED and EL students but only provided 2022-23 state data for SPED students; without longitudinal data, progress was not demonstrated.

Notices of Concern or Interventions from the LEA: Over the charter term the school did not receive any notices of concern or intervention from the LEA; however, the school received a letter about exceptional education behavior and testing practices in May 2019 and a designation notice from TDOE for being in the bottom 10% in September 2022.

Operational Stability Criteria

According to the state's rubric, the review committee should consider ten characteristics of operational stability in the renewal application.

1. The school has met or made significant progress toward achieving the operational goals outlined in the charter agreement.
2. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
3. The school has consistently operated at or near capacity and effectively addresses student attrition.
4. The school provided clear and compelling evidence of parent and student satisfaction and community support.
5. The school has demonstrated the capacity of its governing board and school leadership to effectively govern the school.
6. The school has demonstrated the ability to provide a safe environment for its staff and students, making facility changes/improvements as needed.
7. The school consistently addresses the physical, social, emotional and health needs of its students.
8. The school has evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability.
9. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
10. The school's operational condition merits renewal of the charter.

Operational Stability Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Operational Stability section Partially Meets Standard.

Operational Capacity and Student Attrition: The school identified strategies to address attrition, including using Possip surveys, parent communication, and intent to return surveys each spring. They invested in additional bus routes in north and south Nashville neighborhoods. However, enrollment decreased from 480 students to an average of 330 students over the past two years. Currently, they are the only zoned elementary school operating a K-4 grade tier structure. Additionally, the school did not address the established enrollment parameters related to students within their attendance zone.

Evidence of Parent and Student Satisfaction: To demonstrate parent and student satisfaction, the school provided evidence of family engagement strategies and ongoing stakeholder surveys.

Capacity of Governing Board and School Leadership: Board members participated in professional development facilitated by the network and the Tennessee Charter School Center. While information was provided that the board completed a reflection survey each spring to identify strengths and opportunities related to plans and priorities, no examples were provided to determine the effectiveness.

Safe Environment: The school presented information about how they provided a safe environment for staff and students by describing their partnership with MNPS and a national consultant to ensure compliance with safety requirements and emergency preparedness. They also worked to ensure all organizational structure enhancements were safety related.

Needs of Students: Social and emotional supports were provided through the descriptions of the roles of the two counselors and the behavior interventionist, and the full-time nurse. Details were also provided about the school-wide incentive program.

Teacher Retention: The school had some evidence of effective teacher retention, professional development, well-functioning organizational structures, and personnel stability. In 2022-23, the school had a teacher retention rate of 81%. They have also hosted at least one Principal in Residence since 2019.

Notices of Concern or Interventions from the LEA: Finally, the school did not receive any operational notices of concern from the LEA over the course of the charter term.

Financial Health Criteria

According to the state's rubric, the review committee should consider nine characteristics of financial health in the renewal application.

1. The application provided a detailed description of the school's fiscal health.
2. The school has consistently met generally accepted standards of fiscal management.
3. The school is fiscally sound and consistently receives clean financial audits with no findings.
4. The school consistently met or exceeded expectations on the local board's annual performance evaluation.
5. The school met or has made sufficient progress toward meeting financial goals outlined in the charter agreement.
6. The school has demonstrated a clear alignment between expenditures and the school's mission, academic growth, and staff development.
7. The school has addressed any fiscal challenges effectively during the current charter term.
8. The school did not receive any notices of concern or other interventions from the LEA or, if received, corrected the finding quickly.
9. The school's financial condition merits renewal of the charter.

Financial Health Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Financial Health section Meets or Exceeds Standard.

Description of the School's Fiscal Health: The school provided a description of their

network's fiscal health, including an above standard cash on hand. They also provided information regarding the role of the network's board finance committee to oversee the financial management of the organization. However, since most of the information provided was network-based, the school's fiscal health could not be clearly determined.

Fiscal Management: The network has consistently met generally accepted fiscal management standards. The application noted that the school complies with all local and state financial transparency and reporting regulations, including publishing annual audits and budgets.

Financial Audits: The school has maintained a clean audit history with no findings throughout its charter term.

Alignment Between Expenditures and Schools' Mission, Academic Growth, and Staff Development: The school demonstrated an alignment between expenditures and the school's academic growth and staff development by describing how 80% of the school's budget goes directly to support student achievement and staff development.

Fiscal Challenges: Despite enrollment declines since 2019, the school has not faced significant fiscal challenges during the current charter term. The financial oversight from the board and financial management have allowed the school to operate with a strong cash position and meet financial covenants. These factors have ensured that the school remains financially sound despite the lower enrollment numbers since the KIPP Nashville network is financially strong. They have adjusted their budget projections to reflect the reality of their community.

Future Planning Criteria

According to the state's rubric, the review committee should consider five characteristics of future planning in the renewal application.

1. The school's future goals and plans for goal achievement are rigorous, measurable, and attainable.
2. Growth plans are robust, detailed, and strategic.
3. Changes to academic benchmarks and/or organizational structures are reasonable given the school's current standings.
4. Plans for addressing any past academic, organizational, and/or financial deficits are comprehensive and realistic.
5. The school provides a viable plan for its goals for the next charter term and demonstrates the capacity to meet its goals, if renewed.

Future Planning Findings

The review team found the following strengths and concerns in the renewal application and concluded that the Future Planning section Partially Meets Standard.

Future Goals and Plans for Academic Achievement: The school's future goals and plans included reaching a 75% proficiency in K-4 ELA. However, they did not cite the tool that would be used to measure this goal. Despite receiving notification from TDOE in 2022 notifying them of being in the bottom 10%, the school's current future goals include reaching a 75% proficiency in K-4 ELA which may not be realistic given the current academic achievement trends.

Growth Plans: The school described plans to upgrade facilities, but more details were needed to determine if they were strategic.

Final Recommendation

In general, a charter school should be renewed if it:

- Did not commit a material violation of its charter agreement;
- Met or made sufficient progress toward the performance expectations in its charter agreement; and
- Generally met the accepted standards of fiscal management.

The review team determined that this charter school's academic outcomes, operational condition, financial condition, and goals for the next charter term merit renewal of the charter agreement and operate as a K-4 optional school with no attendance zone. If the board votes to approve the renewal application, the Charter Office will continue to leverage its meeting and observation structures where the charter office will intensify its progress monitoring procedures aligned but not limited to the following areas: academics, operations and future planning.

Warner\KIPP Kirkpatrick Rezoning Proposal

Rezoning Proposal:

MNPS proposes to rezone the KIPP Kirkpatrick zone to Warner Elementary School. The proposal is a phased approach noted in the chart below, beginning with kindergarten and fifth grade for the 2025-26 school year. The zone change would not impact any current students at either school. As KIPP Kirkpatrick is a K-4 school and the district has moved to a K-5 / 6-8 model, 5th grade students in the KIPP zone are already assigned to Warner Elementary.

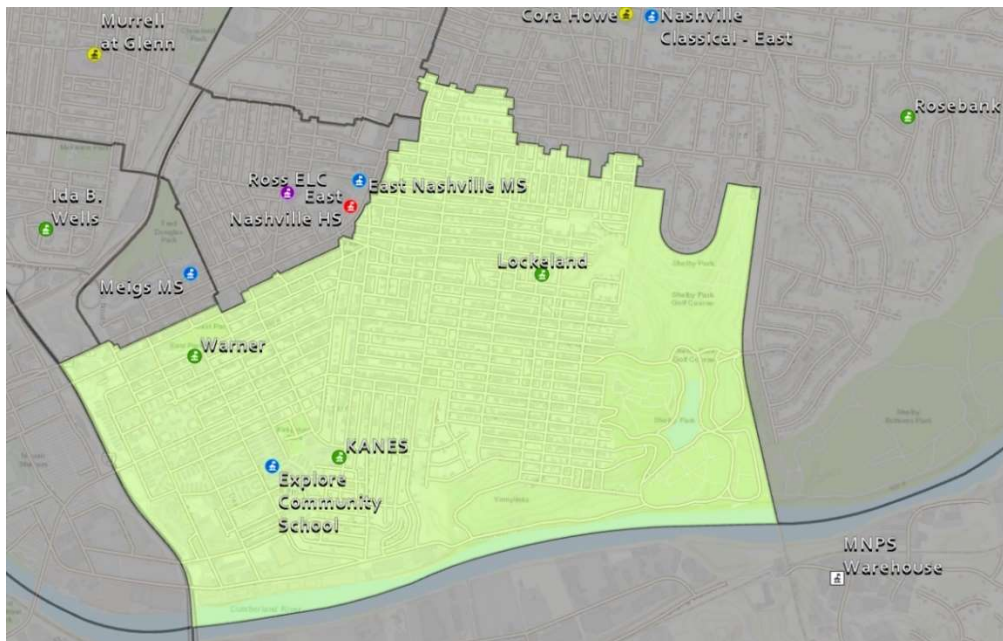
- Rosebank, Warner → feed into Stratford (Lower) → feed into Stratford HS, no change
- KIPP Kirkpatrick enrollment is made up of 30% Zone and 70% county wide
- Warner enrollment is made up of 50% zone and 50% county wide

Transition Timeline:

Transition to Warner	
School Year	Grade
2025-26	K and 5
2026-27	K-1, 5
2027-28	K-2, 5
2028-29	K-3, 5
2029-30	K-5

*2022 - 5th grade zoned to Warner

Warner Rezoning Proposal:



Current Enrollment and Capacity

Stratford Cluster	Oct. 19/20	Oct. 20/21	Oct. 21/22	Oct. 22/23	Oct. 23/24	Oct. 24/25	Capacity	24/25 Utilization
Warner Enhanced Option School	214	216	282	402	393	395	399	99.0%
KIPP Kirkpatrick ES	402	433	335	329	329	375	525	71.4%

Estimated Enrollment and Capacity

Stratford Cluster	Oct. 20/21	Oct. 21/22	Oct. 22/23	Oct. 23/24	Oct. 24/25	Oct. 29/30	Capacity	29/30 Utilization
Warner Enhanced Option School	216	282	402	393	395	400	399	100.3%
KIPP Kirkpatrick ES	433	335	329	329	375	350	350	100.0%

*KIPP contract renewal will have a cap of 350 students.

Metropolitan Nashville Public Schools
Sales Tax Collections
As of December 20, 2024

-1.15%

\$399,068,500.00

General Purpose Fund

MONTH	2024-2025 Projection	TOTAL 2024-2025 COLLECTIONS	\$ Change For Month - FY25 Projection	% Change For Month - FY25 Projection	% Increase / Decrease Year- To-Date	FY2024 Actuals	Projection percentage by month
September	\$25,567,101.59	\$24,826,195.75	(\$740,905.84)	-2.90%	-2.90%	\$23,500,346.50	6.41%
October	33,023,272.16	33,168,113.06	\$144,840.90	0.44%	-1.01%	30,353,786.31	8.28%
November	33,089,701.22	31,912,913.77	(\$1,176,787.45)	-3.56%	-1.93%	30,414,845.48	8.29%
December	34,766,006.21	35,089,135.39	\$323,129.18	0.93%	-1.15%	31,955,643.83	8.71%
January	33,157,339.70					30,477,016.30	8.31%
February	37,925,635.48					34,859,859.72	9.50%
March	29,307,728.38					26,938,594.10	7.34%
April	31,364,453.75					28,829,060.98	7.86%
May	34,489,615.05					31,701,595.17	8.64%
June	35,161,341.30					32,319,021.42	8.81%
July	35,582,946.78					32,706,545.78	8.92%
August	35,633,358.36					32,752,882.27	8.93%
TOTAL	\$399,068,500.00	\$124,996,357.97	(\$1,449,723.22)		-1.15%	\$366,809,197.86	100.00%

Debt Service Fund

-4.86%

\$59,009,800.00

MONTH	2023-2024 Projection	TOTAL 2023-2024 COLLECTIONS	\$ Change For Month - FY24 Projection	% Change For Month - FY24 Projection	% Increase / Decrease Year- To-Date	FY2024 Actuals	Projection percentage by month
September	\$4,501,947.86	\$3,671,021.00	(\$830,926.86)	-18.46%	-18.46%	\$5,619,873.22	7.63%
October	4,759,921.83	4,904,350.72	\$144,428.89	3.03%	-7.41%	5,941,907.38	8.07%
November	4,908,174.71	4,718,925.85	(\$189,248.86)	-3.86%	-6.18%	6,126,974.48	8.32%
December	5,002,163.93	5,188,590.08	\$186,426.15	3.73%	-3.60%	6,244,303.13	8.48%
January	4,832,707.03					6,032,766.63	8.19%
February	5,426,290.20					6,773,748.60	9.20%
March	4,425,836.70					5,524,862.11	7.50%
April	4,414,863.28					5,511,163.77	7.48%
May	5,162,167.00					6,444,038.23	8.75%
June	4,953,250.98					6,183,244.10	8.39%
July	5,309,626.22					6,628,114.57	9.00%
August	5,312,850.26					6,632,139.21	9.00%
TOTAL	\$59,009,800.00	\$18,482,887.65	(\$689,320.68)		-3.60%	\$73,663,135.43	100.00%