



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION

2601 Bransford Avenue, Nashville, TN 37204

Regular Meeting – January 26, 2016 - 5:00 p.m.

Sharon Dixon Gentry, EdD, Chair

TIME

- | | | | |
|------|------|--|--------|
| 5:00 | I. | <u>CONVENE and ACTION</u> | |
| | A. | Establish Quorum | |
| | B. | Pledge of Allegiance | |
| 5:05 | II. | <u>AWARDS AND RECOGNITIONS</u> | GP-3 |
| | A. | Misty Ayres-Miranda - Milken Educator Award | |
| | B. | LEED Projects | |
| 5:15 | III. | <u>AND THE GOOD NEWS IS...</u> | GP-3.1 |
| | A. | | |
| 5:15 | IV. | <u>GOVERNANCE ISSUES</u> | |
| | A. | Actions | |
| | 1. | Consent | |
| | a. | Approval of Minutes – 08/11/2015 – Regular Meeting | |
| | b. | Recommended Award of Contract for Southeast Early Learning Center Additions and Renovations – Dowdle Construction Group, LLC | |
| | c. | Recommended Approval of Change Order #1 for Hume-Fogg Magnet High School HVAC Renovations – Dillingham & Smith Mechanical and Sheet Metal Contractors | |
| | d. | Recommended Approval of Request #6 for LEED Consultation at Various Schools (Hume-Fogg Magnet High School Renovations) – Hastings Architecture Associates, LLC | |
| | e. | Recommended Approval of Request #7 for LEED Consultation at Various Schools (Martin Luther King, Jr. Magnet High School Additions and Renovations) – Hastings Architecture Associates, LLC | |
| | f. | Recommended Approval of Request #8 for LEED Consultation at Various Schools (Norman Binkley Elementary School Additions) – Hastings Architecture Associates, LLC | |
| | g. | Recommended Approval of Request #2 for Projects at Various Schools (Whites Creek High School Track Upgrade) – Bomar Construction Corporation | |
| | h. | Awarding of Purchases and Contracts | |
| | (1) | Babs Freeman-Loftis | |
| | (2) | CDW-G | |
| | (3) | Dell Marketing LP | |
| | (4) | Dell Marketing LP | |
| | (5) | Kerr Brothers and Associates, Inc. | |
| | (6) | Lu Inc. | |
| | (7) | Nancy Hepler | |
| | (8) | Unico Technology | |
| | 2. | Capital Improvement Budget - <i>Budget, Finance, and Capital Needs Committee</i> | |
| | 3. | KIPP Academy Nashville Charter Renewal | |

- 6:15 V. REPORTS
- A. Director's Report
 - 1. Priority Schools Update
 - B. Committee Reports
 - 1. Teaching and Learning
 - 2. Budget, Finance and Capital Needs
 - C. Board Chairman's Report
 - 1. Announcements
 - 2. Director's Evaluation
- 6:45 VI. WRITTEN INFORMATION TO THE BOARD (not for discussion)
- A. Sales Tax Collections as of January 20, 2016
 - B. Substitute Teachers Update
- 6:45 VII. ADJOURNMENT

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> Roll Call 	<p>Present: Dr. Jo Ann Brannon Amy Frogge Tyese Hunter Elissa Kim, Vice-Chair Mary Pierce Will Pinkston Anna Shepherd Jill Speering Chris Henson, Interim Director of Schools</p> <p>Absent: Dr. Sharon Gentry, Chair</p> <p>Ms. Kim called the meeting to order at 5:00 p.m.</p>	
<ul style="list-style-type: none"> Pledge of Allegiance 	Led by Janel Lacy, Communications Department.	
AWARDS AND RECOGNITIONS		
<ul style="list-style-type: none"> Reward Schools 	The following MNPS schools made the 2015 Reward Schools List: Glendale Elementary Spanish Immersion, Lockeland Elementary Design Center, Percy Priest Elementary, Meigs Magnet Middle Prep, Hume-Fogg Magnet High School, Martin Luther King, Jr. Magnet School, Liberty Collegiate Academy, Middle College High School, Apollo Middle Prep, Intrepid College Prep, KIPP Academy Nashville, LEAD Academy, LEAD Prep Southeast, and New Vision Academy.	
<ul style="list-style-type: none"> Introduction of New District Leadership 	Dr. Steele presented the new district leadership to the Board.	
AND THE GOOD NEWS IS...		
<ul style="list-style-type: none"> Jere Baxter Middle Prep – Dr. Iris Johnson - Arnold – Tennessee State University 	Dr. Johnson-Arnold, on behalf of the National Black Association of Speech Language and Hearing, presented gift cards to Jere Baxter Middle Prep to help students.	
PUBLIC PARTICIPATION		
<ul style="list-style-type: none"> Erica Lanier – Director of Schools Search 	Ms. Lanier addressed the Board concerning the Director of Schools Search. She asked the Board to conduct a Public Forum to discuss the Director search.	
<ul style="list-style-type: none"> Inez Williams – Looking Beyond TCAP 	Ms. Williams addressed the Board concerning Looking Beyond TCAP. She asked the Board to support the progress made at Rocketship.	
<ul style="list-style-type: none"> Anna Barnes – Walker Policy at Rosebank ES 	Ms. Barnes addressed the Board concerning the student “Walker Policy” at Rosebank Elementary School. She asked the Board to research the policy.	

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<ul style="list-style-type: none"> Tanisha Hart-Love - Zoning 	<p>Ms. Hart-Love addressed the Board and made a request for the following information: 1. Will the Board support a requirement for on-going diversity training, at least annually, for MNPS staff effective this school year forward, 2. The actual number of Davidson County students outside of Glendale Elementary's geographical priority zone that were granted the option to attend the school in the 2015-16 school year?, 3. What number of students from Glendale's Pre-K program were granted the option to attend Glendale in kindergarten and elementary?, 4. Will the Board support a proposal in favor of allowing Glendale Pre-K students to continue on through K-4th grades?, 5. Will the Board support a proposal that will allow a percentage of Davidson County students outside of Lockeland Elementary's GPZ to attend the school?</p>	
<ul style="list-style-type: none"> Erick Huth – Teacher Concerns 	<p>Dr. Huth addressed the Board concerning Teacher Concerns. He asked the Board to ensure that the teaching staff at MNPS schools is racially diverse. He also discussed the KRONOS system login process, and asked the Board to re-evaluate that process.</p>	
GOVERNANCE ISSUES		
<ul style="list-style-type: none"> Consent Agenda 	<p>Dr. Brannon read the following consent agenda: IV-A-1-a- Approval of Minutes – 04/30/2015 – Regular Meeting; IV-A-1-b- Recommended Award of Contract for Architectural Services – Hillwood High School Renovations – Hastings Architecture Associates, LLC; IV-A-1-c- Recommended Award of Contract for Architectural Services – Hillsboro High School Renovations – ARTifice, LLC; IV-A-1-d- Recommended Award of Contract for Architectural Services – Nashville School of the Arts Renovations – Tuck-Hinton Architects, PLC; IV-A-1-e- Recommended Award of Contract for Architectural Services – Pennington Elementary School Additions – Melvin Gill and Associates; IV-A-1-f- Recommended Award of Contract for Architectural Services – Rosebank Elementary School Renovations – Centric Architecture, Inc.; IV-A-1-g- Recommended Award of Contract for Architectural Services – New Cane Ridge Cluster Elementary School – EOA Architects; IV-A-1-h- Recommended Award of Contract for Architectural Services – Overton High School Additions and Renovations – TMPartners, PLLC; IV-A-1-i- Recommended Award of Contract for Architectural Services – Southeast Early Learning Center – Allard Ward Architects; IV-A-1-j-</p>	

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<ul style="list-style-type: none"> Consent Agenda – continued 	<p>Recommended Award of Contract for Architectural Services - Martin Luther King, Jr. Magnet School Renovations Phase II – Bauer Askew Architecture PLLC; IV-A-1-k- Recommended Award of Contract for Roof Restoration at J. E. Moss Elementary School – TLC Pro-Roofing, LLC; IV-A-1- Recommended Approval of Change Order #4 for Granbery Elementary School Additions – Orion Building Corporation; IV-A-1-m- Recommended Approval of Change Order #3 for Henry Maxwell Elementary School Additions - Bomar Construction Company, Inc.; IV-A-1-n- Recommended Approval of Supplement #1 for Bransford Health Center – Jack Freeman and Associates; IV-A-1-o- Recommended Approval of Supplement #2 for Waverly-Belmont Elementary School – Tuck-Hinton Architects; IV-A-1-p- Recommended Approval of Request #30 for District-wide Maintenance, Repairs, and General Construction (McGavock High School Metal Wall Panels) - Southland Constructors, LLC; IV-A-1-q- Recommended Approval of Request #15 for Asbestos Abatement Services (Martin Luther King, Jr. Magnet School) – Levy Industrial Contractor; IV-A-1-r- Awarding of Purchases and Contracts (1) Adecco USA, (2) Alignment Nashville, (3) Am Tab Manufacturing Corp., (4) BAC Paving Company, Inc., (5) Camcor, Inc., (6) Card Integrators Corporation, (7) CDW Government Inc., (8) Crosslin & Associates, P.C, (9) Dell Marketing LP, (10) Dell Marketing LP, (11) Imagine Learning, (12) Interface Flooring Systems, Inc. LLC, (13) Leonard Stevens, (14) Noser Consulting, LLC, (15) Oasis Center, (16) PENCIL Foundation, (17) Pitney Bowes Global Financial Services Agreement, (18) Praters, Inc., (19) Public Consulting Group, Inc., (20) Rush Trucking Corporation, (21) Southern Word, Inc., (22)TRA, Inc., (23) Trane, (24) U.S. Security Associates, Inc., (25) Awardees from MNPS Invitation to Bid (ITB) #16-4, (26) Awardees from MNPS Request for Proposals (RFP) #15-19, IV-A-1-s- Approval of Compulsory Attendance Waiver; IV-A-1-t- Special Textbook Adoption for New Courses: American Sign Language: Signing Naturally and Heritage Arabic/Arabic: IAhlán wa Sahlan: Functional Modern Standard Arabic for Beginners; IV-A-1-u – Legal Settlement Claim #C-33304 (\$13,500.00).</p>	

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<ul style="list-style-type: none"> Consent Agenda – continued 	<p>Ms. Shepherd made the motion to approve the consent agenda as read. Mr. Pinkston seconded.</p>	<p>VOTE: 8-0 – Unanimous</p>
<ul style="list-style-type: none"> CLASS Update 	<p>Elizabeth Millsaps and Robert Gowan of Millsaps Gowan Government Relations gave a brief CLASS update.</p> <p>Ms. Speering asked about the Achievement School District (ASD), Senate Bill 758. MNPS has a school that falls in this category. The bill mentions that the school needs to demonstrate student achievement growth at a level of “above expectations.” Would you please define that term? Mr. Gowan said, it is not specifically defined in that legislation. It is open to interpretation. Ms. Speering asked, when was this bill enacted? Mr. Gowan said, July 1st, but he would confirm that date and send an update via email. Ms. Speering asked, would this bill apply to schools that have already been taken over by the ASD? Mr. Gowan said, no. Ms. Speering asked Mr. Henson if he had any thoughts on Senate Bill 285, which removes the requirement that TCAP must be used toward student grades. What will MNPS do concerning this bill? Mr. Henson said, the Administration will take the bill into consideration. Dr. Brannon asked if Senate Bill 893 meant that the teacher has to have a placement assignment in terms of the grade level or the school assignment? Ms. Millsaps said, it should be the school assignment. This bill is to ensure that if a teacher is terminated or transferred, they are given advance notice of their new location. Therefore, if the teacher chooses to apply to another school, they have the entirety of the summer to do so. Ms. Pierce asked, how is it decided what bills or legislation are set as priorities, specifically referring to the charter school with insurance plan? Ms. Millsaps said, CLASS priorities are set by CLASS members through meetings and conference calls. Mr. Gowan said, concerning the insurance piece, in 2011 and 2012, we were approached to discuss several things involved with charter schools. One item was how the administrative costs on the district side could be streamlined. The charter school community desired to purchase insurance outside of the State or Metro plans. As far as any proposals for priorities, we get feedback from Board members and staff fairly regularly. Generally, those recommendations are heard on the Friday conference calls. Mr. Pinkston suggested that, in the future, CLASS have a discussion around the district bringing their own legislation about the ASD. It seems as though the ASD “cherry picks”</p>	

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<ul style="list-style-type: none"> CLASS Update - continued 	<p>schools. The ASD took over Neely's Bend Middle, a school that was clearly turning around. We all knew it was turning around, but just did not have the data to prove it. Meanwhile, the ASD totally disregarded Napier Elementary and other schools, which had been on the priority list, because the ASD does not want to do hard work. A legislative proposal is needed that requires the ASD to prioritize first for the schools that have been on the priority list longest before going to schools that are new to the priority list or improving. I would like to have a conversation around that topic at the CLASS meeting this fall.</p>	
<ul style="list-style-type: none"> Director of Schools Motion 	<p>Ms. Shepherd made a motion to pause all of the Director Search activities until after the Board holds a discussion at the Board Fall Retreat. Ms. Speering seconded.</p> <p>Mr. Pinkston said the motion from the Director Search Committee was to accept the recommendation from the coalition of community organizations asking the Board to do, in effect, what Ms. Shepherd suggested.</p>	<p>VOTE: 7 -1 – (No) Hunter</p>
<ul style="list-style-type: none"> 2015 Charter Application Resubmissions 	<p>Dr. Coverstone presented the Charter Application Resubmissions to the Board. Dr. Coverstone stated that there were six charter applications resubmitted, and the committee recommended denial of four and approval of two charter applications.</p> <p>Dr. Coverstone gave a review of the International Academy of Excellence charter application resubmission. He stated that the committee recommends the Board deny the International Academy of Excellence charter application resubmission.</p> <p>Dr. Brannon made a motion to deny the International Academy of Excellence charter appeal application as recommended by the Charter Review Committee. Ms. Shepherd seconded.</p> <p>Dr. Coverstone gave a review of the Rocketship #2 and Rocketship #4 charter applications, and the Rocketship conversion application resubmissions.</p> <p>Dr. Coverstone stated that the committee recommends that the Board deny the Rocketship #2 charter application resubmission.</p>	<p>VOTE: 8-0 - Unanimous</p>

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<ul style="list-style-type: none"> 2015 Charter Application Resubmissions – continued 	<p>Ms. Shepherd made a motion to deny the Rocketship #2 charter appeal application as recommended by the Charter Review Committee. Dr. Brannon seconded.</p> <p>Ms. Pierce commended Rocketship for opening their school at full capacity with a K-4 program. The school also recruited from area schools that had been performing at a low level for a number of years. I don't want to miss the fact that these kids came in well below where they should have been in the district schools. I commend Rocketship for the growth, and am hopeful that this Board is also rooting for Rocketship, but at this time I agree with the committee.</p> <p>Ms. Kim said, I had the pleasure of visiting Rocketship. I visited on a Saturday and received so much positive feedback from the staff and parents. I felt that there was tremendous commitment to the school. The school has achieved Level 5 growth, and I do not want the school to consider the denial as a judgement of the school's potential and their hard work. Congratulations again on Level 5 growth. Mr. Pinkston commended Rocketship on their effort.</p> <p>Ms. Shepherd made a motion to deny the Rocketship #4 charter appeal application as recommended by the Charter Review Committee. Ms. Speering seconded.</p> <p>Ms. Shepherd made a motion to deny the Rocketship conversion charter appeal application as recommended by the Charter Review Committee. Ms. Speering seconded.</p> <p>Dr. Coverstone gave a summary of the credentials of the Charter Review Committee and how the committee evaluation process works.</p> <p>Dr. Coverstone gave a summary of the KIPP Elementary charter application resubmission and stated that the committee recommended the Board vote to approve the application.</p> <p>Mr. Pinkston made a motion to deny the application for KIPP</p>	<p>VOTE: 8-0 - Unanimous</p> <p>VOTE: 8-0 - Unanimous</p> <p>VOTE: 8-0 - Unanimous</p>

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<ul style="list-style-type: none"> 2015 Charter Application Resubmissions – continued 	<p>Elementary. Ms. Speering seconded.</p> <p>Mr. Pinkston made the following comments: Four of the six charter applications were reviewed by a normal looking review team comprised of staff, etc. However, the two KIPP applications were reviewed by a team that I consider biased. Several of the committee members on that team were charter advocates, which makes me call into question the integrity of the process. KIPP has a charter school that was in the struggling category just last month. That “struggling” school was also just recommended for expansion in June. The review team selection and process should be analyzed to maintain the integrity of the process. I would love for the Board to talk about what is going “right” at Apollo Middle School. Since I have been on the Board, I have voted for a few KIPP applications. KIPP Elementary that has yet to open, but was approved in the summer 2013 and isn't scheduled to open until fall of 2016. That school won't fill all of the seats until fall of 2020 at the earliest; add that to the 40 plus that remain unfilled at KIPP High School and 80 unfilled seats at KIPP College Prep. The Board has been granting carte blanche expansions to KIPP. KIPP has more than 700 existing seats unfilled and 50 seats up for conversion at Kirkpatrick. And recently, the Achievement School District announced that KIPP would like to seize several hundred more seats in what's likely to be an attempted hostile takeover of Inglewood. And now KIPP wants another 500 seats for a new elementary school in a location yet to be determined and 300 seats for a middle school that wouldn't open until fall of 2019. KIPP should focus on filling their existing seats and have a rational conversation about future partnerships in the future. In the meantime, the Board should make plans to address the waiting lists at existing schools. I'm voting no and would like the Board, this fall, to rethink the charter review process and the structure of the review teams. Ms. Pierce said, the concerns raised about the committees were not addressed in June. The full committee recommended KIPP's initial denial and the amended charter application approval. We all know that MNPS has overcrowding concerns district-wide. I see KIPP as only meeting the Board-set priorities to incorporate charters in the school system. We asked charters to “fill the need” and KIPP has basically met the priorities requested by the Board. KIPP has a track record of being a</p>	<p>VOTE: (4-4) – No – Pinkston, Shepherd, Speering, Frogge Yes – Brannon, Hunter, Pierce, Kim</p>

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<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>Reward School several years in a row. I will vote against Mr. Pinkston's motion, and would like to make a motion to table his motion, and make a motion, as the committee recommended, to approve the KIPP application. Ms. Kim asked Ms. Harkey to speak to Ms. Pierce's motion. Ms. Harkey said, I would prefer the Board to finish discussion on the current motion and then open it up to another motion if needed. Mr. Pinkston said, my comments are relevant, and the committee is unbalanced. The Board did articulate priorities, but I am not sure those priorities are even in place anymore, and until I see an actual location articulated by a charter operator in a proposal, I'm not inclined to vote yes.</p> <p>Ms. Speering made the following comments: The Board has discussed that Knowledge Academy is a Reward School, but didn't mention that Knowledge Academy this year or this past year, received a Level 1. The Administration had this data, but did not give it to the Board. Therefore, the Board is responsible for making these decisions without data. This application concerns me because a leader or location has not been specified. I do not want to repeat what already happened in East Nashville. KIPP has no experience in elementary. The application even mentioned that they are celebrating their work at Kirkpatrick and that school recently opened. Ms. Speering listed waiting list numbers for existing charter schools and said, the Board should place the emphasis on the MNPS wait-list.</p> <p>Ms. Hunter said, each Board member has valid points, but history shows the Board's individual opinions change without warning. The numbers show that KIPP is progressing and producing for children, and I support KIPP.</p> <p>Ms. Frogge said, I recently attended a conference in New Orleans about the impact of school reform efforts, ten years after Hurricane Katrina. What I heard over and over again is that Nashville is not unique. We are part of a national charter school strategy. New Orleans is an all-charter, all-choice district managed by the state-operated Recovery School District. Although the reform movement pushes out glowing stories about the success of New Orleans, the data is unreliable because it is manipulated. Turning the district over to charter operators is not a solution. I am opposed to opening more charter schools the district can't afford. In general, charters perform about the same as traditional schools, and often operate with additional funding and serve different populations of students. I am concerned about charters "no</p>	

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<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>excuses” schools and how that disciplinary model impacts children. There are several no excuses schools in MNPS, and I’ve gotten repeated complaints about those schools. I have been disturbed that once those complaints are submitted, no one will do anything about these complaints. These schools are often protected because of ideological views held by administrators and because it is politically expedient to support corporate education reform. These schools have been aggressively marketed to parents and, because the term “no excuses” has not been well defined, it's unclear what was allowed. During the conference, I heard extensively from many who represented “no excuses” schools, and those schools tend to be militaristic prep academies with little to no art, music or focus on learning. By some measure, “no excuses” schools like KIPP have had some success. I would expect the focus on test prep and the fact these are choice schools would garner test improvement. There is no convincing evidence that the path we're following will produce better outcomes overall, but there's plenty of evidence that opening more charter schools will impact other schools financially, etc. I do not understand why the Board would approve KIPP over a year out, especially with no demand for new charter seats and thousands of charter seats already in the pipeline. My main point is, I do not think that low income children should be treated any differently than my own. We are repeatedly reminded to think of children in our decisions and, I can assure you tonight, I am thinking of nothing else.</p> <p>Ms. Shepherd said, I attended the conference last winter and remember all the statistics that were presented. New Orleans, Louisiana has not always been that way. Their current state is a result of those efforts Ms. Frogge spoke of.</p> <p>Ms. Kim said, it is fascinating because I also attended a presentation about New Orleans last week, and the picture was painted very differently. This past fall, I was invited to visit KIPP Academy High School. The school has a wonderful principal, who taught at Maplewood High School, and the school received the highest Algebra scores while he was there. I had the pleasure of visiting classroom learning and was extremely impressed. I also visited Kirkpatrick, which just opened, to attend on a volunteer day to help renovate the school. When I arrived at the school, there were 250 people from the community also there to help clean and paint the school. I witnessed the collaboration of Kirkpatrick’s principal and KIPP’s principal. The two have</p>	

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<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>partnered up as a team and it takes a community, a full community, to make it work. KIPP has proven their results on the basis of both what I see qualitatively as well as proven results. I'm voting for KIPP.</p> <p>Mr. Pinkston said, principals Kimber Haliburton and Lance Forman, at Waverly-Belmont Elementary and Smith Springs Elementary, both went door-to-door in their neighborhoods to reach the community. Therefore, KIPP principals are not the only ones doing good work. In a school system that is ranked 54th out of 60 in per pupil funding, the district needs to double down on our current investments. The district should focus on supporting and uplifting teachers, principals and the schools. As a reminder, there are 6,500 plus seats in the pipeline and 10% of those seats belong to KIPP. It is undisputed, except for charter advocates, that these schools cost money and have a fiscal impact on the district. When is enough, enough? KIPP has 700 seats they haven't filled, and they want another 850? There are 6,500 in the pipeline? KIPP should fulfill their commitments. Ms. Kim asked Dr. Coverstone to address the numbers Mr. Pinkston stated about KIPP's seats? Dr. Coverstone said, I am not exactly sure where those numbers originated. Mr. Pinkston said, the elementary school the Board voted for a couple of years ago, KIPP College Prep, is not open yet. The Board approved 500 seats, and the school is now not scheduled to open until the Fall of 2016. There are 150 seats unfilled at KIPP High School, and 80 unfilled seats at KIPP Nashville Collegiate Prep. There are a total of more than 700 seats that have already been approved for KIPP. Dr. Coverstone said, seat numbers given by Mr. Pinkston were correct. Ms. Kim said, as KIPP adds grades those seats will be filled. Yes, the budgetary pressures are real, and the Board must tactically remedy the fiscal concerns about charters. Ms. Speering said, KIPP is not the school that Ms. Kim makes it out to be according to actual data. If we continue to charterize our system, the district will be left with the bottom third, the kids that cost the most to educate. Ms. Kim asked Ms. Speering if she had data to support her comments? Ms. Speering said she received the information from talking to principals and parents in her district. Ms. Pierce reiterated her point that the KIPP application will help alleviate capital budget pressure for the district. Concerning "no excuse" schools, KIPP could be put in that category but Board members should visit the school. I support KIPP and their charter application. Mr. Pinkston asked what were the locations of the proposed KIPP schools?</p>	

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<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>Dr. Coverstone said, the school has committed to locate in the areas of the greatest need. Ms. Frogge said, I visited KIPP and the school is very orderly. Children need order, but should also be allowed self-expression. The charter complaints I heard in New Orleans are very similar to the charter complaints in Nashville about “no excuses” schools. There are several thousand seats coming open for charter schools, around 6,500. Why are we approving applications for a school in which there is no demand? I also question the validity of the charter school waiting lists.</p> <p>Ms. Hunter said, it is an atrocity when the Board talks badly about MNPS charter school operators who are really doing a great job. During tonight’s Public Participation, several speakers spoke highly of the education and care that their children are receiving at charter schools. At any point, a parent can come and address activities that occur within the schools. We should be careful to not spread rumors about charters. Instead, we should pride ourselves on the accomplishments of charters. The resonant study showed good results as it relates to the way we manage our charter schools here. We always need to attend to what is happening in all of our schools and not just charter schools because there are atrocities occurring in all schools, nationwide. Caution is needed, but we should not demonize our charter school operators. Charters are working hard to ensure that our children have excellent outcomes and opportunities upon leaving the school or graduation. Mr. Pinkston said, nobody is demonizing Rocketship. I thanked them for having the courage to go to scale. But to sit there and talk about charter schools as if they’re silver bullets is not true. Multiple charters have been closed over the years. Charters are not “perfect”. We need to acknowledge the fiscal impact charters have on our existing schools. Board members, who support unabated charter growth, should articulate where cuts will come from in existing schools because that is what it will take. Ms. Hunter said, no one has mentioned unabated charter growth. Mr. Pinkston said, how much is enough is the question? Ms. Hunter said, she believed the majority of the Board would like to see positive outcomes for students, no matter the school. I do not support unabated charter growth. There is a plan to address the charter growth. Mr. Pinkston said, is there a plan to address a ceiling for charters or limit the charter pipeline? Ms. Hunter said, that discussion was mentioned at the last Budget and Finance Committee meeting. Ms. Pierce asked Mr. Henson the</p>	

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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>impact of the charter applications that were discussed at the last Budget meeting? Mr. Henson said, the Fiscal Impact Study did include the potential approval of the KIPP schools into future years, analyzing the potential impact in 2017 for one and in 2019 for the other; that was part of the committee discussion. Ms. Pierce stated that if anyone thought that Dr. Coverstone, or members of the Board, are supporting unabated charter growth, they have not been reading Charter Review Committee reports. The Charter Review Committee has recommended 86% of applications for denial, this round. Ms. Hunter said, the Board needed to discuss the other children that are not in charter schools. The only way that we are going to address unabated charter growth is to talk about what we can do to improve outcomes for those in our schools right now. Dr. Brannon asked, what happens when the Board denies a charter appeal application? Dr. Coverstone said, if the Board denies the charter application, the applicant has the right to appeal to the State Board of Education within ten days. The State Board has 60 days to conduct a hearing and independent evaluation of the application. At the conclusion, the State Board may decide to approve or deny. If approved, the State Board would become the authorizer of the school, and there's a brief period in which time the State Board and the district can discuss whether the district would like to be the authorizer. Dr. Brannon asked, what is authorizing and what does that entail? Dr. Coverstone said, the authorizing includes oversight and potential closure through the life-span of the school. Ms. Speering said that MNPS has shown sufficient gains in many areas and has quality seats in all schools. Ms. Hunter said, but MNPS still has students graduating from high school who cannot get into college. In reply to Dr. Brannon's question about the denial of a charter application, Ms. Shepherd read Tennessee Code Annotated 49-12.</p> <p>Ms. Pierce made a motion to approve the charter application of KIPP Elementary. Ms. Hunter seconded.</p> <p>Ms. Harkey said, although the motion failed, a charter application has to be approved within a certain time frame and that timeframe ends on August 21st. Ms. Kim stated that the Board can have a Special Called Board meeting, in</p>	<p>VOTE: (4-4) – No – Pinkston, Shepherd, Speering, Frogge Yes – Brannon, Hunter, Pierce, Kim</p>


Metropolitan Nashville Public Schools
Board of Education
Regular Meeting
Minutes
August 11, 2015

TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> 2015 Charter School Recommendations – continued 	<p>which all members of the Board will be present. Ms. Harkey said, the Board can certainly call a special meeting, and the Board could take action at the meeting prior to August 21st.</p> <p>Mr. Pinkston made a motion to defer consideration of the second KIPP charter application until the Special Called Board meeting. Dr. Brannon seconded.</p> <p>Ms. Harkey stated the T.C.A. provision requires that an application must be either approved or denied, or after a certain period of time it is deemed approved, and at this point the board has neither approved nor denied the application because the motion failed.</p>	<p>VOTE: 8-0 - Unanimous</p>
REPORTS		
<p>A. Director Reports</p> <ol style="list-style-type: none"> School Improvement Grant (SIG) Award 	<p>Dr. McCargar and Dr. McGruder presented an overview of the School Improvement Grants.</p>	
<ol style="list-style-type: none"> Proposed Paragon Mills/Glencliff Rezoning 	<p>Mr. Weber and Mr. Latimer presented a Power Point on the Proposed Paragon Mills/Glencliff Rezoning.</p> <p>Mr. Pinkston thanked the Student Assignment Services department for their hard work, and stated that the rezoning process community engagement had been conducted very well.</p>	
<p>B. Committee Reports</p> <ol style="list-style-type: none"> CLASS 	<p>Ms. Shepherd gave a brief CLASS report. She also announced that the House Education Committee Summer Review Meeting would be held August 12th and 13th, and the State Board of Education had delayed their decision on the BEP lawsuit until August 28th.</p>	
<ol style="list-style-type: none"> Naming of Schools 	<p>Dr. Brannon announced that the Naming of Schools Committee will meet at a future date to discuss a name change for Stratford High School to Stratford STEM Magnet due to the future addition of Bailey Middle Prep School.</p>	
<p>C. Board Chairman's Report</p> <ol style="list-style-type: none"> Announcements <ul style="list-style-type: none"> District 2 	<p>Dr. Brannon congratulated all of the schools in District 2 for their smooth opening of schools.</p>	
<ul style="list-style-type: none"> Madison Middle Prep 	<p>Ms. Speering announced that Dr. Bob Kronet visited Madison Middle Prep to discuss community schools.</p>	

Metropolitan Nashville Public Schools
Board of Education
Regular Meeting
Minutes
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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
<ul style="list-style-type: none"> Internet Essentials 	Ms. Speering thanked the Internet Essentials organization for helping the district close the digital gap by giving students internet access.	
<ul style="list-style-type: none"> Maplewood Auto Center 	Ms. Speering announced that on August 13 th Maplewood High School would open Maplewood Auto Center, sponsored by Firestone. This center is the only one in the country.	
<ul style="list-style-type: none"> Start of Schools 	Ms. Speering congratulated MNPS staff, students and parents for a great start of the new school year.	
<ul style="list-style-type: none"> Teaching and Learning Committee 	Ms. Speering announced that a Teaching and Learning Committee meeting will be held August 26 th from 11:30 a.m. to 1:00 p.m.	
<ul style="list-style-type: none"> Transportation Department 	Ms. Hunter commended Fred Carr and the Transportation Department for their hard work and support of the district.	
<ul style="list-style-type: none"> The F.A.N.S. organization 	Ms. Shepherd asked the district and the community to support The F.A.N.S. organization, which supports MNPS Athletic programs.	
<ul style="list-style-type: none"> Mayoral Run-off Candidates 	Ms. Shepherd congratulated the Mayoral Run-off Candidates.	
<ul style="list-style-type: none"> Smith Springs Elementary and Waverly Belmont Elementary. 	Mr. Pinkston also congratulated the staff and students for a smooth start of schools, specifically at Smith Springs Elementary and Waverly-Belmont Elementary. Ms. Pierce also congratulated Waverly-Belmont Elementary staff on a smooth start of schools opening.	
<ul style="list-style-type: none"> Glencliff High School 	Mr. Pinkston thanked the Construction Department for the new bleachers and press box at Glencliff High School.	
<ul style="list-style-type: none"> Teaching and Learning Committee 	Mr. Pinkston stated that he hoped the Board could have future conversations at a Teaching and Learning Committee around teacher retention and recruitment.	
<ul style="list-style-type: none"> Waverly-Belmont School Dedication Ceremony 	Ms. Pierce announced that the Waverly-Belmont Elementary School Dedication Ceremony would be held on August 18 th at 10:30 a.m.	
<ul style="list-style-type: none"> Hillwood Cluster Event 	Ms. Frogge announced that the Hillwood Cluster would be hosting a cluster-wide event October 16 th . Details are forthcoming.	
<ul style="list-style-type: none"> Westmeade Elementary School 	Ms. Frogge announced that Westmeade Elementary School has partnered with Warner Parks in a nature program called the "Nature Rangers".	

Metropolitan Nashville Public Schools
Board of Education
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Minutes
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TOPIC	DISCUSSION/MOTION	FOLLOW-UP/OUTCOME
WRITTEN INFORMATION TO THE BOARD		
• Naming of Parts of Buildings and Programs		
• Upcoming Committee Meetings		
• Adjournment	Ms. Frogge adjourned the meeting at 8:07 p.m.	
• Signatures	 <div> <div>Chris M. Henson</div> <div>Board Secretary</div> </div> <div> <div>Sharon Dixon Gentry</div> <div>Board Chair</div> </div> <div>Date</div>	

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. RECOMMENDED AWARD OF CONTRACT FOR SOUTHEAST EARLY LEARNING CENTER ADDITIONS AND RENOVATIONS – DOWDLE CONSTRUCTION GROUP, LLC

Bid Date: January 13, 2016

Bid Time: 2:00 PM

Architect: Allard Ward Architects

Bidder:	Base Bid:
Dowdle Construction Company	\$2,149,400.84
Bomar Construction Company, Inc.	\$2,225,000.00
Orion Building Corporation	\$2,250,900.00
Parent Company	\$2,444,000.00

Projects recently successfully completed

- East Nashville Magnet High School Band Room Renovation
- Metro Injured-on-Duty Clinic
- Nashville Public Library - North Branch

It is recommended that this contract be approved.

FUNDING: 45016.80405716

DATE: January 26, 2016

c. RECOMMENDED APPROVAL OF CHANGE ORDER #1 FOR HUME-FOGG MAGNET HIGH SCHOOL HVAC RENOVATIONS – DILLINGHAM & SMITH MECHANICAL AND SHEET METAL CONTRACTORS

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

1. Repair existing condensate lines	<u>\$31,898</u>
Total	\$31,898

It is recommended that this change order be approved.

FUNDING: 45015.80404915

DATE: January 26, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

d. RECOMMENDED APPROVAL OF REQUEST #6 FOR LEED CONSULTATION AT VARIOUS SCHOOLS (HUME-FOGG MAGNET HIGH SCHOOL RENOVATIONS) – HASTINGS ARCHITECTURE ASSOCIATES, LLC

We are requesting approval to issue a purchase order against the existing contract for LEED Consultation Services for the Hume-Fogg Magnet High School Renovations in the amount of \$47,600.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404915

Date: January 26, 2016

e. RECOMMENDED APPROVAL OF REQUEST #7 FOR LEED CONSULTATION AT VARIOUS SCHOOLS (MARTIN LUTHER KING, JR. MAGNET HIGH SCHOOL ADDITIONS) – HASTINGS ARCHITECTURE ASSOCIATES, LLC

We are requesting approval to issue a purchase order against the existing contract for LEED Consultation Services for the Martin Luther King, Jr. Magnet High School Additions in the amount of \$50,000.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80404415

Date: January 26, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

f. RECOMMENDED APPROVAL OF REQUEST #8 FOR LEED CONSULTATION AT VARIOUS SCHOOLS (NORMAN BINKLEY ELEMENTARY SCHOOL ADDITIONS) – HASTINGS ARCHITECTURE ASSOCIATES, LLC

We are requesting approval to issue a purchase order against the existing contract for LEED Consultation Services for the Norman Binkley Elementary School Additions in the amount of \$42,000.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45015.80406915

Date: January 26, 2016

g. RECOMMENDED APPROVAL OF REQUEST #2 FOR PROJECTS AT VARIOUS SCHOOLS (WHITES CREEK HIGH SCHOOL TRACK UPGRADE) – BOMAR CONSTRUCTION CORPORATION

We are requesting to issue a purchase order for Whites Creek High School Track Upgrades in the amount of \$191,530.

It is recommended that this request be approved.

Legality approved by Metro Department of Law.

FUNDING: 45014.80406514

Date: January 26, 2016

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: Babs Freeman-Loftis

SERVICE/GOODS: Contractor provides consulting services for professional development to observe, monitor, and support practices to embed social and emotional learning as it supports academic achievement.

TERM: January 1, 2016 through June 30, 2018

FOR WHOM: Exceptional Education

COMPENSATION: Total compensation under this contract is not to exceed \$126,000.

OVERSIGHT: Exceptional Education

EVALUATION: Quality of services provided.

MBPE Contract Number: 2-461497-01

Source of Funds: NoVo Foundation Grant

h. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: CDW-G

SERVICE/GOODS: Requisition #123295 for the purchase of three thousand five hundred (3,500) Logitech USB Headsets for use by MNPS schools administering ACCESS testing for EL students. This purchase piggybacks the Association of Educational Purchasing Agencies (AEPA) contract with CDW-G.

TERM: January 27, 2016 through June 30, 2016

FOR WHOM: All MNPS students requiring headsets for ACCESS testing

COMPENSATION: Total compensation for this purchase is not to exceed \$84,000.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality of products and timeliness of delivery.

MBPE Contract Number: AEPA contract #014

Source of Funds: Capital Funds - Technology

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Dell Marketing LP

SERVICE/GOODS: Requisitions for the purchase of one thousand five hundred (1,500) Dell Latitude laptops with three-year accidental damage warranty for distribution to schools throughout the district. This purchase takes advantage of special pricing for the bundled computers and accidental damage warranty that expires at the end of January, 2016. These purchases piggyback the Metro Nashville Government contract with Dell Marketing LP.

TERM: January 27, 2016 through December 31, 2016

FOR WHOM: Students and staff at various MNPS schools

COMPENSATION: Total compensation for these purchases is not to exceed \$945,000.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality of product and timeliness of delivery.

MBPE Contract Number: Metro contract #355070

Source of Funds: Various

(Federal Funds – Title I, Title III, Perkins Grant; Capital Funds; Operating Budget)

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: Dell Marketing LP

SERVICE/GOODS: Requisitions for the purchase of software, hardware, and implementation services to build the central system that supports district-wide telephony and unified communications. This system will replace aged and failing phone switches in all schools and the current Voice over IP (VoIP) system servicing eighteen (18) schools and administration facilities. The project will build the foundational system to support district-wide services and move existing schools from our current VoIP system to the new Skype for Business system. The unified communications portion of the project will allow staff and students to participate in audio/video conferences to provide virtual learning experiences and virtual field trip opportunities. It will further permit staff to more quickly communicate and collaborate on operational/instructional topics. These purchases piggyback the Metro Nashville Government contract with Dell Marketing LP.

TERM: January 27, 2016 through June 30, 2016

FOR WHOM: All MNPS students, staff, and others who access the MNPS Enterprise Voice System

COMPENSATION: Total compensation for these purchases is not to exceed \$350,000.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality of products and services; timeliness and quality of implementation.

MBPE Contract Number: Metro contract #355070

Source of Funds: Capital Funds – Technology

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Kerr Brothers and Associates, Inc.

SERVICE/GOODS: Requisition #122887 for the purchase of services to reseal and restripe MNPS Zone 4 parking lots. This purchase piggybacks the Metro Nashville Government contract with Kerr Brothers and Associates, Inc.

TERM: January 27, 2016 through June 30, 2016

FOR WHOM: Facility and Grounds Maintenance

COMPENSATION: Total compensation for this purchase is not to exceed \$122,635.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Timeliness and quality of services provided.

MBPE Contract Number: Metro contract #19447

Source of Funds: Capital Funds – Paving Upgrades

h. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Lu Inc.

SERVICE/GOODS: Removal and Installation of fence and gates around the Glencliff High School Baseball Field. This contract is awarded from MNPS Invitation to Bid (ITB)#B16-21.

TERM: January 27, 2016 through June 30, 2016

FOR WHOM: Members and fans of the Glencliff High School Baseball Team

COMPENSATION: Total compensation under this contract is not to exceed \$40,344.20.

OVERSIGHT: Facility and Grounds Maintenance

EVALUATION: Quality and timeliness of services provided.

MBPE Contract Number: 2-173238-01

Source of Funds: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

h. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Nancy Hepler

SERVICE/GOODS: First Amendment to the contract, increasing compensation and expanding the scope to include activities related to preparation of the Project Prevent report to be submitted to the US Department of Education.

TERM: August 26, 2015 through June 30, 2019

FOR WHOM: Federal Programs

COMPENSATION: This Amendment increases total compensation under the contract by \$22,837.50.

Total compensation under this contract is not to exceed \$88,437.50.

OVERSIGHT: Federal Programs

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

MBPE Contract Number: 2-181376-00A1

Source of Funds: Federal Funds – Project Prevent Initiative Grant

h. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Unico Technology

SERVICE/GOODS: Requisition #121946 for annual license renewal of the Palo Alto threat prevention and URL filtering software. This purchase piggybacks the National Association of State Procurement Officials (NASPO) contract with Palo Alto Networks, Inc.

TERM: January 1, 2016 through December 31, 2016

FOR WHOM: All users of the MNPS website

COMPENSATION: Total compensation for this purchase is not to exceed \$77,961.41.

OVERSIGHT: Technology and Information Services

EVALUATION: Quality of products and services provided.

MBPE Contract Number: NASPO contract #AR626

Source of Funds: Operating Budget

MNPS Project	Project Type	15/16 Program Capacity	Oct. 15/16 Enrollment	Current Capacity Utilization	20-21 5yr Projected Enrollment	5 Yr. Capacity Utilization	Bldg. Area (Sq. Ft.)	Campus Size (Acres)	Condition	Suitability	Site	Combined Condition Score	(1) Fiscal Year 2016-2017	(2) Fiscal Year 2017-2018	(3) Fiscal Year 2018-2019	(4) Fiscal Year 2019-2020	(5) Fiscal Year 2020-2021	(6) Fiscal Year 2021-2022	Years 7-10 2022-2026
Site Specific Projects																			
Antioch High Addition	Add (20) CR	1,850	2,144	115.9%	2,350	127.0%	287,393	52.74	88.0	97.0	84.0	90.3	\$6,900,000						
Brookmeade Early Learning Center Renovation	New (300)						49,405	9.59	65.0	70.0	76.0	67.6	\$6,200,000						
East Nashville Magnet Bleachers and Concessions	Stadium Upgrade												\$4,250,000						
Glenciff High Track and Concessions	Stadium Upgrade												\$2,200,000						
Hillsboro High Renovation and Addition	Replace (1600)	1,359	1,278	94.0%	1,350	99.3%	273,160	28.23	66.0	76.0	87.0	71.1	\$83,200,000						
Hillwood High Design Fee Only	Design												\$2,250,000						
McMurray Middle	Renovation	788	801	101.6%	900	114.2%	123,150	30.44	70.0	75.0	70.0	71.5	\$20,750,000						
Nashville School of Arts Design Only	Design	772	611	79.1%	700	90.7%	148,000	18.94				N.A.	\$2,500,000						
Overton Cluster ES and MS Land	Land												\$1,500,000						
Pennington Elementary Renovation	Renovation	330	322	97.6%	400	121.2%	42,488	10.68	67.0	61.0	61.0	64.6	\$8,100,000						
Transportation Bldg.	Renovation						44,100	11.28	67.0	90.0	90.0	76.2	\$600,000						
Westmeade Elementary Addition	Add (12) CR	441	512	116.1%	550	124.7%	53,457	9.72	70.0	71.0	90.0	72.3	\$6,600,000						
Lakeview Elementary	Renovation	695	637	91.7%	650	93.5%	83,429	11.46	71.0	85.0	83.0	76.4		\$13,900,000					
Bellshire Elementary Addition	Add (8) CR	524	530	101.1%	575	109.7%	58,164	13.65	68.0	62.0	72.0	66.6		\$5,300,000					
Fall-Hamilton E.O. Elementary	Renovation	299	313	104.7%	350	117.1%	64,471	8.30	71.0	62.0	75.0	68.7		\$10,900,000					
Goodlettsville Elementary	Renovation	376	350	93.1%	400	106.4%	57,688	11.90	68.0	78.0	69.0	71.1		\$10,800,000					
Haywood Elementary	Renovation	755	872	115.5%	925	122.5%	87,009	11.87	65.0	59.0	73.5	64.1		\$10,900,000					
Hill, H.G. Middle	Add (8) CR	591	621	105.1%	675	114.2%	85,645	10.19	82.0	91.0	76.0	84.1		\$5,100,000					
Hillwood High	Replace (1600)	1,508	1,209	80.2%	1,275	84.5%	224,106	31.22	62.0	80.0	90.0	70.2		\$74,250,000					
Lillard, Robert E. Elementary	Renovation	437	380	87.0%	425	97.3%	62,982	11.50	64.0	72.0	54.0	65.4		\$11,800,000					
Murrell School	Renovation	95	55	57.9%	95	100.0%	37,975	7.94	64.0	68.0	61.0	64.9		\$6,900,000					
South Nashville High School Land	Land													\$4,000,000					
Two Rivers Middle	Renovation	702	523	74.5%	550	78.3%	113,651	26.04	52.0	91.0	78.0	66.3		\$17,800,000					
Westmeade Elementary	Renovation	441	512	116.1%	550	124.7%	53,457	9.72	70.0	71.0	90.0	72.3		\$8,300,000					
Antioch Cluster Middle Land	Land														\$1,000,000				
Bailey Middle	Renovation	707	408	57.7%	400	56.6%	97,000	9.79	80.2	89.0	89.0	83.7			\$10,500,000				
Charlotte Park Elementary	Renovation	546	491	89.9%	550	100.7%	65,040	10.58	73.0	92.0	79.0	79.3			\$11,000,000				
Cumberland Elementary	Renovation	513	479	93.4%	525	102.3%	68,430	10.67	74.0	92.0	75.0	79.5			\$12,100,000				
Dodson Elementary	Renovation	475	463	97.5%	500	105.3%	65,634	12.39	76.0	80.0	89.0	78.5			\$11,500,000				
Donelson Middle	Renovation	761	728	95.7%	800	105.1%	112,489	20.10	71.0	88.0	79.0	76.9			\$17,000,000				
East Nashville Magnet	Renovation	1,216	1,131	93.0%	1,250	102.8%	221,283	21.21	78.0	88.0	90.0	82.2			\$40,000,000				
Glenciff High	Renovation	1,550	1,459	94.1%	1,550	100.0%	277,600	33.71	69.0	93.0	56.0	74.9			\$45,000,000				
Glenn Elementary	Renovation	237	184	77.6%	225	94.9%	54,760	7.08	64.0	85.0	57.0	69.6			\$8,000,000				
Granbery Elementary	Renovation	751	735	97.9%	800	106.5%	73,573	11.60	74.0	82.0	86.0	77.6			\$12,000,000				
Harris-Hillman Sp. Ed.	Renovation	160	135	84.4%	150	93.8%	65,739	5.23	69.0	84.0	84.0	75.0			\$7,500,000				
Hillwood Cluster ES Land (McCrory Lane Area)	Land														\$900,000				
Howe, Cora Elementary	Renovation	130	104	80.0%	130	100.0%	60,449	8.70	65.0	72.0	59.0	66.5			\$10,000,000				
McGavock Elementary	Renovation	294	276	93.9%	300	102.0%	42,030	11.60	86.0	53.0	54.0	72.9			\$7,900,000				
Nashville School of Arts	New (1000)	772	611	79.1%	700	90.7%	148,000	18.94				N.A.			\$75,000,000				
Overton Cluster Elementary	New (800)														\$20,500,000				
Percy Priest Elementary	Add (8) CR	494	539	109.1%	525	106.3%	59,418	9.90	83.0	84.0	82.0	83.2			\$5,500,000				
South Nashville High School	New (1600)														\$85,000,000				
The Academy @ Old Cockrill	Renovation	105	74	70.5%	105	100.0%	33,420	-	72.0	75.0	84.0	74.0			\$7,000,000				
Whites Creek High	Renovation	1,337	721	53.9%	800	59.8%	256,961	50.00	61.0	91.0	81.0	72.0			\$45,000,000				
Cane Ridge High Addition	Add (12) CR	1,775	1764	99.4%	1,950	109.9%	310,000	50.33	92.0	97.0	97.0	94.0				\$4,500,000			
Bellevue Middle Addition	Add (8) CR	643	649	100.9%	775	120.5%	99,107	30.51	81.0	96.0	80.0	85.4				\$4,100,000			
Gateway Elementary	Add (8) CR	300	297	99.0%	375	125.0%	45,900	11.29	98.0	95.0	99.0	97.2				\$2,650,000			
Cohn School	Renovation	144	123	85.4%	144	100.0%	135,357	2.38	59.0	52.0	83.0	59.3				\$15,250,000			
DuPont Tyler Middle	Add (8) CR	591	577	97.6%	650	110.0%	123,903	34.20	64.0	90.0	68.0	72.2				\$3,000,000			
Maplewood High	Renovation	1,449	1,027	70.9%	1,150	79.4%	224,749	46.98	69.0	93.0	76.0	76.9				\$11,100,000			
Shwab Elementary	Renovation	385	324	84.2%	375	97.4%	68,000	10.00	78.0	94.0	57.0	80.7				\$2,400,000			
Wright Middle	Renovation	963	773	80.3%	800	83.1%	126,395	18.52	78.0	97.0	85.0	84.4				\$4,800,000			
Antioch Cluster Middle	New (1000)															\$21,500,000			

MNPS Project	Project Type	15/16 Program Capacity	Oct. 15/16 Enrollment	Current Capacity Utilization	20-21 5yr Projected Enrollment	5 Yr. Capacity Utilization	Bldg. Area (Sq. Ft.)	Campus Size (Acres)	Condition	Suitability	Site	Combined Condition Score	(1) Fiscal Year 2016-2017	(2) Fiscal Year 2017-2018	(3) Fiscal Year 2018-2019	(4) Fiscal Year 2019-2020	(5) Fiscal Year 2020-2021	(6) Fiscal Year 2021-2022	Years 7-10 2022-2026
Bass Adult	Renovation	300	111	37.0%	200	66.7%	89,452	6.63	68.0	80.0	81.0	72.9				\$6,900,000			
Bellshire Elementary	Renovation	524	530	101.1%	575	109.7%	58,164	13.65	68.0	62.0	72.0	66.6				\$6,300,000			
DuPont Elementary	Renovation	456	439	96.3%	500	109.6%	60,372	9.80	71.0	91.0	76.0	77.5				\$3,300,000			
DuPont Tyler Middle	Renovation	591	577	97.6%	650	110.0%	123,903	34.20	64.0	90.0	68.0	72.2				\$6,500,000			
Edison Elementary Addition	Add (8) CR	612	650	106.2%	700	114.4%	70,775	11.00	89.0	100.0	90.0	90.2				\$3,750,000			
Gra-Mar Middle	Renovation	810	386	47.7%	400	49.4%	99,759	17.81	73.0	86.0	82.0	77.8				\$4,200,000			
Hillwood Cluster Elementary	New (800)															\$19,500,000			
Hunters Lane High	Renovation	1,792	1,619	90.3%	1,700	94.9%	272,812	48.61	78.0	94.0	77.0	82.7				\$11,100,000			
Johnson ALC	Renovation	151	71	47.0%	151	100.0%	45,962	4.13	72.0	64.0	62.0	68.6				\$4,250,000			
Lockeland Elementary	Renovation	299	297	99.3%	300	100.3%	40,183	4.23	81.0	73.0	72.0	77.7				\$1,700,000			
McGavock Elementary	Add (8) CR	294	276		300		42,030	11.60	86.0	53.0	54.0	72.9				\$3,400,000			
McGavock High	Renovation	2,531	2,368	93.6%	2,500	98.8%	456,100	30.00	73.0	94.0	71.0	79.1				\$20,300,000			
Overton Cluster Middle	New (1000)															\$20,900,000			
Paragon Mills Elementary	Renovation	730	887	121.5%	750	102.7%	76,497	7.89	81.0	84.0	84.0	82.2				\$3,100,000			
Bellevue Middle	Renovation	643	649	100.9%	775	120.5%	99,107	30.51	81.0	96.0	80.0	85.4					\$2,800,000		
Antioch High	Renovation	1,850	2,144	115.9%	2,350	127.0%	287,393	52.74	88.0	97.0	84.0	90.3					\$6,550,000		
Apollo Middle	Renovation	950	785	82.6%	850	89.5%	142,702	21.77	76.1	91.0	78.0	80.8					\$5,300,000		
Cane Ridge High	Renovation	1,669	1,764	105.7%	1,950	116.8%	310,000	50.33	92.0	97.0	97.0	94.0					\$7,800,000		
Cockrill Elementary	Renovation	589	436	74.0%	500	84.9%	76,300	11.30	83.0	98.0	83.0	87.5					\$2,775,000		
Cole Elementary	Renovation	775	812	104.8%	800	103.2%	83,830	12.03	83.0	85.0	73.0	82.6					\$3,700,000		
Croft Middle	Renovation	761	705	92.6%	750	98.6%	110,000	18.00	89.0	89.0	90.0	89.1					\$2,100,000		
Dupont Hadley Middle	Renovation	661	658	99.5%	700	105.9%	106,348	11.54	88.0	78.0	86.0	84.8					\$3,100,000		
Glenclyff Elementary	Renovation	475	457	96.2%	650	136.8%	66,621	11.74	84.0	90.0	72.0	84.6					\$1,900,000		
Gower Elementary	Renovation	741	721	97.3%	800	108.0%	80,033	12.22	75.0	94.0	85.0	81.7					\$2,700,000		
Harpeth Valley Elementary	Renovation	770	784	101.8%	825	107.1%	97,254	11.20	83.0	100.0	90.0	88.8					\$2,000,000		
Hill, H.G. Middle	Renovation	591	621	105.1%	675	114.2%	85,645	10.19	82.0	91.0	76.0	84.1					\$2,675,000		
J.T. Moore Middle Addition	Add (8) CR	661	627	94.9%	700	105.9%	109,083	10.33	76.0	89.0	78.0	80.1					\$3,750,000		
McGruder Center	Renovation						34,044	3.82	67.0	75.0	75.0	70.2					\$2,000,000		
McKissick Middle	Renovation	594	347	58.4%	400	67.3%	115,000	7.63	84.0	88.0	84.0	85.2					\$3,300,000		
Moore, J.T. Middle	Renovation	661	627	94.9%	700	105.9%	109,083	10.33	76.0	89.0	78.0	80.1					\$4,900,000		
Neelys Bend Elementary Addition	Add (8) CR	380	393	103.4%	450	118.4%	56,656	12.40	88.0	100.0	90.0	91.8					\$3,400,000		
Pearl-Cohn High	Renovation	1,006	804	79.9%	900	89.5%	241,569	27.80	78.0	91.0	75.0	81.6					\$11,400,000		
Tulip Grove Elementary	Renovation	670	580	86.6%	600	89.6%	81,552	-	77.0	89.0	61.0	79.0					\$3,100,000		
West End Middle	Renovation	505	487	96.4%	520	103.0%	99,514	12.70	87.0	94.0	76.0	88.0					\$2,350,000		
Baxter, Jere Middle	Renovation	719	355	49.4%	425	59.1%	90,120	19.04	90.0	99.0	90.0	92.7						\$2,100,000	
Brick Church Middle	Renovation	206	98	47.6%	400		89,830	27.33	89.0	91.0	89.0	89.6						\$1,900,000	
Buena Vista Elem. E.O.	Renovation	418	325	77.8%	400	95.7%	65,470	2.63	85.0	88.0	72.0	84.6						\$1,900,000	
Caldwell Elementary	Renovation	418	243	58.1%	300	71.8%	62,211	3.90	81.0	100.0	90.0	87.6						\$1,500,000	
Carter-Lawrence Elementary	Renovation	414	366	88.4%	400	96.6%	65,458	6.02	90.0	100.0	86.0	92.6						\$1,100,000	
Creswell, Isaiah T. Middle	Renovation	573	433	75.6%	475	82.9%	110,405	19.62	88.0	96.0	84.0	90.0						\$3,200,000	
Eakin Elementary	Renovation	575	593	103.1%	600	104.3%	103,730	9.31	91.0	94.0	92.0	92.0						\$2,500,000	
Glendale Elementary	Renovation	433	427	98.6%	430	99.3%	54,746	13.18	90.0	100.0	90.0	93.0						\$1,775,000	
Green, Alex Elementary	Renovation	370	345	93.2%	375	101.4%	59,716	10.29	86.0	91.0	63.0	85.2						\$1,675,000	
Haynes Middle	Renovation	560	270	48.2%	325	58.0%	81,092	15.52	86.0	95.0	85.0	88.6						\$1,875,000	
Head Middle	Renovation	547	587	107.3%	600	109.7%	65,873	6.60	89.0	75.0	90.0	84.9						\$2,000,000	
Hickman Elementary	Renovation	532	503	94.5%	510	95.9%	71,466	-	89.0	99.0	81.0	91.2						\$2,400,000	
Hull-Jackson Elem. Montessori	Renovation	532	503	94.5%	510	95.9%	78,100	10.71	87.0	92.0	78.0	87.6						\$1,800,000	
Inglewood Elementary	Renovation	489	268	54.8%	300	61.3%	66,962	4.94	87.0	95.0	68.0	87.5						\$1,600,000	
Jackson, Andrew Elementary	Renovation	593	551	92.9%	600	101.2%	74,290	15.09	84.0	92.0	78.0	85.8						\$1,975,000	
Joelton Elementary	Renovation	428	257	60.0%	325	75.9%	62,600	29.30	86.0	93.0	64.0	85.9						\$1,700,000	
Joy, Tom Elementary	Renovation	532	449	84.4%	500	94.0%	84,532	12.02	84.0	89.0	57.0	82.8						\$2,650,000	
Kennedy, JF Middle	Renovation	834	776	93.0%	800	95.9%	114,620	29.31	90.0	98.0	73.0	90.7						\$3,200,000	
Maxwell Elementary	Renovation	684	628	91.8%	700	102.3%	64,340	15.83	84.0	99.0	90.0	89.1						\$1,400,000	
Mills, Dan Elementary	Renovation	570	526	92.3%	570	100.0%	73,807	5.80	90.0	98.0	85.0	91.9						\$1,700,000	
Percy Priest Elementary	Renovation	494	539	109.1%	525	106.3%	59,418	9.90	83.0	84.0	82.0	83.2						\$2,200,000	

MNPS Project	Project Type	15/16 Program Capacity	Oct. 15/16 Enrollment	Current Capacity Utilization	20-21 5yr Projected Enrollment	5 Yr. Capacity Utilization	Bldg. Area (Sq. Ft.)	Campus Size (Acres)	Condition	Suitability	Site	Combined Condition Score	(1) Fiscal Year 2016-2017	(2) Fiscal Year 2017-2018	(3) Fiscal Year 2018-2019	(4) Fiscal Year 2019-2020	(5) Fiscal Year 2020-2021	(6) Fiscal Year 2021-2022	Years 7-10 2022-2026
Print Shop	Renovation						6,000	-	60.0	75.0	84.0	66.9						\$475,000	
Stratton Elementary	Renovation	651	632	97.1%	675	103.7%	76,355	-	77.0	92.0	89.0	82.7						\$2,400,000	
Sylvan Park Elementary	Renovation	532	462	86.8%	525	98.7%	69,221	4.69	90.0	94.0	70.0	89.2						\$1,450,000	
Una Elementary	Renovation	850	888	104.5%	850	100.0%	93,703	11.72	88.0	90.0	82.0	88.0						\$2,100,000	
Allen, Margaret Middle	Renovation	580	471	81.2%	525	90.5%	78,580	12.01	90.0	100.0	88.0	92.8							\$1,839,000
Amqui Elementary	Renovation	627	588	93.8%	625	99.7%	79,708	9.23	90.0	98.0	90.0	92.4							\$2,450,000
Big Picture School (M. Vaught Bldg.)	Renovation	185	182	98.4%	185	100.0%	70,000	8.49	90.0	98.0	88.0	92.2							\$2,000,000
Cotton, Hattie Elementary	Renovation	475	308	64.8%	400	84.2%	67,000	5.70	88.0	92.0	82.0	88.6							\$1,500,000
Edison, Thomas Elementary	Renovation	608	650	106.9%	700	115.1%	70,775	11.00	89.0	100.0	90.0	90.2							\$1,975,000
Jones Paideia Magnet	Renovation	418	336	80.4%	350	83.7%	64,560	3.46	90.0	100.0	90.0	93.0							\$2,700,000
Martin Center	Renovation						44,568	-	90.0	90.0	90.0	90.0							\$1,400,000
Meigs Middle Magnet	Renovation	666	687	103.2%	700	105.1%	84,885	2.50	85.0	98.0	90.0	89.4							\$1,800,000
Moss, J.E. Elementary	Renovation	898	868	96.7%	850	94.7%	101,313	11.40	87.0	95.0	90.0	89.7							\$1,950,000
Mt. View Elementary	Renovation	717	732	102.1%	800	111.6%	86,180	14.85	89.0	96.0	80.0	90.2							\$2,400,000
Napier Elementary	Renovation	499	388	77.8%	425	85.2%	75,145	5.63	90.0	95.0	90.0	91.5							\$1,900,000
Old Center Elementary	Renovation	332	338	101.8%	350	105.4%	50,554	10.00	86.0	96.0	78.0	88.2							\$1,175,000
Operations Building	Renovation						46,004	-	84.0	90.0	83.0	85.7							\$1,300,000
Park Avenue Elementary	Renovation	718	459	63.9%	525	73.1%	103,000	4.91	90.0	100.0	75.0	91.5							\$2,350,000
Robertson Academy	Renovation						21,400	1.92	54.0	75.0	76.0	62.5							\$2,100,000
Stanford Elementary	Renovation	413	402	97.3%	420	101.7%	54,470	16.63	90.0	100.0	90.0	93.0							\$1,300,000
Stokes Bldg.	Renovation						29,247	5.20	28.0	75.0	24.0	41.7							\$10,900,000
Supply Center	Renovation						55,965	2.51	72.0	90.0	70.0	77.2							\$1,950,000
Warner Elementary E.O.	Renovation	494	369	74.7%	425	86.0%	87,259	2.50	84.0	83.0	67.0	82.0							\$2,850,000
Whitsitt Elementary	Renovation	551	530	96.2%	575	104.4%	67,300	9.89	88.0	90.0	80.0	87.8							\$1,600,000
Smith Springs Elementary	New (800)	900	502	55.8%	625	69.4%							Complete						
Antioch Middle		780	717	91.9%	825	105.8%	123,754	22.70	99.0	99.0	96.0	98.7	Complete						
Bass ALC		120	59	49.2%	75	62.5%	89,452	6.63	68.0	80.0	81.0	72.9	NA						
Bass Transitions		45	37	82.2%	45	100.0%	89,452	6.63	68.0	80.0	81.0	72.9	NA						
Bordeaux Elementary Demo/Convert to PreK	Renovation	192	188	97.9%	192	100.0%	63,744	4.10	74.0	86.0	86.0	78.8	In Progress						
Cane Ridge Area Elementary New	New (800)												Funded						
Cane Ridge Area Elementary New Land	Land												Funded						
Cane Ridge Elementary	New School	830	1,056	127.2%	1,200	144.6%	90,684	13.32	100.0	100.0	100.0	100.0	Complete						
Casa Azafran Early Learning Center	Leased Build-out	80	78	97.5%	80	100.0%	6,998	-	100.0	100.0	100.0	100.0	Complete						
Chadwell Elementary	Addition and Reno.	400	397	99.3%	450	112.5%	57,641	14.07	98.0	99.0	97.0	98.2	Complete						
Churchwell, Robert Elementary	Addition and Reno.	594	447	75.3%	525	88.4%	111,768	7.42	97.0	99.0	97.0	97.6	Complete						
Early, John Museum Magnet Middle	Add (Museum)	503	450	89.5%	525	104.4%	91,989	15.63	89.0	96.0	90.0	91.2	Complete						
Gateway Elementary	Addition and Reno.	300	297	99.0%	375	125.0%	45,900	11.29	98.0	95.0	99.0	97.2	Complete						
Glenciff Elementary	Add (12) CR	475	457	96.2%	650	136.8%	66,621	11.74	84.0	90.0	72.0	84.6	In Progress						
Glengarry Elementary	Add (8) CR	437	421	96.3%	475	108.7%	65,436	10.90	98.0	95.0	99.0	97.2	Complete						
Glenview Elementary	Add (8) CR	751	682	90.8%	700	93.2%	89,180	10.55	90.0	100.0	90.0	93.0	In Progress						
Goodlettsville Middle	Replace (700)	517	479	92.6%	550	106.4%	89,487	7.58	55.0	69.0	77.0	61.4	In Progress						
Granbery Elementary	Add (12) CR	751	735	97.9%	800	106.5%	73,573	11.60	74.0	82.0	86.0	77.6	Complete						
Green, Julia Elementary	Addition to Site	499	495	99.2%	495	99.2%	67,005	8.41	92.0	97.0	98.0	94.1	Complete						
Hermitage Elementary	Addition and Reno.	370	324	87.6%	350	94.6%	53,954	8.47	97.0	95.0	98.0	96.5	Complete						
Hume-Fogg Magnet High	Renovation	945	903	95.6%	935	98.9%	207,322	2.10	70.0	64.0	31.0	64.3	In Progress						
Joelton Middle	Addition and Reno.	585	418	71.5%	500	85.5%	82,274	-	99.0	99.0	99.0	99.0	Complete						
Kelley, A.Z. Elementary	Add (10) CR	770	782	101.6%	825	107.1%	92,846	29.22	87.0	95.0	86.0	89.3	Complete						
King, M.L. Magnet High	Add (12) CR						141,034	6.82	67.0	73.0	89.0	71.0	In Progress						
King, M.L. Magnet High	Reno/Add	1,200	1,211	100.9%	1,380	115.0%	141,034	6.82	67.0	73.0	89.0	71.0	Funded						
Litton, Isaac Middle	Addition and Reno.	585	486	83.1%	585	100.0%	102,961	20.60	99.0	99.0	99.0	99.0	Complete						
Madison Middle	Add (12) CR	994	608	61.2%	650	65.4%	106,610	25.21	97.0	99.0	98.0	97.7	Complete						
Major, Ruby Elementary	Add (12) CR	627	630	100.5%	700	111.6%	68,600	31.95	90.0	100.0	90.0	93.0	In Progress						
Marshall, Thurgood Middle	New School	1,015	799	78.7%	900	88.7%	113,519	-	89.0	98.0	90.0	91.8	Complete						
Maxwell Elementary	Add (12) CR	684	628	91.8%	700	102.3%	64,340	15.83	84.0	99.0	90.0	89.1	Complete						
Metro Nashville Virtual School		275	122	44.4%	275	100.0%							NA						

MNPS Project	Project Type	15/16 Program Capacity	Oct. 15/16 Enrollment	Current Capacity Utilization	20-21 5yr Projected Enrollment	5 Yr. Capacity Utilization	Bldg. Area (Sq. Ft.)	Campus Size (Acres)	Condition	Suitability	Site	Combined Condition Score	(1) Fiscal Year 2016-2017	(2) Fiscal Year 2017-2018	(3) Fiscal Year 2018-2019	(4) Fiscal Year 2019-2020	(5) Fiscal Year 2020-2021	(6) Fiscal Year 2021-2022	Years 7-10 2022-2026
Norman Binkley Elementary	Addition and Reno.	550	535	97.3%	600	109.1%	67,407	10.64	99.0	99.0	99.0	99.0	Complete						
Oliver, William Henry Middle	Addition and Reno.	900	774	86.0%	825	91.7%	111,811	28.21	90.0	95.0	87.0	91.2	Complete						
Overton High	Add/Reno (20) CR	1,746	1,923	110.1%	2,100	120.3%	248,441	41.34	64.0	83.0	79.0	71.2	In Progress						
Pennington Elementary	Add/Reno (8) CR	330	322	97.6%	400	121.2%	42,488	10.68	67.0	61.0	61.0	64.6	In Progress						
Rose Park Middle Math/Science Magnet	Addition and Reno.	459	441	96.1%	460	100.2%	92,905	9.72	100.0	100.0	98.0	99.8	Complete						
Rosebank Elementary	Renovation	508	310	61.0%	350	68.9%	60,583	6.63	55.0	68.0	76.0	61.0	In Progress						
Ross Elementary	Renovation	260	212	81.5%	260	100.0%	53,298	3.64	83.0	89.0	70.0	83.5	Complete						
Shayne Elementary	Add (12) CR	808	763	94.4%	815	100.9%	70,725	-	90.0	87.0	89.0	89.0	Complete						
Southeast Nashville Early Learning Center	Add (7) CR						10,948	3.00					In Progress						
Stratford High	Addition and Reno.	1,200	724	60.3%	800	66.7%	234,258	29.23	58.0	78.0	63.0	64.5	In Progress						
The Academy @ Hickory Hollow		85	92	108.2%	105	123.5%	6,500	-	100.0	100.0	90.0	99.0	Complete						
The Academy @ Opry Mills		85	45	52.9%	75	88.2%	3,356	-	99.0	100.0	90.0	98.4	Complete						
The Cohn School		144	111	77.1%	144	100.0%	135,357	2.38	59.0	52.0	83.0	59.3	NA						
Tusculum Elementary	Replace (800)	534	719	134.6%	775	145.1%	60,554	17.79	58.0	70.0	77.0	63.5	In Progress						
Waverly Belmont Elementary	New (600)	570	295	51.8%	525	92.1%	33,776	5.80	76.0	90.0	78.0	80.4	Complete						
Whites Creek High Pool Structural Repair	Renovation											N.A.	In Progress						
Site Specific Projects													\$145,050,000	\$179,950,000	\$432,400,000	\$184,500,000	\$77,600,000	\$48,575,000	\$47,439,000

Leased Facilities

Brick Church Middle (LEAD College Prep)	Renovation	543	359	66.1%	400	73.7%	89,830	27.33	89.0	91.0	89.0	89.6							11,228,750
Cameron College Prep (LEAD)	Renovation	650	602	92.6%	590	90.8%	125,669	7.80	56.0	72.0	63.0	61.5							15,708,625
Dalewood (East End)	Renovation	513	514	100.2%	920	179.3%	108,760	13.50	83.0	91.0	90.0	86.1							13,595,000
Ewing Park Middle (KIPP)	Renovation	370	375	101.4%	400	108.1%	83,830	19.97	64.0	77.0	69.0	68.4							10,478,750
Kirkpatrick Elementary (KIPP Conversion)	Renovation	180	180	100.0%	500	277.8%	64,495	3.80	72.0	74.0	78.0	73.2							8,061,875
McCann (Nashville Prep)	Renovation	396	432	109.1%	450	113.6%	42,211	2.41	40.0	45.0	65.0	44.0							5,276,375
Neelys Bend Middle (Conversion)	Renovation	188	131	69.7%	575	305.9%	107,762	30.85	89.0	72.0	88.0	83.8							13,470,250
Old Brick Church (Nash. Acad. of Computer Science)	Renovation	257	180	70.0%	460	179.0%	42,317	10.44	48.0	42.0	60.0	47.4							5,289,625
Old Hickman (Spectrum) Ironwood	Renovation						40,095	11.71	57.0	75.0	69.0	63.6							5,011,875
Old Jere Baxter (Liberty Collegiate Academy)	Renovation	464	464	100.0%	460	99.1%	50,361	3.41	41.0	34.0	64.0	41.2							6,295,125
Leased Facilities																			\$94,416,250

District Wide Projects

Leadership and Learning		School Space Upgrades											\$1,200,000						
Leadership and Learning		Program/Curriculum Upgrades											\$300,000						
Leadership and Learning		Early Learning Center Upgrades											\$400,000						
Leadership and Learning		School Site Activity Upgrades											\$700,000						
Music Makes Us Space Improvements		Music Space Upgrades and Additions											\$3,500,000						
Martin Dev. Center Parking (turf)	Support												\$400,000						
Consolidation and Renovation of Admin. Areas	Support												\$1,500,000						
Upgrade Sound Systems All Stadiums and Gyms	Support Services												\$600,000						
School Safety and Security	Safety and Security												\$700,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$1,500,000
Athletic Facility Upgrade	Maintenance												\$910,000	\$250,000	\$175,000	\$95,000	\$95,000	\$95,000	\$85,000
School Site Improvements	Maintenance												\$650,000	\$165,000	\$75,000	\$20,000	\$15,000	\$10,000	\$10,000
Electrical Upgrades	Maintenance												\$3,100,000	\$1,900,000	\$900,000	\$750,000	\$1,100,000	\$0	\$0
Plumbing Upgrades	Maintenance												\$625,000	\$80,000	\$30,000	\$0	\$0	\$0	\$0
HVAC Upgrades	Maintenance												\$30,700,000	\$14,900,000	\$6,900,000	\$3,700,000	\$4,650,000	\$10,100,000	\$11,800,000
Interior Building Improvements	Maintenance												\$725,000	\$250,000	\$330,000	\$150,000	\$550,000	\$225,000	\$225,000
Exterior Building Improvements	Maintenance												\$2,700,000	\$1,930,000	\$1,555,000	\$2,570,000	\$3,210,000	\$750,000	\$900,000
Roof Repair/Replacement	Maintenance												\$3,100,000	\$1,635,000	\$1,930,000	\$2,150,000	\$1,795,000	\$675,000	\$320,000
Paving Upgrades	Maintenance												\$950,000	\$400,000	\$110,000	\$0	\$20,000	\$0	\$15,000
Environmental Remediation	Maintenance												\$400,000	\$0	\$0	\$0	\$0	\$0	\$0
Facility Infrastructure Improvement Projects	Technology												\$400,000	\$11,200,000	\$6,726,000	\$7,600,000	\$9,090,000	\$7,342,000	\$5,382,000
Personal Computing Replacement Projects	Technology												\$24,250,000	\$28,400,000	\$25,800,000	\$28,900,000	\$28,700,000	\$25,700,000	\$83,900,000
Infrastructure Replacement / Projects	Technology												\$3,600,000	\$2,200,000	\$1,850,000	\$2,100,000	\$2,400,000	\$1,900,000	\$8,800,000
ADA Compliance	Construction												\$1,500,000	\$1,500,000	\$1,000,000	\$700,000	\$700,000	\$700,000	\$2,800,000

MNPS Project	Project Type	15/16 Program Capacity	Oct. 15/16 Enrollment	Current Capacity Utilization	20-21 5yr Projected Enrollment	5 Yr. Capacity Utilization	Bldg. Area (Sq. Ft.)	Campus Size (Acres)	Condition	Suitability	Site	Combined Condition Score	(1) Fiscal Year 2016-2017	(2) Fiscal Year 2017-2018	(3) Fiscal Year 2018-2019	(4) Fiscal Year 2019-2020	(5) Fiscal Year 2020-2021	(6) Fiscal Year 2021-2022	Years 7-10 2022-2026
Casework, Furniture, Lab Upgrades	Construction												\$1,200,000	\$1,200,000	\$800,000	\$800,000	\$800,000	\$800,000	\$2,000,000
Entry Vestibules	Construction												\$400,000	\$400,000	\$300,000	\$300,000	\$200,000	\$200,000	\$200,000
Emergency Construction and Contingency	Construction												\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$8,000,000
Contracted MasterPlan and Building Assessment	Construction												\$2,000,000						
Pre-K and K4 Playgrounds	Construction												\$375,000	\$375,000	\$350,000	\$350,000	\$300,000	\$300,000	
Auditorium Seating and Carpet Upgrades	Construction												\$1,500,000	\$1,500,000	\$1,500,000				
Auditorium Lighting Upgrades	Construction												\$2,000,000	\$600,000	\$400,000	\$400,000			
Bus Replacement	Transportation												\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$10,000,000	\$20,000,000
Fleet Vehicle Replacement	Transportation												\$3,700,000	\$1,236,000	\$1,236,000	\$860,000	\$660,000	\$660,000	\$2,640,000
District Wide Projects													\$108,085,000	\$84,271,000	\$66,117,000	\$65,595,000	\$68,435,000	\$63,607,000	\$148,577,000
Grand Total													\$253,135,000	\$264,221,000	\$498,517,000	\$250,095,000	\$146,035,000	\$112,182,000	\$290,432,250

Legend:
Red Font: New, Added Capacity
Blue Font: Renovation, Replacement
Black Font: Land, District Wide, Complete, Other

Hillsboro and Hillwood Options:	
Hillsboro HS Renovation Estimate	\$83,200,000
Hillsboro HS New Construction Estimate	\$100,600,000
Hillwood HS 1A Estimate	\$74,150,000
Hillwood HS 1B Estimate	\$114,000,000
Hillwood HS 1C Estimate	\$75,800,000
Hillwood HS 2A Estimate	\$72,500,000
Hillwood HS 2B Estimate	\$61,900,000
Hillwood HS 2C Estimate	\$16,950,000

Renewal Application Review Report

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Renewal Review Committee

Fred Carr, Chief Operating Officer, MNPS

Alvin Jones, Executive Director of Support Services, MNPS

Deb McAdams, Executive Director, Exceptional Education, MNPS

Julie McCargar, Executive Director, Office of Federal Programs and Grants, MNPS

Glenda Gregory, Director of Budgeting and Financial Reporting, MNPS

Michael Thompson, ELD Coordinator, MNPS

Alan Coverstone, Executive Officer, Charter Schools, MNPS

Applicant Information

KIPP Academy Nashville

Contact: Thomas Branch

Phone: 615-715-4381

Email: TBranch@kippnashville.org

Address: 123 Douglas Avenue, Nashville, TN 37207

Enrollment Information

Year	Grade Levels	Target Student Enrollment	Maximum Student Enrollment
Year 1 (2016-17)	5-8	350	400
Year 2 (2017-18)	5-8	360	400
Year 3 (2018-19)	5-8	360	400
Year 4 (2019-20)	5-8	360	400
Year 5 (2020-21)	5-8	360	400
Year 6 (2021-22)	5-8	360	400
Year 7 (2022-23)	5-8	360	400
Year 8 (2023-24)	5-8	360	400
Year 9 (2024-25)	5-8	360	400
Year 10 (2025-26)	5-8	360	400

Standard of Review

Simple Renewal Review

The applicant meets the criteria listed in the MNPS Renewal Policy to qualify for Simple Renewal Review.

Type of Renewal Review	Conditions/Triggers for Review Type	Documents Required
Simple Renewal Review Criteria (See Expedited Renewal Application attached)	<p>During the current term, the charter school will have attained:</p> <ul style="list-style-type: none"> • A three-year status of “Excelling or Achieving” on the Academic Performance Framework in the year preceding the renewal petition • A record free of “target” status on the Academic Performance Framework for any year during the full term of the charter • A record of organizational performance has been in “achieving or excelling” status over the life of the previous charter term, with no years in the “target” status as determined by the organizational performance framework • A financial record demonstrated through audited financials that has been in “achieving” or “excelling” status as determined by the financial performance framework, with no significant findings over the previous charter term • A status of “on track to renew” on the annual school report card for each year of the charter term 	<p>Short narrative that includes the following:</p> <ul style="list-style-type: none"> • Academic plans for the next charter term with updated academic benchmarks • Updated organizational changes (if applicable) including governing board, planned expansion, changes that improve alignment with school’s mission and vision • Projected financials for the next charter term • Lessons learned and challenges that may arise during the next charter term.

Narrative answers (with evidence) to each of the four renewal questions

The review team evaluated several documents as the basis for its evaluation of the criteria for renewal found in the MNPS Charter Renewal Benchmarks rubric. Evidence included:

- KIPP Renewal Application and 10-year budget
- MNPS Operational Performance Framework annual reviews (2013, 2014)
- MNPS Detailed Academic Performance Framework data (2012-2014)
- KIPP Audited financial statements June 2013
- MNPS Data Warehouse
- KIPP Website

Each member of the team reviewed the evidence and scored the application according to the benchmark indicators on the MNPS Charter Renewal Benchmarks rubric. The team then met and reviewed ratings together, discussing evidence, and detailing assessments in a consensus rubric. Follow up data requests and a request for more information were issued by the team and reviewed in a subsequent meeting.

The committee was charged with evaluating the available evidence and determining whether the applicant satisfied the benchmarks sufficiently to answer the four renewal questions:

- Is the school an academic success?
- Is the school an effective, viable organization?
- Is the school fiscally sound?
- Is the renewal plan for the next charter period reasonable, feasible, and achievable?

The team found that KIPP Academy Nashville meets the criteria for each of the 4 renewal questions and identified evidence for the renewal benchmarks. Because of this finding, explained in greater detail below, **the committee recommends that KIPP Academy Nashville be renewed to continue serving students and families.**

1. Is the school an academic success?

Analysis of the academic performance framework for the past three years leaves little doubt concerning this question. KIPP Academy Nashville is an academic success, rated excelling overall each of the past three years and twice being identified as a Reward school by the state of Tennessee for its student growth rate.

The school employs a comprehensive and effective assessment system that helps improve student learning and teacher effectiveness. Components of the assessment system include:

- NWEA/MAP
- Fountas & Pinnell

- AimsWeb
- Detailed DDI and RTI plans
- RTI Team
- Teacher-created classroom formative assessments

The school's curriculum is aligned to TN Ready standards and benefits from its connection to KIPP National which provides support for curriculum development while also allowing adaptation at the school level to account for local variability. The curriculum includes tools that students access on their 1:1 Chrome books and has proven effective in helping students grow and in preparing students for rigorous end of year assessments.

The instructional leadership model and practice at the school are exemplary. A detailed plan for leadership at all levels empowers teachers through self-assessment and peer coaching, 3 annual evaluations, and continuous improvement support and monitoring. All instructional leadership is organized around the Instructional Excellence Rubric that drives a consistent and clear vision of instructional excellence school wide.

The team dug into the data and experience surrounding KIPP's approaches to at-risk students. KIPP implements Response to Intervention, targets recruiting to serve underserved communities, and meets the MNPS Diversity Management Plan criteria for student diversity in the area of income, language, and disability. The organizational performance reviews for the school show compliance on the student rights sections, and their IEP compliance record is good.

Examining data on enrollment, discipline, and mobility revealed disparity among subgroups that was on par with district rates, and the school has embraced the work of reducing mobility and disparate discipline year by year.

The team recommended that MNPS continue to examine available data on disparate discipline and mobility, working with the school to ensure collaborative efforts to reduce both in the best interests of the students we serve. The team also recommends examination of the relationship between mobility and academic performance to continue reducing misunderstandings between charter and non-charter schools.

The team further recommends improving the alignment of operations between the school's discipline procedures and those of MNPS, especially in cases where students are suspended or expelled.

Ultimately, though, the team found that the school meets all of the available benchmarks and is indeed an academic success.

2. Is the school an effective, viable organization?

The review team was impressed with the tight organizational core mission of KIPP and its application at KIPP Academy Nashville. In particular, the position of KIP Nashville within the highly successful KIPP National Network instills confidence for continuity and sustainability.

Enrollment demand for this school has remained consistent, even as the KIPP network has grown and established another middle school. Parent satisfaction survey data shows strong satisfaction, and Tripod data rated the school achieving in 2013 and excelling in 2014 on measures of student perception. KIPP's organizational effectiveness is strong. Its academic performance, financial performance and organizational performance are positively linked and sustain each other as evidenced by their annual report card results. The organization employs a clear and detailed evaluation process for the Executive Director, and the lines of support and oversight are likewise clear and effective.

The Highland Heights facility is an outstanding location, and KIPP has learned lessons in recruiting over the years that will likely stand it in good stead regarding long-term demand and viability. KIPP's mission directly embraces support for low-income communities, but they have also agreed to embrace MNPS diversity goals.

KIPP offers evidence that it is a learning organization, and its board oversight plays an important role in establishing and maintaining that culture of learning. KIPP's board is experienced and diverse and plays its appropriate role in oversight of the Executive Director and the organizational mission very well. The Board size is maintained through a minimum size requirement and ongoing recruitment and development of new members.

The school's legal compliance record is strong, and it has delivered on the promised vision in its original charter. The review team found that the school is an effective, viable organization.

3. Is the school fiscally sound?

Particular attention to the 10-year budget as well as recent financial audits and the annual financial performance review metrics produced consistent results showing indications of a strong and sustainable financial position for the school. The review team found that the budget narrative include realistic budget assumptions that match the experiences of the school during its first charter term. The budget maintains positive cash flow and a good balance throughout the 10 year period.

The review team commends the school for its goal of operating within state and local shares, ultimately reducing the need for fundraising over the term of the renewed charter.

Audits are clear and compliance with Federal Programs requirements has been consistent. The school monitors its cash flow and meets all reporting obligations in a timely manner. Despite ambitious fundraising goals, the school has consistently met or exceeded their targets in this area.

The review team found evidence that the school was fiscally sound.

4. Is the renewal plan for the next charter period reasonable, feasible, and achievable?

Given the track record of success that KIPP Academy Nashville has compiled and the clear evidence of continued pursuit of excellence as the flagship school for KIPP National in Nashville, TN, the review team felt the renewal plan was reasonable, feasible, and achievable. The team found all indicators of plans for the school's structure to be present including enrollment plans, instructional time, and key design elements.

The team found the school's plan to be indicative of an organization seeking continuous improvement through strong oversight and attention to sustainability of the quality work undertaken so far. With school demand strong, the team recommends granting the request to raise enrollment slightly during the next charter term, allowing a maximum enrollment of 400 in the school.

The team also recommends continuous improvement in the integration of KIPP into the district for purposes of collaborating on student mobility, ensuring complete and consistent protection of student due process rights, and continuing to work on integrating KIPP and District discipline procedures for the benefit of all students. In these and many other important discussions surrounding issues of equity and civil rights, the team believes that KIPP can become an even more important partner in working with the District to address persistent needs.

Because the renewal application and review of detailed performance management data, academic, operational, and financial show that KIPP Academy Nashville is an outstanding organization that is delivering excellent opportunities for students, the review team recommends renewal of the charter agreement between MNPS and KIPP for a second 10-year term.

Notification and Renewal Calendar

The applicant was notified of the timeline and process for consideration of the renewal application in January of 2015. The notification and renewal calendar are attached to this report.

School	Term expires (June 30)	Renewal Application Due (April 1)	Decision (February 1)
KIPP	2016	2015	2016
LEAD	2017	2016	2017
Smithson Craighead Elementary	2018	2017	2018
New Vision	2020	2019	2020
East End Prep	2021	2020	2021
STEM Prep	2021	2020	2021
Nashville Prep	2021	2020	2021
Liberty Collegiate	2021	2020	2021
Cameron College Prep	2021	2020	2021
Knowledge Academy	2022	2021	2022
LEAD Southeast	2022	2021	2022
KIPP High School	2022	2021	2022
Brick Church College Prep	2022	2021	2022
Intrepid Academy	2023	2022	2023
Purpose Prep	2023	2022	2023
Nashville Classical	2023	2022	2023
KIPP Academy Nashville	2023	2022	2023
Explore	2024	2023	2024
Rocketship	2024	2023	2024
Summit Prep	2024	2023	2024
KIPP Elementary	2024	2023	2024
Academy of Computer Science	2024	2023	2024
Knowledge HS	2025	2024	2025
STEM HS	2025	2024	2025
Rocketship 2	2025	2024	2025
Valor 2	2025	2024	2025
KIPP Acad Nash @Kirkpatrick	2025	2024	2025
Strive	2025	2024	2025



TO: Randy Dowell, KIPP Academy Nashville
FROM: Alan Coverstone, MNPS Office of Innovation
DATE: January 26, 2015

RE: Renewal Application

This letter serves to inform you of the terms and conditions of review for your petition for renewal of the charter for KIPP Academy Nashville. The effective date on your charter agreement is September 1, 2005, and the initial term of this agreement expires on June 30th following the 10th anniversary of this effective date which is September 1, 2015. Therefore, the initial term of your charter will end on June 30, 2016.

On or before April 1 of the year prior to expiration of your charter agreement, you must submit a petition for renewal using the approved renewal application attached to this letter. Following review of the application, MNPS will bring the petition before the Board of Education who will rule by resolution regarding the renewal/non-renewal decision no later than February 1, 2016.

MNPS offers a simple renewal process for charter schools which have attained:

- A three-year status of “Excelling or Achieving on the Academic Performance Framework in the year preceding the renewal petition.
- A record free of “target” status on the Academic Performance Framework for any year during the full term of the charter
- A record of organizational performance has been in “achieving or excelling” status over the life of the previous charter term, with no year’s in the “target” status as determined by the organizational performance framework
- A financial record demonstrated through audited financials that has been in the “achieving” or “excelling” status as determined by the financial performance framework, with no significant findings over the previous charter term.
- A status of “on track to renew” on the annual school report card for each year of the charter term

Because KIPP Academy Nashville has demonstrated Academic, Operational, and Financial Performance that satisfies these requirements, it is eligible for the simple renewal process.

Please find attached the MNPS renewal policy and application. We look forward to working with you throughout this process

Detailed APF Results

Schl #	School	Overall Performance											
		2012 Total Pts	2012 Categ	2012 Status	2013 Total Pts	2013 Categ	2013 Status	2014 Total Pts	2014 Categ	2014 Status	3-Year Avg Pts	3-Year Categ	3-Year Status
8002	KIPP Academy	76.72	5.00	Excelling	78.59	5.00	Excelling	68.30	5.00	Excelling	74.54	5.00	Excelling
Tennessee Value Added Assessment System (TVAAS)													
		2012 TVAAS Gain	2012 TVAAS Categ	2012 TVAAS % of Pts	2013 TVAAS Gain	2013 TVAAS Categ	2013 TVAAS % of Pts	2014 TVAAS Gain	2014 TVAAS Categ	2014 TVAAS % of Pts			
8002	KIPP Academy	11.8	5.00	100.0%	7.9	5.00	100.0%	6.0	4.00	84.7%			
Mean Achievement Level Increase (MALI)													
		2012 MALI	2012 MALI Categ	2012 MALI % of Pts	2013 MALI	2013 MALI Categ	2013 MALI % of Pts	2014 MALI	2014 MALI Categ	2014 MALI % of Pts			
8002	KIPP Academy	52.8	5.00	100.0%	20.0	5.00	92.0%	5.2	3.00	52.3%			
Percent Proficient/Advanced													
		2012 % P/A	2012 P/A Categ	2012 P/A % of Pts	2013 % P/A	2013 P/A Categ	2013 P/A % of Pts	2014 % P/A	2014 P/A Categ	2014 P/A % of Pts			
8002	KIPP Academy	56.9	3.00	67.0%	65.7	4.00	83.2%	0.7	4.00	90.3%			
Percent 21+ on ACT													
		2012 ACT % 21+	2012 ACT Categ	2012 ACT % of Pts	2013 ACT % 21+	2013 ACT Categ	2013 ACT % of Pts	2014 ACT % 21+	2014 ACT Categ	2014 ACT % of Pts			
8002	KIPP Academy	3.7	1.00	4.9%	15.8	3.00	21.1%	16.3	3.00	21.7%			
Achievement Gap Index													
		2012 Gap Index	2012 Gap Categ	2012 Gap % of Pts	2013 Gap Index	2013 Gap Categ	2013 Gap % of Pts	2014 Gap Index	2014 Gap Categ	2014 Gap % of Pts			
8002	KIPP Academy	-1.1	5.00	100.0%	-5.9	5.00	100.0%	-0.1	5.00	100.0%			
TELL TN Survey													
		2012 TELL TN Favor	2012 TELL TN Categ	2012 TELL TN % of Pts	2013 TELL TN Favor	2013 TELL TN Categ	2013 TELL TN % of Pts	2014 TELL TN Favor	2014 TELL TN Categ	2014 TELL TN % of Pts			
8002	KIPP Academy	0.83	4.00	65.0%	0.82	4.00	64.0%	0.85	4.00	71.0%			
Tripod Survey													
		2013 Tripod Favor	2013 Tripod Categ	2013 Tripod % of Pts	2014 Tripod Favor	2014 Tripod Categ	2014 Tripod % of Pts						
8002	KIPP Academy	0.62	4.00	56.8%	0.59	3.00	47.7%						

Financial Performance Indicators

KIPP Financial Performance Indicators Based on Audited Financial Statements

Indicator	2011	2012	2013
Current Ratio-Working Capital Ratio	6.56	6.47	10.34
Days cash	NA	199	197
Annual Margin	11%	12.3%	21.5%
Aggregated Margin	NA	11.5%	17.3%
Debt to Asset Ratio	0.132554156	0.14	0.08
Multi year Cash Flow	NA	NA	2,069,115.00
One year Cash Flow	NA	1,953,147.00	115,968.00
Debt Service Coverage Ratio	2.206869027	2.02	2.54
Adm/Total	0%	17%	15%
Expenditure/student	11,142.23	11,944.86	11374.21283
Exp (minus Adm)/student	11,142.23	9,969.61	9658.011662
Transportation/student	80.93	155.96	212.2507289
Food Service/student	-	-	0
Salaries, Wages/Total Exp.	71%	71%	68%
Occupancy/Total Exp.	7%	8%	12%
Salaries, Wages/Student	7,919.72	8,430.04	7783.728863
Occupancy/Student	796.05	1,013.47	1315.970845

MNPS Charter Renewal Benchmarks

Renewal Question 1 Is the School an Academic Success?

Evidence Category	MNPS Renewal Benchmarks	Scoring Notes (Meets/Does not Meet) Please include notes of explanation as appropriate
Academic Performance Framework	<p>Over the accountability period, the school has met the “achieving” or “excelling” categories on the academic performance framework in the following areas:</p> <ul style="list-style-type: none"> English language arts Mathematics Science Social Studies High School graduation and college preparation (if applicable) Optional academic goals included in the original application by the school 	<p>Evidence:</p> <ul style="list-style-type: none"> School report card Detailed APF data Recognized as Reward School for growth <p>Analysis:</p> <ul style="list-style-type: none"> Meets category standards
Use of Assessment Data	<p>The school has an assessment system, outside of the required state assessments, that improves instructional effectiveness and student learning.</p> <ul style="list-style-type: none"> The school regularly administers valid and reliable assessments aligned to the school’s curriculum and state performance standards The school makes assessment data accessible to teachers, school leaders, and board members Teachers use assessment results to inform instructional practice School leaders use assessment results to evaluate teacher effectiveness and to develop professional 	<p>Evidence:</p> <ul style="list-style-type: none"> NWEA MAP Fountas & Pinnell AimsWeb DDI and RTII (p.8) RTI Team Require teachers to do classroom formative assessment <p>Analysis:</p> <ul style="list-style-type: none"> Meets

	<p>development and coaching strategies</p> <ul style="list-style-type: none"> • School regularly communicates with parents/guardians about their students' progress and growth 	
Curriculum	<p>The school's curriculum supports teachers in their instructional planning.</p> <ul style="list-style-type: none"> • The school has a curriculum framework with student performance expectations aligned with state and Common Core standards and across grades • Teachers know what to teach and when to teach it • School has a process for selecting, developing, and reviewing chosen curriculum for effectiveness • Teachers plan purposeful and focused lessons and those plans are approved by school instructional leadership 	<p>Evidence:</p> <ul style="list-style-type: none"> • Common Core aligned • National consistency with KIPP schools • Great Minds • Wheatley Portfolio (ELA) • Eureka Math • 1:1 Chrome Books • Standards-aligned, regional approach • Staffing for literacy blocs • Blended learning • Lesson plan review <p>Analysis:</p> <ul style="list-style-type: none"> • Connection to KIPP Network supports curriculum development • Modifies as needed at school level • Meets standard
Instructional Leadership	<p>The school has strong instructional leadership.</p> <ul style="list-style-type: none"> • School's leadership establishes an environment of high expectations for teacher performance in content knowledge and pedagogical skills • The instructional leadership is adequate to support the development and mentoring of the teaching staff • Instructional leaders provide sustained, systemic, and effective coaching and supervision that improves teachers' instructional effectiveness • Instructional leaders implement a comprehensive professional development 	<p>Evidence:</p> <ul style="list-style-type: none"> • Coaching and lesson review • Classroom observations • High expectations • Instructional Excellence Rubric • 3 evaluations per year • Bi-weekly coaching and observation • Chief Academic Officer holds school leaders accountable • Self-evaluations <p>Analysis:</p> <ul style="list-style-type: none"> • Meets the standard • Strong practices showing in the results

	<p>system designed to develop the competencies and skills of all teachers</p> <ul style="list-style-type: none"> • Instructional leaders regularly conduct teacher evaluations with clear criteria that accurately identify teachers' strengths and weaknesses • School holds teachers accountable for quality instruction and student achievement 	
At-Risk Students	<p>The school meets the educational needs of at-risk students.</p> <ul style="list-style-type: none"> • The school uses clear procedures for identifying at-risk students with disabilities, English language learners, and those struggling academically • The school implements the state's RTI2 program with respect to meeting the needs of all students • School adequately monitors the progress and success of at-risk students • School follows state requirements for English Language Learners and has appropriately licensed teachers • School provides adequate professional development to identify, differentiate instruction and meet the needs of students with disabilities for both general and special education students. 	<p>Evidence:</p> <ul style="list-style-type: none"> • RTII implementation • Target communities (p. 3-4) • Meets ILD diversity measure on I and D • Rated compliant on student rights sections of organizational performance review <p>Analysis:</p> <ul style="list-style-type: none"> • None of the general instruction includes descriptions of how they approach special populations, except RTII • Withdrawal rates affect proficiency rate but we are not sure how or how much • IEP compliance good • 3 suspensions over 10 days with SWD; properly followed up <p>Follow Up:</p> <ul style="list-style-type: none"> • Do we have other sources of data on SWD and EL students? • Should we ask about admission and/or discipline procedures to ensure compliance with the charter contract (open enrollment; no counseling out; etc.)? • Ranged between 15 and 20% except for a dip in 2009 – fairly in line with district averages

		<ul style="list-style-type: none"> Disparate discipline rates still need attention, but not greater than district as a whole.
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Renewal Question 2
Is the School an Effective, Viable Organization?

Evidence Category	MNPS Renewal Benchmarks	Scoring Notes (Meets/Does not Meet) Please include notes of explanation as appropriate
Mission and Key Design Elements	<p>The school is faithful to its mission and has implemented key design elements included in its original charter.</p> <ul style="list-style-type: none"> The school follows its original mission and/or has worked with the district to change its original mission in the best interests of the students, families and community The school has implemented its key design elements 	<p>Evidence:</p> <ul style="list-style-type: none"> Tight organizational/core mission (p. 3 – Strategies for success) Position in KIPP Network (p. 4) <p>Analysis:</p> <ul style="list-style-type: none"> Meets
Parents and Students	<p>Parents and Students are satisfied with the school.</p> <ul style="list-style-type: none"> School regularly communicates each student’s academic performance results to families As demonstrated on the district student survey, students are satisfied with the school Parents are satisfied with the school and keep their students enrolled from year to year 	<p>Evidence:</p> <ul style="list-style-type: none"> Enrollment consistent; renewal application requests amendment to allow 100 students per grade to account for growth/demand Parent survey data shows strong satisfaction (p. 7) Tripod results achieving (2013) and satisfactory (2014) <p>Analysis:</p> <ul style="list-style-type: none"> Meets
Organizational Capacity	<p>The school organization effectively supports the delivery of the educational program, as demonstrated on the organizational performance framework.</p>	<p>Evidence:</p> <ul style="list-style-type: none"> Organizational Performance Reviews found compliance in all areas

	<ul style="list-style-type: none"> • School has established an administrative structure with staff, operational systems, policies and procedures that allow the school to carry out its academic program with fidelity • Organizational structure establishes clear lines of accountability with clearly defined roles and responsibilities • School has published complaint policy in place and works with families to resolve issues in a timely manner • School recruits and retains highly qualified staff • School has a clear student discipline plan in place that has been communicated to families and is differentiated for students with disabilities. • School maintains adequate student enrollment • School has a diversity plan in place that aligns with the MNPS Diversity Plan, with procedures to monitor progress toward meeting enrollment and retention targets for special education students, ELL students, and economically disadvantaged students • School regularly monitors and evaluates its programs and makes needed changes • School complies with applicable health and safety laws • School maintains adequate facilities 	<ul style="list-style-type: none"> • Experienced Board (p. 9) • Clear evaluation procedures for Executive Director (p. 9) • Lines of support and oversight to school leader clear (p. 9) • Facility at Highland Heights is outstanding • Mentioned recruiting lessons learned on p. 11 • Added support for developing rookie teachers • Instructional Excellence Rubric • Action step item bank • 2 dedicated team members focused on recruitment <p>Analysis:</p> <ul style="list-style-type: none"> • KIPP's mission directly embraces support for low income communities, but they have also agreed to embrace MNPS diversity goals • Will this school continue to reflect the demographics of the community they serve even as the community changes? • Meets <p>Follow Up:</p> <ul style="list-style-type: none"> • Where is the school discipline plan?
Board Oversight	<p>The school's governing board works effectively to achieve the school's academic, organizational and financial goals.</p> <ul style="list-style-type: none"> • Board members possess adequate skills and have in place the structures and procedures with which to govern the school and oversee management 	<p>Evidence:</p> <ul style="list-style-type: none"> • Board description and experiences list on p. 9. • Most recent organizational performance review found compliance in governance areas (p. 8-9 of OPF) <p>Analysis:</p>

	<ul style="list-style-type: none"> • Board requests and receives sufficient information to provide rigorous oversight of the school's programs and finances • Board establishes clear priorities, objectives, and long range goals and has in place benchmarks for tracking progress as well as a process for regular review and revision • Board successfully recruits, hires, and retains key leadership personnel and provides them with sufficient resources to function effectively • Board evaluates its own performance and that of school leaders, attends at least one board training per year as required by Tennessee law, and holds leadership accountable for academic achievement • Board effectively communicates with school community, including school leadership, staff, parents, and students 	<ul style="list-style-type: none"> • Meets standard
Governance	<p>The board implements, maintains, and abides by appropriate policies, systems and processes.</p> <ul style="list-style-type: none"> • Board effectively communicates with key contractors such as back-office providers and ensures value in exchange for contracts and relationships it enters into • Board takes appropriate and timely corrective action when there are organizational, leadership, management, facilities or fiscal deficiencies and puts in place benchmarks for determining if the corrections are effective • Board effectively recruits and selects new members in order to maintain adequate skill sets and expertise for effective governance, and has in place an orientation process for new members 	<p>Evidence:</p> <ul style="list-style-type: none"> • Board description and experiences list on p. 9. • Most recent organizational performance review found compliance in governance areas (p. 8-9 of OPF) <p>Analysis:</p> <ul style="list-style-type: none"> • Meets standard

	<ul style="list-style-type: none"> • Board has clear conflict of interest policies • Board has clear, transparent process for dealing with complaints, makes the complaint policy clear to all stakeholders, and follows the policy, including acting on complaints in a timely manner • Board holds all meetings in accordance with the state's Open Meetings law and records minutes for all meetings 	
Legal Requirements	<p>The school substantially complies with applicable laws, rules, and regulations and the provisions of its charter.</p> <ul style="list-style-type: none"> • School compiles a record of substantial compliance with the terms of its charter and applicable state and federal laws, rules and regulations including but not limited to, reporting in a timely manner, teacher licensing, open meetings, conflict of interest, and audits • School implements effective systems and controls to ensure it meets legal and charter requirements • School has an active and on-going relationship with either in-house or independent legal counsel who reviews and makes recommendations on relevant policies, documents, transactions, and incidents and handles other legal matters as needed • School manages any litigation appropriately, and provides litigation papers to insurers and MNPS in a timely manner 	<p>Evidence:</p> <ul style="list-style-type: none"> • Most recent organizational performance review found compliance in legal obligation areas (p. 9-11 of OPF) • Legal counsel on the board <p>Analysis:</p> <ul style="list-style-type: none"> • Meets

Renewal Question 3
Is the School Fiscally Sound?

Evidence Category	MNPS Renewal Benchmarks	Scoring Notes (Meets/Does not Meet) Please include notes of explanation as appropriate
Budgeting and Long Range Planning	<p>The school operates pursuant to a long-range financial plan in which it creates realistic budgets that it monitors and adjusts when appropriate.</p> <ul style="list-style-type: none"> • School has clear budgetary objectives and budget preparation procedures • Board members, school staff and administration contribute to the budget process as appropriate • School frequently compares its long-range fiscal plan to actual progress and adjusts it to meet changing conditions • Yearly audit required by the state is turned in by the due date and is in compliance with state requirements. • Audited financial statements show appropriate levels of revenues/expenses when run through the formulas contained within the financial performance framework 	<p>Evidence:</p> <ul style="list-style-type: none"> • Annual budgets • Annual audits • 10-year budget and narrative provided • Realistic budget assumptions in the narrative • Provided cash flow for the 10 -years – good balance for the 10 years <p>Analysis:</p> <ul style="list-style-type: none"> • Meets standard • Commendation for pursuit of goal to operate within state and local share and reduce reliance on fundraising
Internal Controls	<p>The school maintains appropriate internal controls and procedures.</p> <ul style="list-style-type: none"> • School follows a set of comprehensive written fiscal policies and procedures • School keeps accurate records and appropriately documents transactions in accordance with 	<p>Evidence:</p> <ul style="list-style-type: none"> • Most recent organizational performance review found compliance in financial management and oversight areas (p. 7 of OPF) • Clean annual audits

	<p>generally accepted accounting principles</p> <ul style="list-style-type: none"> • School identifies/analyzes risks and takes mitigating actions • School has controls in place to ensure management decisions are appropriately carried out and monitors and assesses controls to ensure their adequacy • School ensures duties are appropriately segregated and proper controls are in place • School has systems in place to provide the appropriate information needed by staff and the board to make sound financial decisions and to fulfill compliance requirements • School ensures that employees, or vendors who handle cash, payroll, or other payments are bonded and trained appropriately • School takes corrective action in a timely manner to address any internal control or compliance deficiencies identified by an external auditor 	<ul style="list-style-type: none"> • Compliant with Federal Programs review (Title I and IDEA) <p>Analysis:</p> <ul style="list-style-type: none"> • Meets standard
Financial Reporting	<p>The School has complied with financial reporting requirements by providing the required financial reports on time, ensuring their accuracy and completeness</p> <ul style="list-style-type: none"> • Annual budget turned into the Office of Innovation, Budget Office and State Department of Charter Schools • Audited financial statements as required by Tennessee law no later than December 31 • Other financial reports as requested by the district 	<p>Evidence:</p> <ul style="list-style-type: none"> • Most recent organizational performance review found compliance in reporting requirements (p. 9 of OPF) • Audited financial statements received and posted • <p>Analysis: Meets</p>
Financial Condition	<p>The school maintains adequate financial resources to ensure stable operations. Critical financial needs of the school are not dependent on variable income (grants, donations, fundraising).</p>	<p>Evidence:</p> <ul style="list-style-type: none"> • Cash flow, beginning balance, and ending balance is all strong

	<ul style="list-style-type: none"> • School maintains sufficient cash on hand to pay current bills, including those owed to the district such as benefits • School maintains adequate liquid reserves to fund expenses in the event of income loss (generally three months) • School prepares and monitors cash flow projections • If philanthropy is included in the budget, school monitors progress toward its development goals on a periodic basis 	<ul style="list-style-type: none"> • School monitors cash flow, etc. • Adequate fund balance • Met or exceeded philanthropic goals <p>Analysis:</p> <ul style="list-style-type: none"> • Meets
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Renewal Question 4
Is the Renewal Plan for the Next Charter Period Reasonable, Feasible and Achievable?

Evidence Category	MNPS Renewal Benchmarks	Scoring Notes (Meets/Does not Meet) Please include notes of explanation as appropriate
Plans for School's Structure	<p>Key structural elements of the school, as defined in the Renewal Application, are reasonable, feasible and achievable</p> <ul style="list-style-type: none"> • School is likely to fulfill its mission in the next charter period • School has an enrollment plan that can support the school program • School calendar and daily schedule clearly provide sufficient instructional time to meet all legal requirements, allow the school to meet its stated academic benchmarks, and abide by its proposed budget • Key design elements are consistent with the 	Meets standards; all indicators present

	<p>mission statement and are feasible given the budget and staffing projections</p> <ul style="list-style-type: none"> Curriculum framework for added grades aligns with the state's performance standards and Common Core 	
Plans for the Educational Program	<p>The school's action plan for implementing the educational program to meet academic goals.</p> <ul style="list-style-type: none"> School has plans for sustaining and improving upon student outcomes compiled during the previous charter period For schools providing secondary instruction, the graduation requirements meet or exceed state standards, and the school will have met the accreditation requirements as set forth by the State of Tennessee before the first graduating class occurs. 	<p>Plans to sustain and improve are sound</p> <p>Meets standard</p>
Plans for Board Oversight and Governance	<p>The school provides a reasonable, feasible and achievable plan for board oversight and governance.</p> <ul style="list-style-type: none"> School governing board possesses wide range of experience, skills and abilities sufficient to oversee the academic, organizational and fiscal performance of the school If governing board oversees more than one school within the organization, board has sufficient resources and skills to ensure all schools are monitored efficiently Plans are in place for additional board members to be added as needed expertise is identified 	<p>Board has experience and works professionally, continually recruiting to maintain membership</p> <p>Meets standard</p>
Fiscal, Facility, and Transportation Plans	<p>The school provides a reasonable, feasible and achievable fiscal plan including plans for an adequate facility.</p> <ul style="list-style-type: none"> School's budgets adequately support staffing, enrollment, facility and transportation 	<p>Asking for more seats due to demand - 400</p> <p>Expectations realistic and reasonable</p> <p>Meets standard</p>

	<p>projections (if school provides transportation)</p> <ul style="list-style-type: none"> • Fiscal plans and projections are based on sound use of financial resources to support academic program needs • Information on enrollment demand provides clear evidence for enrollment projections and school growth (where applicable) • Facility plans are adequate to meet educational program needs. 	
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Organizational Performance Review

KIPP ACADEMY



MNPS Organizational Performance Framework Annual Review

Introduction

Each year as a part of the MNPS annual review and report card process for charter schools, and in accordance with the Performance Frameworks developed by MNPS in conjunction with the National Association of Charter Authorizers, the Office of Innovation conducts an organizational review of each charter school. This review becomes a part of the annual report on charter schools issued every October to the MNPS Board of Education.

The purpose of the review is to solicit responses that focus on outcomes and are aligned with the expectations of the Performance Framework, which ensures that charter schools are evaluated with consistency using high quality performance standards that represent best organizational practices across the country.

Another purpose of this review is to have much of the basic school information filled out before the annual compliance visit, allowing a more efficient use of time, and also providing each school a more transparent, less subjective approach to the review.

Instructions

Please fill out each chart or short narrative through page four (4) in advance of the scheduled visit. Send the completed document to the Office of Innovation with any questions, concerns, or issues you would like to discuss listed as well so our time can be spent on the areas of most concern.

For the visit, please allow a maximum of two hours. The review will consist of:

- Reviewing this form in depth with the school leader
- Classroom visits/school walk-through
- Interviews with a teacher, parent, and board member (10-15 minutes maximum)

I. Basic School Information

Please fill in the requested information about your school:

Basic Information

Name of School	KIPP Academy
Year School Opened	2005
Grade level(s) - current year	5-8
Grade level(s) - at capacity	5-8
Current Enrollment	350
School Address	123 Douglas Avenue, 37207
Website Address	www.kippnashville.org
Name of Board Chair	Jim Flautt
E-Mail of Board Chair	jflautt@kippnashville.org
Phone Number of Board Chair	N/A
Name of School Leader	Laura Howarth
E-Mail of School Leader	lhowarth@kippacademynashville.org
Phone Number of School Leader	(615) 226-4484
Emergency Contact Name	
Emergency Contact Phone Number	

II. Enrollment

Please fill in the requested information below regarding school enrollment:

Grade Level	Current Enrollment (2014-15)	Maximum Enrollment Allowed per School's Charter	# of Students who left the school during the current school year (for any reason)	# of Returning Students for 2015-16 (this can be a projected number)	# of New Students projected for 2015-16
K					
1					
2					
3					
4					
5	101			100	
6	79			100	
7	93			80	
8	77			90	
9					
10					
11					
12					
Total	350			370	

III. Demographics

Please fill in the requested information below:

Total Number of Students Enrolled (as of Month 3 ADM)	349
# Male Students	
% Male Students	56
# Female Students	
% Female Students	45
Do you participate in the CEP program?	Yes
# Free or Reduced Price Lunch Students	
% Free or Reduced Price Lunch Students	
# Students with Disabilities	
% Students with Disabilities	11
# LEP Students	
%LEP Students	10
# English Language Learners	
% English Language Learners	7
# Economically Disadvantaged	
% Economically Disadvantaged	89
# African American Students	
% African American Students	68
# Hispanic Students	
% Hispanic Students	28
# Asian Students	
% Asian Students	.58
# Students in other ethnic groups	
% Students in other ethnic groups	4

The remainder of this document will be filled out jointly with the school leader during the site visit with immediate feedback to the school.

Education Program

- 1) Is the school implementing the essential terms of the educational program as defined in the current charter agreement?

Meets Standard	The school implemented/or is implementing the essential terms of the education program in all material respects. The education program in operation reflects the essential terms as defined in the charter agreement.
Does Not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Compliant

- 2) Is the school complying with applicable education requirements?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to education requirements, including but not limited to:</p> <ul style="list-style-type: none"> • Instructional days and minutes • Graduation or promotion requirements • Content standards, including Common Core • State assessments • Formative assessments • Implementation of mandated programming as a result of state or federal funding • RTI2
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	<p>AIMS Web - Weekly progress monitoring - M-Comp</p> <p>Sara Malanchuk - Runs RTI -</p> <p>MAP as universal screener over all schools and grades - teachers write curriculum based on individual needs.</p> <p>Compliant</p>

3) Is the school protecting the rights of students with disabilities?

Meets Standard	<p>Consistent with the school's status and responsibilities as a school within the MNPS district, the school materially complies with applicable laws, rules, regulations, and provisions of the charter agreement, (including the Individuals with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act) relating to the treatment of students with identified disabilities and those suspected of having a disability, including but not limited to:</p> <ul style="list-style-type: none"> • Identification and referral • Operational compliance including the academic program, assessments, discipline, and all other aspects of the school's programs and responsibilities • Discipline, including due process protections, manifestation determinations, and behavioral intervention plans • Appropriately carrying out student IEP's and Section 504 Plans • Access to the school's facility and program to students and parents in a lawful manner and consistent with the students' abilities. • Securing all applicable funding.
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Special ed students receiving lots of push in and pull out support – SPED teachers – modified curriculum – compliant

4) Is the school protecting the rights of English Language Learner (ELL) students?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement (including Title III of the Elementary and Secondary Education Act (ESEA) and US Department of Education authorities) relating to English Language Learner requirements, including but not limited to:</p> <ul style="list-style-type: none"> • Required policies related to the service of ELL students • Proper steps for identification of students in need of ELL services • Appropriate and equitable delivery of services to identified students • Appropriate accommodations on assessments
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	<ul style="list-style-type: none"> • Exiting of students from ELL services • Ongoing monitoring of exited students
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	5 th and 6 th grade has increased in ELL – 4 ESL certified teachers and this will increase next year – all literacy coaches will be ESL certified – compliant

Financial Management and Oversight

1) Is the school meeting financial reporting and compliance requirements?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to financial reporting requirements, including but not limited to:</p> <ul style="list-style-type: none"> • Complete and on-time submission of financial reports including annual budget, revised budgets (if applicable), periodic financial reports as required by the authorizer, and any reporting requirements if the board contracts with an educational service provider • Submission on time of an annual independent audit as required by state law along with any corrective plans (if applicable) • EE 17 reporting requirements issued by the MNPS Board of Education • All reporting requirements related to the use of public funds
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	School completes all financial reporting on time and tries to be compliant with the EE 17 requirements. Audit was submitted on time and there were no findings.

2) Is the school following Generally Accepted Accounting Principles?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to financial management and oversight expectations as evidenced by an annual independent audit, including but not limited to:</p> <ul style="list-style-type: none"> • An unqualified audit opinion • An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses
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	<ul style="list-style-type: none"> An audit that does not include a going concern disclosure in the notes or an explanatory paragraph within the audit report
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	KIPP is compliant with all audit rules and there are no on-going concerns.

Governance and Reporting

1) Is the school complying with governance requirements?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to governance by its board, including but not limited to:</p> <ul style="list-style-type: none"> Board policies, including those related to oversight of a charter management organization, if applicable Board by-laws State Open Meetings Law (EE 17) Code of Ethics Conflicts of Interest (EE 17) Board composition and/or membership rules (e.g. requisite number of qualified teachers; ban on employees or contractors serving on the board; parent representatives, etc.) Compensation for attendance at meetings
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	<p>These are posted on KIPP's website but some of the required documents were not readily accessible.</p> <p>NOTE – as of May, 2015, all required documents have been posted in an accessible manner.</p>

2) Is the school holding management accountable?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to oversight of school management (including, if applicable, a charter management organization). The board maintains authority over the management and hold it accountable for performance as agreed under a written performance agreement, including but not limited to:</p> <ul style="list-style-type: none"> Agreed upon performance expectations (academic, financial,
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	<p>operational as applicable)</p> <ul style="list-style-type: none"> Required annual financial report of the management organization, if applicable
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Compliant

3) Is the school complying with reporting requirements?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to relevant reporting requirements to MNPS, state, and federal authorities, including but not limited to:</p> <ul style="list-style-type: none"> Accounting tracking Attendance and enrollment reporting Compliance oversight Additional information requested by MNPS
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Compliant

Legal Obligations

➤ Students and Employees

1) Is the school protecting the rights of all students?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to the rights of students, including but not limited to:</p> <ul style="list-style-type: none"> Policies and practices relating to admissions, lottery, waiting lists, fair and open recruitment, and enrollment (including rights to enroll or maintain enrollment) The collection and protection of student information (that could be used in discriminatory ways or otherwise contrary to law) Due process protections, privacy, civil rights and student liberties, requirements, including 1st Amendment protections and the Establishment Clause restrictions prohibiting public schools from engaging in religious instruction
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	<ul style="list-style-type: none"> Conduct of discipline (discipline hearings and suspension and expulsion policies and practices. NOTE: Proper handling of discipline for students with disabilities is addressed more specifically in that section of this document
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Compliant

2) Is the school meeting teacher and other staff credentialing requirements?

Meets Standard	The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law (including the federal Highly Qualified Teacher and Paraprofessional requirements within Title II or the ESEA) relating to state certification requirements. The school ensures that only appropriately credentialed and/or otherwise qualified staff is employed by the school in ways that are consistent with their expertise.
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	All teachers are licensed and highly qualified

3) Is the school respecting employee rights?

Meets Standard	The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to employment considerations, including those relating to the Family Medical Leave Act, the Americans with Disabilities Act, and employee contracts.
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Offer letters - at will employment, above average compensation for staff, along with various bonus options.

4) Is the school completing the required background checks?

Meets Standard	The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating background checks of all applicable individuals (including staff and members of the community, where applicable).
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below	The school failed to implement its program in the manner described above.

Standard	
Reviewers Notes	KIPP uses MNPS background checks on everyone, including volunteers who are there on a regular basis.

➤ **School Environment**

1) Is the school complying with facilities and transportation requirements?

Meets Standard	The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to school facilities, grounds, and transportation, including but not limited to: <ul style="list-style-type: none"> • Fire inspections and related records • Viable certificate of occupancy or other required building use authorization • Documentation of requisite insurance coverage • Student transportation
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Fire drills – lockdown drills, tornado drills and crisis management drills.

2) Is the school complying with health and safety requirements?

Meets Standard	The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to safety and the provision of health related services, including but not limited to: <ul style="list-style-type: none"> • Appropriate nursing services and dispensing of pharmaceuticals • Food Service requirements • Diastat training • EPI Pen training • All other state mandated health services • Security measures in place for extraordinary circumstances (school security hired, written evacuation procedures, lock-down procedures, evidence of practice drills, crisis team identified and trained
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	All office managers and 2 learning specialists are trained in administering

	medications and Diastat and EPI pen. Security measures and policies are in place and all staff trained.
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3) Is the school handling information properly?

Meets Standard	<p>The school materially complies with the applicable laws, rules, regulations, and provisions of the charter agreement and state law relating to information security requirements, including but not limited to:</p> <ul style="list-style-type: none"> • Maintain the security of and provide access to student records under the Family Educational Rights and Privacy Act (FERPA) and other applicable authorities • Access to documents maintained by the school under the state's freedom of information law and other applicable authorities • Content standards, including Common Core • Storage and Transfer of student records • Proper and secure maintenance of testing materials • Implementation of mandated programming as a result of state or federal funding
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	Compliant

Additional Obligations

Is the school complying with all other obligations?

Meets Standard	<p>The school materially complies with all other material legal, statutory, regulatory or contractual requirements from the following sources:</p> <ul style="list-style-type: none"> • Consent decrees • Intervention requirements by MNPS • Requirements by other entities to which the charter school is accountable (e.g. TDOE)
Does not Meet Standard	The school failed to implement its program in the manner described above; however, the school promptly came into compliance once the deficiencies were identified.
Falls Far Below Standard	The school failed to implement its program in the manner described above.
Reviewers Notes	N/A

Organizational Review Score (for report card and annual report to the MNPS Board of Education).

Categories	Ratings				
Education Program Financial Management Governance/Reporting Students/Employees Environment Health and Safety Obligations Overall Obligations	Excelling	Achieving	Satisfactory	Review	Target

Metropolitan Nashville Public Schools
Sales Tax Collections
As of January 20, 2016

General Purpose Fund

MONTH	2015-2016 Projection	TOTAL 2015-2016 COLLECTIONS	\$ Change For Month - FY16 Projection	% Change For Month - FY16 Projection	% Increase / Decrease Year To-Date
September	\$16,451,223.00	\$14,924,830.91	(\$1,526,392.09)	-10.23%	-10.23%
October	16,896,474.00	17,209,957.25	\$313,483.25	1.82%	-3.77%
November	17,346,786.00	18,178,739.54	\$831,953.54	4.58%	-0.76%
December	17,093,563.00	18,013,092.72	\$919,529.72	5.10%	0.79%
January	16,739,414.00	17,186,849.75	\$447,435.75	2.60%	1.15%
February	21,615,305.00	-			
March	15,370,787.00	-			
April	15,624,198.00	-			
May	18,713,808.00	-			
June	17,587,875.00	-			
July	17,992,611.00	-			
August	19,434,356.00	-			
TOTAL	\$210,866,400.00	\$85,513,470.17	\$986,010.17		1.15%

Debt Service Fund

MONTH	2015-2016 Projection	TOTAL 2015-2016 COLLECTIONS	\$ Change For Month - FY16 Projection	% Change For Month - FY16 Projection	% Increase / Decrease Year To-Date
September	\$2,719,479.00	\$2,467,158.36	(\$252,320.64)	-10.23%	-10.23%
October	2,793,082.00	2,844,902.57	\$51,820.57	1.82%	-3.77%
November	2,867,522.00	3,005,047.72	\$137,525.72	4.58%	-0.76%
December	2,825,662.00	2,977,665.37	\$152,003.37	5.10%	0.79%
January	2,767,120.00	2,841,082.77	\$73,962.77	2.60%	1.15%
February	3,573,132.00	-			
March	2,540,877.00	-			
April	2,582,767.00	-			
May	3,093,498.00	-			
June	2,907,374.00	-			
July	2,974,279.00	-			
August	3,212,608.00	-			
TOTAL	\$34,857,400.00	\$14,135,856.79	\$162,991.79		1.15%

To: MNPS Board of Education

From: Susan Thompson, CO of Human Resources and Talent Services

Date: January 20, 2016

Re: Substitute Teachers

This memo provides an update to the Board on substitute teachers. Please reach out with any questions.

RFP Process

We have seen two successful vendor demonstrations on substitute management systems since our last report (TeacherMatch and Appleton); we have two remaining demonstrations before final scores can be granted. Demonstrations will take place in the board room. Dates and times are as follows:

- 9:00 a.m., Tuesday, January 26 – Aesop (Frontline)
- 8:30 a.m., Friday, January 29 - WillSub

Since upgrading January 6 to SmartFind 2.5, the substitute teacher fill rate has increased to 84%. We are no longer experiencing delays in call patterns and job updates. When changes are made to job assignments in SmartFind, they update in real time and those changes are reflected immediately.

Fill Rates by School

In addition to the system upgrade, we have been collaborating with principals to better forecast their substitute needs and fill their absences in advance. As a result, we have seen gains across all levels. At the end of the first semester, 15 schools had significantly lower fill rates. Since the start of the second semester, 13 of those have seen an increase in their individual school fill rate. Please see chart below for comparison:

School	1 st Sem. Cert. Fill Rate	2 nd Sem. Cert. Fill Rate
Bailey Middle	53.4%	64.5%
Baxter, Jere Middle	38%	55.9%
Bellshire Elem.	55.1%	73.1%
Buena Vista Elem.	54%	66.7%
DuPont Tyler Middle	59.1%	56.2%
Harris-Hillman	57.9%	73.2%
Joelton Middle	45.7%	36.7%
Kirkpatrick Elem.	57.8%	81.8%
McKissack	40.9%	50%
Moore, J.T. Middle	58.5%	68.2%
Napier Elem.	56.6%	60%
Neely's Bend Middle	58.1%	68.9%
Park Ave. Elem.	44.2%	64%
Two Rivers Middle	53.7%	60%
Warner Elem.	58.6%	66.7%