

## AGENDA

Murfreesboro City School Board  
6 p.m., Tuesday, November 10, 2015  
Council Chambers

### ORDER OF BUSINESS

#### I. CALL TO ORDER BY BOARD CHAIR

Pledge of Allegiance led by School Safety Education Officer (SSEI) Daniel Parkhurst  
Moment of Silence

#### II. APPROVAL OF AGENDA

#### III. COMMUNICATIONS

- Proclamation Recognizing Murfreesboro Police Chief Glenn Chrisman
- Congratulations to Hobgood ELL teacher Sarah Chumney for obtaining National Board Certification.
- Thank you to the Kindergarten classes at Overall Creek for their donation of \$1,249.15 to the Indigent Children's Fund.
- Thank you to Farm Credit Mid America for their furniture donation to Bradley Academy.
- Thank you to TouchPoint, a food service provider for St. Thomas Rutherford, for their donation of coats, gloves, and winter accessories for the students of MCS.
- Congratulations to Discovery School Robotics for placing in the top three for regional BEST competition. Discovery School will now compete at Auburn University.
- Thanks to the Murfreesboro Symphony Orchestra for their partnership with MCS in providing the free Latin American Family Concert performed at Bradley Academy on Sunday, November 1.
- TSBA Leadership Conference and Convention is November 13-16.
- American Education Week- 94th annual American Education Week sponsored by NEA—November 16-20, 2015—presents everyone with an opportunity to celebrate public education and honor individuals who are making a difference in ensuring every child receives a quality education.
- The City Schools Foundation's Excellence in Education Gala is scheduled for Friday, February 5, 2016 at Stones River Country Club.
- In honor of Veteran's Day tomorrow, MCS salutes our veterans.

#### IV. CONSENT ITEMS

Retreat Minutes: August 28, 2015 Meeting

Minutes: October 27, 2015 Meeting

Certification of LEA Compliance

Approval of Contract for Coordinator of ESL and Title Compliance

V. ACTION ITEMS

Approval of Rezoning Plan

Board Policy STU 64 Sudden Cardiac Arrest

*(first reading)*

VI. REPORTS/INFORMATION

Inclement Weather/School Closing Procedure

ESEA/IDEA Report

VII. OTHER BUSINESS

VIII. ADJOURNMENT

RETREAT MINUTES  
Murfreesboro City School Board  
Administrative Offices  
1 p.m., Friday, August 28, 2015 and  
9 a.m. Saturday, August 29, 2015

ATTENDANCE

Chair Butch Campbell, Vice Chair Nancy Rainier, Jared Barrett, Andy Brown, Phil King, Nancy Phillips, Collier Smith.

Staff: Dr. Linda Gilbert, Gary Anderson, Joe Marlin, Lisa Trail, and Ralph Ringstaff.

Staff Attorney Kelley Baker.

**I. PLANNING**

**Master Plan**

Dr. Gilbert said the plan shows what we have done and where we are.

**GOAL 1:** We will educate the whole child to achieve their highest potential.

**Strategy 1:** Provide learner-centered environments equipped with technology and learning resources to meet the individual, diverse needs of all learners.

Dr. Gilbert reported that technology has gone well, and that we are preparing for technology replacement at Overall Creek, but coming from where we were to where we are now is an improvement.

**Strategy 2:** Implement a comprehensive tiered instructional model, including differentiation in the content areas to maximize the academic learning of all children and a tiered behavioral model to meet their social and emotional needs. This means that the unique needs of all subgroups of children-regardless of their academic, socioeconomic, cultural, or ethnic demographic-are held to a high standard.

Dr. Gilbert said we are getting there but are not there completely. She said we are looking at involving parents and parent committees, adding that she would like to have Hispanic subgroup, gifted subgroup, have big groups, etc. She said she is happy with the gifted academy but need to expand that.

**Strategy 3:** Develop and utilize a data dashboard to improve decision making and inform instruction.

Dr. Gilbert said the State is coming out with a data dashboard so the district is holding off on that purchase. It is supposed to roll out in January, and it should be the complete picture of the child -

academic, behavior, health, etc. We have a lot of information with Skyward, but it needs to be refined.

**Strategy 4:** Increase opportunities for teachers to learn and collaborate in professional learning communities that develop and nurture staff in the study and use of research-based practices which accelerate student learning.

Dr. Gilbert said a lot has been done with professional learning communities such as ESL. We have a committee writing scope and sequence which is rolling out right now. We are looking at ELA and will be rolling out next Thursday. There is great interest in meeting across the district and specific grade levels, and she is happy to see that collaboration.

**Strategy 5:** Implement research-based instructional practices that build creativity, critical thinking, problem-solving, and application.

Dr. Gilbert explained the STEAM training which integrates across science, math, and reading. She said the Leader in Me and Gifted Academy have been implemented but still need to work on how teachers see our thinking but will get more with training.

**Strategy 6:** Encourage students and staff to be versatile, communicative, optimistic, global thinkers.

Dr. Gilbert said we encourage students and staff to be versatile, and the Outreach Department encourages students to participate in Club Marvel, Camp PRISM, etc. With the two visiting Chinese teachers, the expansion of the child's world comes into play. She said she hopes to engage teachers and principals. She said we are looking at Reeves-Rogers as an entrepreneurship school, and that we want to become a STEAM-centered district.

**Strategy 7:** Increase ESP program offerings and participation to augment student learning.

Dr. Gilbert ESP now offers coding camps moving more into technology, and that a meeting was had with Beth Duffield at the Chamber of Commerce yesterday about that. Ms. Smith asked how STEAM training works. Dr. Gilbert said you develop standards so you have an essential question, and under that deeper thinking. It is deeper critical analysis than you would have if you were teaching science apart from reading, etc. More discussion on parts of students and more problem solving. Ms. Smith asked how teachers are getting STEAM training. Dr. Gilbert said some teachers already have training and MTSU is offering training. She said any time you have math training now you have STEAM training with it. Solving problems while learning content areas at the same time. She said if you were teaching a STEAM unit, for example, math - you want to design a football field that is going to accommodate so many people and certain temperatures. You are bringing in science, what materials to use, geographic location, and research and find out what temps are there. You are working on social studies, science, and math. Calculate the perimeter. For reading, you might write about how you did it or write a letter to the company you want to buy your turf from or write how the turf would feel. The idea is having a problem and seeing those standards.

Ms. Smith said she has been getting lots of calls about the writing scores. She has seen them and other parents have not seen them. Dr. Gilbert said she has not seen that yet. Ms. Smith said they

are attached to TCAP. Dr. Gilbert said the State today was talking about writing scores. They had long debate about whether to create a community of writers or whether you wanted to focus on capital letters, etc. She said they came up with own scope and sequence and it will be genre writing. She added that Shavon and parents may have gotten scores.

Ms. Smith said she is pleased to see on schedule meeting with every single grade this week. Had one teacher said she definitely had not incorporated enough writing in the past but was going to do that. Dr. Gilbert said it is either let your kids write and tell the story or it's about where to put the comma and the question marks. There are three types of writing - opinion, narrative, and argumentative. Student will have about 75 minutes of something they haven't been focusing on. There has to be 30 minutes of writing every day within that reading block and we've shown them how to put that in. They'll be doing genres; three days per week on narrative then two days will be focusing on content. What we've heard from teachers is that's what they need. Ms. Smith said that's great because it is needed.

Ms. Rainier asked if this is a specific grade level or every grade level. Dr. Gilbert said every grade level has a 90-minute block with 30 minutes of writing. Ms. Rainier agreed there was not enough focus on it. As you said, use the STEAM approach and put that content in there for writing. Dr. Gilbert said we are just starting that. Seeing teachers more interested in it.

Ms. Rainier asked what the Confucius Institute will be doing since there are only two of them and 12 schools. Dr. Gilbert asked Ms. Trail to talk about this. Ms. Trail said we have two teachers this year at no cost. These teachers have been teaching the last two years in Memphis. With all the changes in Memphis last year, they felt it was not a good situation to have teachers there so they reached out to MTSU, and MTSU reached out to us because of all the initiatives of Candy Clifford and Greg Lyles. Each teacher has six schools and will stay approximately six weeks per school working with librarians, art teachers, music teachers, social studies – supplementing teachers there. She said they would also be with ESP a couple days a week, and doing a lot of hands on initiatives. Ms. Rainier asked if they are teaching our standards or are they teaching about their cultures. Mr. Ringstaff said in ESP they are teachings about their culture. Ms. Trail said they are never in a classroom by themselves teaching. They are supplementing. She cited music as an example, looking at incorporating some of their music and dance styles. She said they are there to assist teachers. She said they are at Overall Creek and Scales right now and will move on at the end of September. Dr. Gilbert said they were very interested in seeing our schools and how they work.

Ms. Rainier asked if the Data Dashboard comes along will we no longer use Skyward. Dr. Gilbert said we will still use Skyward but the dashboard will pull the data together. Mr. Barrett said he assumes the State knows we use Skyward. Mr. Anderson said the State requires it.

**GOAL 2:** We will recruit, hire, train, evaluate, and retain high quality personnel.

**Strategy 1:** Build a pipeline of high quality teacher and administrator applicants from a variety of sources.

Dr. Gilbert said if we are hiring early then the cream of the crop is here. There is a whole lot of difference when we hire late. Mr. Ringstaff said we do what we can to hire early, and we are doing a better job at attracting experienced teachers. He said we did our first virtual job fair. One

of the questions asked is if I was to visit your classroom what would I see, and how would you describe your differentiated learning in your classroom; We are trying to attract more minority candidates adding that eight percent last year were minorities and that increased to 16 percent this year. Mr. Ringstaff added that MCS has an excellent reputation now as being a good place to work. He said that Ms. Newell has an interview panel with a student on the panel, and the student asked some of the toughest questions.

Dr. Gilbert said that a leadership academy has not been done in a couple of years, but in next couple of years may do that again. She said she is also interested in a future teachers program with the high schools. Ms. Phillips said it will be an all hands on deck marketing strategy to change the mind of the community to value teachers. Dr. Gilbert said Mr. Marlin has some ideas about that adding that we must have conversations with other organizations and we could be facing a teacher shortage.

**Strategy 2:** Dr. Gilbert said this strategy involves implementing an intensive mentoring program for teachers.

**Strategy 3:** Using peer collaboration, virtual resources, and pertinent educational authorities, implement a differentiated professional growth plan in which all staff learn how to differentiate and individualize the academic program. Dr. Gilbert said peer collaboration would be used to get an idea of developing what teachers need and implement a plan to meet those needs.

**Strategy 4:** We want to find out what's happening pretty consistently across the district, and are there things that are happening in the schools that are valid recognition programs that can become district-wide or shared with other schools. The retirement receptions are now bigger at the school level than what we do as a district. Mr. King asked about recognition of new hires and a way to celebrate them. Ms. Smith said the City Schools Foundation did that last year. Ms. Trail said the Teacher2Teacher program did it at Embassy Suites this year right after the United Way Summit. Mr. King suggested treating it like football signing day. Ms. Smith said that was a great idea, and it would be nice if the Board was part of a luncheon or something when all the teachers are together. Ms. Phillips said they used to do an in-service kickoff and the Board was invited. She said it was an exciting atmosphere, and the Board got to celebrate with teachers have one big meeting with a speaker before broke out in enrichment sections. Ms. Rainier said retired teachers have commented on mentoring and said they are very willing to be mentors. Dr. Gilbert said they could adopt a teacher and stay with them for the first two or three years.

**Strategy 5:** Dr. Gilbert said this strategy is helping teachers grow into leadership roles as more than just leadership as a title but as a shared value – developing and nurturing future leaders.

**GOAL 3:** We will have an ongoing focus on instructional technology.

**Strategy 1:** Encourage and train teachers and students to achieve digital literacy and accelerate student learning by integrating instructional technology into the academic content areas. Dr. Gilbert said the district has come a long way but we still have work to do.

**Strategy 2:** Allocate time, resources, and access to technology-based tools and digital resources to ensure ongoing professional growth in technology fluency and integration. We have added

Lexia across the district and Read 180. A lot more technology is used but have to get integrated more fully as a tool.

**Strategy 3:** Use technology to develop a bank of integrated lessons that are available for all teachers. Dr. Gilbert said there is work to be done, but she is very interested in seeing the district do this.

**Strategy 4:** Establish a student information system and data warehouse to augment the effectiveness of meeting the needs of the whole child. Dr. Gilbert said this speaks to the data dashboard that was previously discussed.

**Strategy 5:** Create awareness among students and employees of the vulnerability that is inherent in the internet and social media. Dr. Gilbert said this is one component that Olweus (anti-bullying) training has, but is an ongoing process with social media's continual rapid expansion. She said we constantly find new things to be aware of.

**GOAL 4:** We will maintain healthy, safe, clean, orderly and nurturing environment in which children and adults can work and learn.

**Strategy 1:** Establish procedures that create a welcoming environment while maximizing the safety of all occupants.

**Strategy 2:** Promote an environment of wellness and good health practices.

**Strategy 3:** Provide a variety of quality meal choices to encourage student participation in the school meal program while maintaining compliance with USDA regulations.

**Strategy 4:** Implement a research-based character education program with a tiered response system and positive behavior support.

Dr. Gilbert expressed satisfaction with strategies 1-4.

**Strategy 5:** Provide cultural awareness and other appropriate training for staff to create an inclusive environment. Dr. Gilbert said we need to do more intentional cultural awareness for staff noting that we celebrate diversity, but she thinks we need to be more intentional. Ms. Trail reported that 22 languages are spoken in the schools right now.

Ms. Rainier asked the status of filling custodial services positions. She said she was told sinks would only be cleaned a minimum time of one per week, classroom floors are not being swept and that schools are nasty or dirty. She said she does not want to break the budget but salaries may need to be increased. She said temporary services are not the way to go. Chair Campbell said he believes principals need to hire custodians, and that the teacher's job is to teach, not clean up.

Ms. Smith said she received a very serious criticism this year regarding breakfast in the classroom due to the amount of paperwork involved for teachers and that teachers are getting reported to head administrators in the building. Dr. Gilbert said she had a conversation at a

principals meeting, and we have to get the routine of what is required by federal law. Mr. Anderson said that if we do not comply with federal law, we have to pay federal dollars back.

**Strategy 6:** Conduct a school safety audit of every school each year. Dr. Gilbert said we will be hearing more about this.

**Strategy 7:** Develop and maintain a safety and crisis plan at each school, provide prescribed safety training in each school each year, and hold schools accountable for conducting all safety and crisis drills throughout the year. Dr. Gilbert said safety and crisis plans have been developed and are in use. She complimented the relationship between MCS and Murfreesboro Police Department in implementing both plans and training.

**GOAL 5:** We will provide clear and effective communications to support and promote our mission and goals.

**Strategy 1:** Develop and support communications among/between students, parents, staff, and the community, including languages other than English where practical. Dr. Gilbert said we are continually working on communications noting that one thing that needs to be done is to translate the parent handbook into Spanish.

**Strategy 2:** Develop accessible and interactive technology tools to facilitate effective and transparent internal and external communication. Dr. Gilbert said we are continually looking for methods to reach parents, teachers, etc. She said the schools love Peachjar, and it has reduced a lot of paperwork.

**Strategy 3:** Provide systematic avenues for feedback from students, parents, staff, and the community about programs and services, effectiveness of communications, effectiveness of student learning, and quality of facilities. Dr. Gilbert said we are looking at exit interviews as a way to get responses.

**Strategy 4:** Share district success stories with stakeholders. Dr. Gilbert said we have gotten excellent coverage on the CHOW bus, but that more communication of coverage is needed.

**Strategy 5:** Promote openness, access, and availability of information about Murfreesboro City Schools. Dr. Gilbert said we are pretty transparent with the community about what is going on in the schools but perhaps we could use videotaping to promote the district. Ms. Smith said that Peachjar is a great tool. She said she would like to see a link to the Channel 3 taping of board meetings put on the website. Ms. Smith said the Board should be invited to the PTO/PTA annual luncheons, and a way to share success stories. Ms. Smith suggested that MCS and RCS get a billboard promotion about top ranking for schools in Murfreesboro noting that if you provide the paper, Lamar will give the billboard spots.

**GOAL 6:** We will build strong partnerships with families and the community to enhance student learning.

**Strategy 1:** Develop parent and community involvement campaigns to maximize the level of parent and community participation in our schools in conjunction with celebrating all students.

**Strategy 2:** Partner with outside organizations to bring real world practitioners to the classroom to link students with the world of work. Dr. Gilbert said this is a service learning environment.

**Strategy 3:** Expand community service projects and service learning opportunities for students and staff. Dr. Gilbert said we have several projects already in place such as Hobgood's poinsettia project, the basketball food drive, participating in the Main Street tree lighting ceremony, and other projects, but we are always looking for opportunities.

**Strategy 4:** Develop and implement a plan to involve students, staff, parents, and community as partners in promoting Murfreesboro City Schools. Dr. Gilbert said we have idea and are actively talking about ways of engaging people.

**Strategy 5:** Communicate with parents regarding positive student behavior and achievement. Dr. Gilbert said the next step is to coordinate efforts across the district. The parent portal will be one way of achieving this.

**Strategy 6:** Enhance, add to, and improve web-based information at the district level and across schools. Dr. Gilbert said this is ongoing.

**Strategy 7:** Expand our cooperative partnership with the City Schools Foundation. Dr. Gilbert recognized the Excellence in Education Gala and the Foundation and Fashion Show as being tremendous successes adding that the Foundation offers many thousands of dollar in grants to teachers and schools. Ms. Trail said the monthly meetings are primarily focused on how to help schools and seeks input from schools about their needs.

**GOAL 7:** We will develop a comprehensive plan for operations, finances, and funding, facilities, transportation, and food service that supports student learning.

**Strategy 1:** Generate a plan for development and use of facilities based on growth projections and capacity analysis. Mr. Anderson said the Capital Improvement Plan has been developed for 2015-2019, and includes the Hobgood addition (2015), Black Fox addition (2016), land purchase and new school (2017), computer replacements, and renovations at Bradley. He said we will continue to monitor growth and adjust the plan as needed.

**Strategy 2:** Seek out non-traditional revenue sources and secure funding from these sources to improve or enhance educational achievement. Dr. Gilbert noted the Ben Carson Library that was acquired for Reeves-Rogers and Northfield as well as the Community Eligibility Grant, General Mills Grant, and several other collaborations. She said that ESP has acquired the 21<sup>st</sup> Century and LEAPS grants annually and receive matching funds for the tennis camps. She said the district will be seeking private funders in the future. Dr. Gilbert said that grant funding is not as much as it used to be because we are seeing funds going to private education or being disbursed between public and private noting a much stronger competition for dollars.

**Strategy 3:** Identify multiple-year budget needs and build responsible annual budgets that support educational measures which advance student learning. Dr. Gilbert said the Capital Improvement Plan is in place, and the textbook cycle has been reviewed. Technology needs are

developed each year, and we have begun cycling in the budget to accommodate technology replacement. Dr. Gilbert said there is a constant need to stay on top of legislative issues that may impact the budget.

**Strategy 4:** Develop a comprehensive energy efficiency strategy. Mr. Anderson said that a comprehensive energy efficiency strategy has been developed and presented to the City Manager in the Capital Improvement Plan. In addition, energy efficiency checklists have been given to each school to monitor.

**Strategy 5:** Annually review technology infrastructure and equipment needs and plan for technology hardware maintenance and replacement. Mr. Anderson said we feel good about where we are right now, but know that technology has to continually be replaced.

Ms. Phillips said that in looking at this complex puzzle that is a school system, do we have enough data to know which programs are working and which are not, and is there a strategy for gathering data to know what truly is working with these varied components. Dr. Gilbert said we can tell what things are working and focusing energy there.

Dr. Brown said a lot of goals and strategies have been covered, does someone at Central Office own all of these strategies - is there a name associated with each strategy. Dr. Gilbert said yes that each department and personnel are aware of the plan. Dr. Brown asked if they are aware that next year they should be yellow instead of green when the Board meets. Dr. Gilbert said yes and that some of these are ongoing and may not be completed by next year. Dr. Brown expressed that his fear is that someone doesn't know it's their responsibility it won't get done. Dr. Gilbert explained that with most of these things there is probably more than one person involved. Dr. Brown said he understand, but that one person has to be responsible.

### **AdvancEd Survey of Staff**

Ms. Phillips asked who actually answered the questions to the survey. Dr. Gilbert said the teachers did. Dr. Brown asked how the scores were derived. Dr. Gilbert said they are an average of all schools.

Ms. Rainier said she would still like to see a survey come from the Board - not Dr. Gilbert or administrators - to get feedback from teachers like what is going on in the system. She said the easiest thing to ask is what are we doing right and what are we doing wrong and allow it to be totally anonymous.

Mr. Anderson said Mark Mayer helped us put together an energy efficiency program, and Christopher Young in maintenance oversees it. Mr. Mayer explained that a meter was installed as something parents, teachers and kids can go to. He said teachers can use the map for lessons to integrate distance, age, construction, etc. He said Overall Creek is the most efficient by size. Mr. Anderson said this information helps us determine what we may need to do and that most of the schools energy efficient is affected by their mechanical system. There was some discussion about Northfield and the cost of the replacement unit there.

## **Enrollment History Information**

Mr. Anderson explained the current Pupil/Teacher Ratio report. He said the district has a lot of out-of-city applications, and we have 436 total students from outside the city limits. He noted that Board policy allows that, especially in these areas that are in litigation for annexation. Ms. Smith asked if out-of-zoners pay tuition. Mr. Anderson said that Board policy stopped tuition about six years ago. Discussion was held about costs, decision-making, etc.

## **II. BUDGET**

### **Dodge Summary Report:**

Mr. Anderson said we get this report every month from the City. He said you can see on the report where the economy tanked, and it hurt us, and you can see where it picked up again. He said we were caught off guard with Overall Creek because we didn't know there would be that many students and we used existing inventory, noting that Overall Creek is going to fill up quickly. He said we will probably have to close zone that school next year.

Mr. Marlin explained CDC class growth. He said that kids with severe needs cannot be put in a 20-student classroom. He said two classes have been added at Reeves-Rogers and two classes at Cason Lane because numbers keep growing. He said he expects that growth to continue. Ms. Smith asked if every building needs CDC options. Dr. Gilbert said ideally, every building needs CDC and pre-K. Mr. Marlin said some schools have opportunities for special needs kids while others do not. Ms. Rainier asked why not one of every two schools. Mr. Marlin said we are struggling with transportation. He said the main thing is if we give them really good care and education, parents are not opposed to them being outside of their school zone. Ms. Phillips said this is the most fragile of the student population. She said she is not opposed to a plan if we develop a philosophy we can stick to.

## **III. SALARY STUDY**

Dr. Gilbert said our system has a lot of people who carry a lot of different weights. Mr. Ringstaff thanked Ms. Phillips, Dr. Brown, Ms. Baker, Gary, and Dr. Gilbert for meeting to work on the salary study. He said there was an effort to get job titles close in each district although some are not exactly the same. Directing everyone to the study, he noted that Franklin Special District is above everyone else except Oak Ridge. He said Oak Ridge was included because they have a great reputation noting their teachers average \$61,000 which is about \$10,000 more than ours. Mr. Ringstaff said we are ranked in the top 15-20 in teacher pay in 136 school districts. For principals, he said some have 11-month contracts and some 12-month so he didn't differentiate but tried to compare apples to apples. Ms. Phillips and Dr. Brown suggested coming up with some school information to include at the bottom of the report along with student demographics. Mr. Ringstaff said Oak Ridge outsources nutrition and transportation. He explained that "N/A" on the report means that he couldn't find a comparable match for that category in other districts. Williamson County was the only district he could find with a true community outreach position. Mr. Barrett thanked committee members and said it's a good snapshot.

Dr. Brown said the next step is a discussion about how to use this information. He said our school system is a bit different than other school systems – major thing to remember is that we are competing with other school systems for the teachers; we have to think about that when we

look at salaries – technology, etc. As we move forward in the budget cycle next year we need to make some adjustments. We need to be more competitive over a period of time and make this a system where we can get the best and keep the best.

Dr. Gilbert said we lose our nurses to Rutherford County because they will get paid a teacher's salary.

#### **IV. SAFETY/DISASTER PLANS**

Dr. Gilbert talked about the Black Fox bomb threat noting that it was a hoax. She explained that a debriefing was held afterward with the police department. She said the bottom line is that we are going to listen to the police and follow their instructions. She said that our current emergency plans worked, but we learned we have some minor tweaking to do. She said as far as major disasters, we would follow TEMA's instruction at that time.

#### **SCORES:**

Dr. Gilbert said the State announced yesterday that in 2017 we are going to have a second grade achievement test. She said there is reading research and we know what we are doing with LETRS training. She said there are questions about new scope and sequence in reading. Dr. Gilbert said there is work to do with quality of teaching as well as decomposing the standards.

Ms. Rainier asked if, in the PLCs, second grade teachers are meeting with third grade teachers, etc. Dr. Gilbert said that is supposed to be happening in the schools, but thinks we need to look at that again. She said some of the best teachers were brought in to really lay out the standards. Ms. Rainier asked if there are ramifications with the State as to improvement status. Dr. Gilbert said none except to reputation. Dr. Brown said when he looks at the salary study and demographics of the school system, there are obvious challenges but to hear the words "we can't" is not acceptable. He said the message needs to be put out very clearly that the school board expects excellence.

Ms. Smith said Rutherford County scores are better, and asked what they are doing. Dr. Gilbert said we were closer to them in 2013, and that her disappointment was in the drop made this year and the year before. Ms. Smith noted that sixth grade did quite well with the exception of science, and that she was impressed with positive scores in sixth grade particularly in some schools that have a greater challenge. Ms. Smith said she has been getting calls from parents about scores and they are not happy. Ms. Phillips said there is an expectation of excellence, but she thinks we need to change the mentality of the school system whether we have a committee, a lobbyist, or hire somebody. She said we can't bemoan the state or pass the buck; we have to be accountable. She said she is asking for a can-do, will-do attitude to make significant and real change in our scores and most importantly our children learning. Dr. Brown said he encourages our people to talk to other school systems and see what they're doing. He added that we need to give our teachers what they need to be successful.

The Board Retreat adjourned at approximately 8:10 p.m., and will reconvene at 9 a.m. Saturday.

Saturday, August 29, 2015, 9 a.m.

## **V. SCHOOLS AND PARKS**

Dr. Gilbert said we are taking a comprehensive view at campuses to see what would make them more conducive to the communities as parks. She said we are probably going to see walking paths, basketball courts, etc. She said she has not heard from them directly but thinks it's going into the capital improvement plan. Ms. Phillips recommended an outdoor performance place for staging performances, etc. She said she supports sports but that there are a lot of kids who like music, dance, and performing. Ms. Baker indicated the plan has been dormant. Ms. Baker said neighborhood parks are part of the 2035 plans and this is part of that.

## **VI. POLICY DEVELOPMENT**

Dr. Gilbert asked the School Board to consider allowing TSBA to take over our policy writing and revising. She explained the volume of work that Ms. Baker does for the City in addition to the work for MCS, and explained that it would streamline the process. She noted that 112 of the 141 districts use TSBA for policies.

Dr. Brown moved to allow TSBA to take over the policy function. Ms. Rainier seconded. After some discussion about process, all approved by saying aye.

## **VII. LEGISLATIVE UPDATES AND ADVOCACY**

Ms. Baker explained that the Board has already been exposed to legislative updates through the various seminars, but she reviewed some of the legislation passed this year regarding school systems. She directed the Board to page 11 regarding special education vouchers. She said there is really no telling how this is going to impact us. Parents with an IEP can get a voucher to go outside of school system if they fall into one of these categories, whereas right now we provide services as part of an IEP. She said what she sees happen sometimes is a parent may get frustrated or parent may choose to homeschool children and use vouchers to get these services. Mr. Anderson said this is the first time for local dollars. He said state law says you have to educate to age 22, parents get a check, but there is no follow up to what they're doing. Guarantee parents are going to want that check until age 22 where right now the check stops if they leave school. Dr. Gilbert stated said to remember that all the bills that were presented for last year are still on the books for this year.

Mr. King proposed that the Board gives City Council members a bus tour of schools. He said it doesn't have to be every school, but at least some of the schools or select a particular aspect of each school. He said he firmly believes that when a business comes to Murfreesboro one of the top three things they look at is schools. Ms. Smith and Ms. Phillips volunteered to spearhead.

## **VIII. SCHOOL BOARD MEMBER HANDBOOK**

Mr. Barrett said the Board should be recognized as a professional government board and this is a step in doing that. He said he also sees this as a reference tool consolidating information into one spot for new members. Ms. Phillips said she does not like page 11 of Williamson County's handbook. Mr. Barrett said this starts the conversation on how we want to make our own and what we want to include. Ms. Baker said she could try to pull together what is already in place for the Board to review.

Chair Campbell noted that the School Board Member Handbook was the last item on the agenda. Ms. Rainier said there were some items she sent that she would like to address. She said she is concerned about teacher morale, and that she still hears about the overuses of testing. She asked if there is anything that can be done to reduce testing. Dr. Gilbert said we have to have all of those tests. She said we probably need to do more pre- and post-assessments, and that all we're doing as a district is what the state requires.

Ms. Rainier asked if Lisa could get the Board a list of upcoming activities so they can attend. Ms. Phillips said going to 12 different web sites is time consuming.

Ms. Rainier asked about the PLC paperwork and the infringement on planning time. Dr. Gilbert said state law requires 2.5 hours per week and principals are aware of that. She said we are giving them 45 minutes per day. Chair Campbell asked if teachers have the option of PLC meetings for planning time or after school. Dr. Gilbert said PLC meetings are held once per week, and they should be during planning time but that is up to that principal.

Ms. Rainier asked about communicating with staff directly if they have questions. Dr. Gilbert said she would prefer the Board come to her because she is the Board's employee. Ms. Baker noted that board policy BO13 says that Board communications to staff will be communicated to staff through the director. Dr. Gilbert said if it's Gary or Ralph or her, she has no problem, but anything else is a different level. Chair Campbell said they don't have to call Linda every time – they can call Gary or Ralph. He said that's part of being a good leader of hiring those people you can trust. Ms. Baker advised the Board that if they want to change the line of communication, we need to look at BO13. Chair Campbell said he thinks they need to revise that policy.

Ms. Rainier asked if they could get a report from Sandy Scheele at the next Board meeting about how many meals she served this summer.

Ms. Rainier asked about the custodial issue and would raises solve some of the problem. Mr. Anderson said the conundrum is paying custodians more than EAs and MDAs.

With no further items for discussion, the meeting adjourned at 11:16 a.m.

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Director of Schools

MINUTES  
Murfreesboro City School Board  
6 p.m., Tuesday, October 27, 2015  
Council Chambers

ATTENDANCE

Chair Butch Campbell, Jared Barrett, Andy Brown, Phil King, Nancy Rainier, and Collier Smith.

Staff: Dr. Linda Gilbert, Roseann Barton, Laurie Offutt, Lisa Trail, Greg Lyles, Ava Jordan, Gary Anderson, Brian Rome, Diedra Elliott, Tim Pollard, Dr. Gene Loyd, Pam Holden, Robin Newell, Ralph Ringstaff, Caresa Dodson, Kim Frank, Joe Marlin, Sandy Scheele, Shavon Davis-Louis, Karen Hawkins, Sheri Arnette, and Lea Bartch.

Staff Attorney Kelley Baker.

I. CALL TO ORDER BY BOARD CHAIR

The Pledge of Allegiance was led by Northfield sixth graders Brandon Hartman, Camron Elsea, and Todd Lowder along with Mitchell-Neilson third grader Parker Prater and Kindergartener Landon Horton. The Pledge was followed by a moment of silence.

II. APPROVAL OF AGENDA

Ms. Rainier moved to approve the agenda. Dr. Brown seconded the motion. All approved by saying aye.

III. COMMUNICATIONS

Introduction of Barney the Bus Safety Officer

Transportation Director Ava Jordan along with staff Deidra Elliott, Brian Rome, and Tim Pollard, introduced Barney to the Board members and gave a demonstration of how Barney interacts with students to practice bus safety.

The following communications were presented by Ms. Trail:

Congratulations to Emily Spencer for winning the Ruthie Award for favorite principal!  
Congratulations also go to Ruthie nominees Don Bartch and Robin Newell.

Mitchell-Neilson extends its gratitude to the following:

- Sunnette Peay with Bob Parks Realty for donating 45 pumpkins for our annual decorating contest.
- Murfreesboro Fire and Rescue, Murfreesboro Police Department, and Rutherford County Sheriff's Department Mounted Patrol for their services during this year's Fall Festival.

- Ginger and Danny Demonbreun with Sinking Creek Farm, the College of Behavioral and Health Sciences at MTSU, and All-in-One Recycling for their generous support of the school's Third Thursday Clubs.

Congratulations to Kristy Mall who was just named to the State Board for the Tennessee Association for the Gifted.

Congratulations to Mary Allison for being asked to be a presenter at the Tennessee Council for Exceptional Children's (CEC) Annual Fall Conference this past weekend.

Congratulations to Mitchell-Neilson 6<sup>th</sup> grade teacher David Lockett who was honored by proclamation by the City of Gallatin and Volunteer State Community College for his work with students in the STEM program. Mr. Lockett leads STEM camps at several local universities including MTSU.

Congratulations to Northfield Elementary, Cason Lane Academy, and Reeves-Rogers Elementary for being awarded Student Ticket Subsidy (STS) Grants by The Tennessee Arts Commission.

The City Schools Foundation announced over \$50,000 in grants awarded to Murfreesboro City Schools. Congratulations to 2015 grant winners:

- Little Bits Help Makerspace - Bess Turner, Discovery
- Exploration Through Life Cycles – Jessica Dozier, Scales
- Mozarts in a Minute – Kelley Kleppinger, Luke Hill, Tony Hartman, & Ryan Stewart from Discovery, Overall Creek, and Scales
- Breaking the Code of the Future – Kristy Mall, Discovery
- Sphero Hero – Bess Turner, Discovery
- STEAM: An Integrated Approach to Art and STEM – David Lockett, Mitchell-Neilson
- K-2 Maker Space – Kayla Mullen, Discovery
- Building Bridges – Heather Knox, Laura Caylor from Northfield and Cason Lane
- Fun with Fractions: Involve Me and I Learn – Rachael Slough, Scales
- Walking and Talking Math, Language, Science, and Social Studies – Donna Beers, Bradley
- Tasks to Awesome Learners – Karen Godwin, Northfield
- Literally Math – David Lockett, Mitchell-Neilson
- Differentiated National Geographic Kids' Explorer – Kimberly Carrell, Scales
- Tickling the Ivories – Diana Polk & Melanie Noe, Northfield
- Foundation Instructional Kit – Ann O'Boyle, Erma Siegel
- FabLab with LittleBits – Michelle Eaton, Erma Siegel

#### IV. CONSENT ITEMS

Minutes: September 22, 2015 Meeting  
Approval of School Fees (Field Trips)

Certification of Compliance with T.C.A. §49-3-310(4)(1) – Textbooks

Mr. Barrett moved to approve the Consent Items. Mr. Barrett seconded the motion. All approved by saying aye.

V. REPORTS/INFORMATION

Nutrition Report

Mr. Anderson introduced Ms. Scheele to present information about the Summer Feeding Program. Ms. Scheele told the Board that a second CHOW bus was added along with the smaller bus, Sprout. She said total breakfasts served was 42,094, and the total number of lunches served was 54,305. She said, in addition to the Summer Feeding Program, the CHOW buses go to the schools, and they are reserved for fall festivals, reward parties, and classroom celebrations. Ms. Scheele said supper is now being served at one of the locations.

Custodial Update

Mr. Anderson gave the custodial report. He said we are getting to the point of having our own full-time staff allowing us to use part-time employees as subs.

Proposed Rezoning Plan for 2016-2017

Mr. Anderson said the district has already grown 306 students from the end of last year, and this precipitated the need to go ahead with rezoning. He stated the rezoning plan involves four schools -- two are losing students and two are gaining students. There will be a group moved from Reeves-Rogers to Hobgood to fill new classrooms spaces, about 119 students in that area. The plan would take two pre-Ks out of John Pittard, and we anticipate moving 123 students from there to Northfield. He said he would ask the Board to consider a grandfathering policy for fourth and fifth graders to allow them to stay at their current schools with the caveat that they have to provide their own transportation. Mr. Anderson stated the goal is to get these moved to reduce crowding potential at John Pittard. He said they are currently at 975 students, and the building will hold 1,000. He said portables are being used at Reeves-Rogers, and rezoning would get all the students back in the schools. He said two community meetings are planned, and the Board will vote on the rezoning in November.

Mr. Barrett moved to go forward with presenting the rezoning plan to the public. Dr. Brown seconded the motion. All approved by saying aye.

Revenue and Expenditure Report

Mr. Anderson presented the Revenue and Expenditure Report. He said we are in the negative for net income which is normal for this time of year before sales tax from holidays come in. The revenue picture is up slightly over last year, and we are slightly ahead on expenditures. This is reflective of the increase in salaries and capital outlay.

Attendance (PTR) Report

Mr. Anderson said growth money typically comes in January, and the district is in line for growth money again. He reminded the Board that we do not include growth money in the budget

so it's a bonus when it comes. Mr. Anderson reported attendance is at 98 percent, and the overall ratio is 19.89.

## VI. OTHER BUSINESS

Ms. Smith said she hears all the time about how hard it is to be a teacher right now. She said we want teachers to know that we really do care, and if there is anything we can do to alleviate stress teachers can come to the Board.

Mr. Barrett said he and Ms. Smith attended an outstanding program at TSBA on working with the legislature.

Ms. Smith praised the student-led parent-teacher conferences. She said it was rewarding to see children present their own information. Ms. Smith said she appreciated that school was out for these. Dr. Gilbert said she had great reports about the conferences yesterday, and that several classrooms had 100 percent attendance at conferences. Dr. Gilbert added that we are looking at doing student-led conferences district-wide.

## VII. ADJOURNMENT

Mr. Barrett moved to adjourn. Ms. Smith seconded. The meeting adjourned at approximately 7:04 p.m.

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Director of Schools

## 2015 LEA Compliance Report

This Compliance Report is one document used by the Tennessee Department of Education (TDOE) in the annual process of ensuring local education agencies (LEAs) are in compliance with all state laws and State Board of Education (SBE) rules. All LEAs must complete this form, including the Area of Non-Compliance page if applicable, and return it to the TDOE.

**RETURN COMPLETED FORM VIA EMAIL TO:**

Christy Ballard  
General Counsel  
Tennessee Department of Education  
[Christy.Ballard@tn.gov](mailto:Christy.Ballard@tn.gov)

**DUE DATE:**

**November 30, 2015**

Please be advised that LEAs are required to comply with all state education laws and SBE rules. The commissioner of education is responsible for ensuring all school laws and SBE rules are faithfully executed and is charged with taking corrective action when an LEA is not in compliance with state education laws and SBE rules and is not following a TDOE approved plan addressing compliance issues. All LEAs should carefully check the status of compliance with all state education laws and SBE rules prior to execution of this Compliance Report. The adherence by LEAs to some laws and rules are monitored through other data sources and all data sources will be considered when the TDOE makes final decisions regarding LEA compliance with laws and rules.

I certify that, except for those items listed in the attached document which includes a compliance plan for each item, the LEA is in compliance with all Tennessee statutes and SBE rules.

Area of Non-Compliance Form is attached:    Yes    \_\_\_\_\_    No    \_\_\_\_\_

LEA Name: \_\_\_\_\_

Director of Schools Name: \_\_\_\_\_

Director of Schools Signature: \_\_\_\_\_

Date of Board Approval: \_\_\_\_\_

Board Chair Name: \_\_\_\_\_

Board Chair Signature: \_\_\_\_\_



For your convenience, the following is a list of helpful links to various state education laws and SBE rules available online.

Public chapters regarding education passed during the 2015 legislative session:

[http://www.tn.gov/assets/entities/education/attachments/legal\\_legislative\\_report\\_2015.pdf](http://www.tn.gov/assets/entities/education/attachments/legal_legislative_report_2015.pdf)

Current and pending SBE rules:

<http://www.tn.gov/sbe/topic/rules>

SBE frequently asked questions:

<http://www.tn.gov/sbe/topic/frequently-asked-questions>

Tennessee Code Annotated:

<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding applicable laws or SBE rules, please contact TDOE's General Counsel, Christy Ballard at (615)741-2921.

## Areas of Noncompliance Form

AREA(S) OF NONCOMPLIANCE:	PLAN FOR COMPLIANCE:

**CONSULTING CONTRACT  
BETWEEN  
MURFREESBORO CITY SCHOOL DISTRICT  
AND  
KAREN HAWKINS  
FOR  
FEDERAL PROJECTS AND ESL SERVICES**

This contract, made this 1st day of January, 2016, by and between **MURFREESBORO CITY SCHOOLS (“MCS”)**, a municipal school system of the State of Tennessee, and Karen Hawkings, an independent contractor of the State of Tennessee (“Consultant”).

WHEREAS, the Murfreesboro City School District desires to use the services of Consultant for the purpose of coordinating federal projects and ESL services with the staff of MCS;

NOW, THEREFORE, it is mutually agreed as follows:

1. **Duties and Responsibilities of Contractor.** Regarding the federal projects the contractor agrees to help fulfill district requirements for reporting, consultation with title schools, monitoring for compliance with federal guidelines, approving purchase requisitions and other issues involving federal projects which may arise. The contractor agrees to support the ESL curriculum and instruction, scheduling and staffing ESL positions. The contractor is not responsible for the preparation and administration of the WIDA ACCESS assessment.
2. **Term.** This contract shall not be effective until approved by the Director of Schools (or Board of Education, if necessary) and signed by all required parties. The term of this contract will be from January 1, 2016 through June 30, 2016.
3. **Payment to Contractor.** MCS shall pay the Contractor the equivalent of \$300 three hundred dollars) a day not to exceed 50 (fifty) days. Such payment shall be made within thirty (30) calendar days of receipt of an invoice for services delivered. Total amount of this contract shall not exceed fifteen thousand dollars (\$15,000) unless pre-approved by the Director of Schools.
4. **Termination.**
  - a. **Termination—Breach.** In the event that any of the provisions of the Agreement are violated by the Consultant, MCS may serve written notice upon the Consultant of its intention to terminate the Agreement, and unless within three (3) business days after the serving of such notice upon the Consultant, such violation or delay shall cease and satisfactory arrangement for correction be made, MCS may immediately terminate the Agreement at anytime after said three (3) business days. Such termination shall not relieve Consultant of any liability to MCS for damages sustained by virtue of any breach by Consultant.
  - b. **Termination—Funding.** Should funding for this Agreement be discontinued, MCS shall have the right to terminate the Agreement immediately upon written notice to Consultant.
  - c. **Termination—Notice.** MCS or Consultant may terminate this Agreement at any time upon thirty (30) days written notice. In that event, the Consultant shall be entitled to

receive just and equitable compensation for any satisfactory authorized work completed as of the termination date.

5. **Compliance with Laws.** Consultant agrees to comply with any applicable federal, state and local laws and regulations.
6. **Notices.**
  - a. Notices to MCS including but not limited to notice of assignment of any rights to money due to Consultant under this Agreement must be mailed or hand delivered to the attention of Director, Murfreesboro City Schools, 2552 South Church Street, Murfreesboro, TN 37127.
  - b. Notices to Consultant shall be mailed or hand delivered to Karen Hawkins, 2410 Douglas Glen Lane, Franklin, Tennessee 37064.
7. **Maintenance of Records.** Consultant shall maintain documentation for all charges against MCS. The books, records, and documents of Consultant, insofar as they relate to work performed or money received under the Agreement, shall be maintained for a period of three (3) full years from the date of final payment and will be subject to audit, at any reasonable time and upon reasonable notice by MCS or its duly appointed representatives. The records shall be maintained in accordance with generally accepted accounting principles.
8. **Modification of Contract.** This Contract may be modified only by written amendment executed by all parties and their signatories hereto. Depending upon the nature and amount of the amendment, the approval of the Murfreesboro City School Board may be required. Minor modifications to the Contract may be approved by the Director of MCS.
9. **Partnership/Joint Venture.** Nothing herein shall in any way be construed or intended to create a partnership or joint venture between the parties or to create the relationship of principal and agent between or among any of the parties. None of the parties hereto shall hold itself out in a manner contrary to the terms of this paragraph. No party shall become liable for any representation, act or omission of any other party contrary to the terms of this paragraph.
10. **Subcontractors.** Consultant shall not assign this Contract or enter into sub-contracts for any of the services covered by this Contract without obtaining the prior written approval of the MCS.
11. **Waiver.** No waiver of any provision of this Agreement shall affect the right of any party thereafter to enforce such provision or to exercise any right or remedy available to it in the event of any other default.
12. **Employment.** Consultant shall not subscribe to any personnel policy which permits or allows for the promotion, demotion, employment, dismissal or laying off of any individual due to race, creed, color, national origin, age, sex, or which is in violation of applicable laws concerning the employment of individuals with disabilities.
13. **Non-Discrimination.** It is the policy of MCS not to discriminate on the basis of age, race, sex, color, national origin, or disability in its hiring and employment practices, or in admission to, access to, or operation of its programs, services, and activities. With regard

to all aspects of this Agreement, Consultant certifies and warrants it will comply with this policy.

14. **Indemnification and Hold Harmless.** Consultant shall indemnify and hold harmless MCS, its officers, agents and employees from:
  - a. Any claims, damages, costs and attorney fees for injuries or damages arising, in part or in whole, from the negligent or intentional acts or omissions of Consultant, its officers, employees and/or agents, including its sub or independent Contractors, in connection with the performance of the Agreement, and,
  - b. Any claims, damages, penalties, costs and attorney fees arising from any failure of Consultant, its officers, employees and/or agents, including its sub or independent Contractors, to observe applicable laws, including, but not limited to, labor laws and minimum wage laws.
  - c. Consultant shall pay MCS any expenses incurred as a result of Consultant's failure to fulfill any obligation in a professional and timely manner under this Agreement.
15. **Attorney Fees.** Consultant agrees that, in the event either party deems it necessary to take legal action to enforce any provision of the Agreement, and in the event MCS prevails, Consultant shall pay all reasonable expenses of such action including MCS's reasonable attorney fees, expenses, and costs at all stages of the litigation.
16. **Assignment—Consent Required.** The provisions of this Agreement shall inure to the benefit of and shall be binding upon the respective successors and assignees of the parties hereto. Except for the rights of money due to Consultant under this Agreement, neither this Agreement nor any of the rights and obligations of Consultant hereunder shall be assigned or transferred in whole or in part without the prior written consent of MCS. Any such assignment or transfer shall not release Consultant from its obligations hereunder. NOTICE OF ASSIGNMENT OF ANY RIGHTS TO MONEY DUE TO CONSULTANT UNDER THIS AGREEMENT MUST BE SENT TO THE ATTENTION OF DIRECTOR, MURFREESBORO CITY SCHOOLS, 2552 SOUTH CHURCH STREET, MURFREESBORO, TN 37127.
17. **Entire Agreement.** This Contract sets forth the entire agreement between the parties with respect to the subject matter hereof and shall govern the respective duties and obligations of the parties.
18. **Force Majeure.** This Agreement shall be inoperative during such period of time that the aforesaid delivery or acceptance may be rendered impossible by reason of fire, Act of God or government regulation.
19. **Governing Law.** The validity, construction and effect of this Agreement and any and all extensions and/or modifications thereof shall be governed by the laws of the State of Tennessee. Tennessee law shall govern regardless of any language in any attachment or other document that the Consultant may provide.
20. **Venue.** Any action between the parties arising from this agreement shall be maintained in the courts of Rutherford County, Tennessee.

21. **Confidentiality of Records.** All educational records created, disclosed or maintained pursuant to the terms of this contract are confidential and shall be created, disclosed and maintained pursuant to the provisions of the Family Educational Right to Privacy Act, also known as FERPA (20 U.S.C. §1232g), it regulations and Board Policy.
  
22. **Background Checks.** Contractor shall comply with Tennessee Public Chapter 587 of 2007, as codified in Tennessee Code Annotated Section 49-5-413, which requires all contractors to facilitate a criminal history records check conducted by the Tennessee bureau of Investigation and the Federal Bureau of Investigation for each employee prior to permitting the employee to have contact with students or enter school grounds when students are present.
  
23. **Tobacco Free Policy.** Pursuant to Murfreesboro City School Board Policy STU 35, the use of tobacco and tobacco products, including smokeless tobacco, are prohibited on all of the Murfreesboro City School property.
  
24. **Severability.** Should any provision of this Agreement be declared to be invalid by any court of competent jurisdiction, such provision shall be severed and shall not affect the validity of the remaining provisions of this Agreement.
  
25. **Notices.** Any notice to Consultant from MCS relative to any part of the Agreement shall be considered delivered and the service thereof completed when said notice is posted by registered mail, to the said Consultant at its last given address or delivered in person to said Consultant or its authorized representative on the work.

a. Notices to MCS shall be sent to:

<b><i>Department:</i></b>	Murfreesboro City School District
<b><i>Attention:</i></b>	Director
<b><i>Address:</i></b>	2552 South Church Street Murfreesboro, TN 37127

b. Notices to Consultant shall be sent to:

<b><i>Contractor:</i></b>	Karen Hawkins
<b><i>Address:</i></b>	2410 Douglas Glen Lane Franklin, TN 37064

26. **Effective Date.** This Agreement shall not be binding upon the parties until it has been signed first by the Consultant and then approved by the Murfreesboro City School Board and signed by the Director. When it has been so signed, this Agreement shall be effective as of the date first written above.

**MURFREESBORO CITY SCHOOL DISTRICT**

**KAREN HAWKINS, CONSULTANT**

By: *Linda Gilbert*  
Linda Gilbert, Director

By: *Karen C Hawkins*

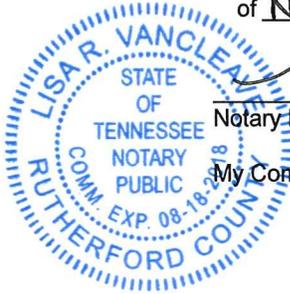
STATE OF TENNESSEE )  
 ) : ss  
COUNTY OF RUTHERFORD )

Approved as to form:

*Kelley Blevins Baker*  
Kelley Blevins Baker, Staff Attorney

Before me, the undersigned notary public, personally appeared *Karen Hawkins* with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who, upon oath, acknowledged such person to be the President, or other officer authorized to execute the foregoing instrument for the purposes therein contained.

WITNESS MY HAND and seal this *2<sup>nd</sup>* day of *November*, 20*15*.



*Lisa R Vancleave*  
Notary Public

My Commission Expires: *8-18-18*

## REZONING PROPOSAL STUDENT SCHOOL-TO-SCHOOL MOVEMENT ANALYSIS 2015-2016 SCHOOL YEAR

<b>HOBGOOD</b>	<b>PRE-K CDC</b>	<b>PRE-K</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>K-6 CDC</b>	<b>HOBGOOD TOTAL</b>
REZONED FROM REEVES-ROGERS	0	0	20	20	25	20	20	14	0	0	119
ADDITIONAL PROGRAM FROM JP		40									40
16-17 ESTIMATE W/O REZONING	0	0	70	70	70	80	60	65	40	0	455
<b>SCHOOL TOTALS</b>	<b>0</b>	<b>40</b>	<b>90</b>	<b>90</b>	<b>95</b>	<b>100</b>	<b>80</b>	<b>79</b>	<b>40</b>	<b>0</b>	<b>614</b>
(Map Area #1)											

<b>REEVES-ROGERS</b>	<b>PRE-K CDC</b>	<b>PRE-K</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>K-6 CDC</b>	<b>REEVES-ROGERS TOTAL</b>
REZONED TO HOBGOOD	0	0	-20	-20	-25	-20	-20	-14	0		-119
16-17 ESTIMATE W/O REZONING	0	0	70	70	90	90	80	60	35	25	520
<b>TOTALS</b>		<b>0</b>	<b>50</b>	<b>50</b>	<b>65</b>	<b>70</b>	<b>60</b>	<b>46</b>	<b>35</b>	<b>25</b>	<b>401</b>
(Map Area #1)											

<b>JOHN PITTARD</b>	<b>PRE-K CDC</b>	<b>PRE-K</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>K-6 CDC</b>	<b>JOHN PITTARD TOTAL</b>
REZONED TO NORTHFIELD	0	0	-24	-24	-18	-25	-20	-12	0		-123
REZONED TO HOBGOOD		-40									-40
16-17 ESTIMATE W/O REZONING	0	40	145	140	170	140	160	130	65	0	990
<b>TOTALS</b>		<b>0</b>	<b>121</b>	<b>116</b>	<b>152</b>	<b>115</b>	<b>140</b>	<b>118</b>	<b>65</b>		<b>827</b>
(Map Areas #2 and #3)											

<b>NORTHFIELD</b>	<b>PRE-K CDC</b>	<b>PRE-K</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>K-6 CDC</b>	<b>NORTHFIELD TOTAL</b>
REZONED FROM JOHN PITTARD	0	0	24	24	18	25	20	12	0		123
16-17 ESTIMATE W/O REZONING	20	60	65	65	80	65	65	65	40	40	565
<b>TOTALS</b>	<b>20</b>	<b>60</b>	<b>89</b>	<b>89</b>	<b>98</b>	<b>90</b>	<b>85</b>	<b>77</b>	<b>40</b>	<b>40</b>	<b>688</b>
(Map Areas #2, #3)											

## PROPOSED REZONING PLAN FOR 2016-2017

The proposed rezoning plan was designed to alleviate the student capacity issues on the northeast side of town. With the addition of ten classrooms, gymnasium, stage, music rooms, additional storage and teacher work rooms, we have created the ability to add at least 200 more students to Hobgood. The plan is described below explains how students will be moved to fill those rooms and help alleviate the capacity issues at Reeves-Rogers and John Pittard. We are also moving some students to Northfield to assist with the plans designed outcome. No other schools are impacted in the proposal.

### MAP AREA IDENTIFIED AS "AREA 1"

This area was previous in the Reeves-Rogers zone and we are moving it to the Hobgood Zone. Taking into consideration that we typically allow grandfathering for rising 5<sup>th</sup> and 6<sup>th</sup> graders we anticipate that approximately 119 students will be rezoned from Reeves to Hobgood from this area.

### MAP AREA IDENTIFIED AS "AREAS 2 & 3"

These areas were previously zoned for John Pittard and we are moving them into the Northfield Zone. Including allowing the current practice of grandfathering, we anticipate that approximately 123 students will be rezoned from Pittard to Northfield from these areas.

### OVERALL ANTICIPATED IMPACT ON SCHOOLS INVOLVED WITH THIS REZONING (Please see additional sheet with the "School-to-School Movement Analysis)

- **Hobgood** will also receive the 40 Pre-K students that are currently housed at John Pittard. This will increase Hobgood by a total of 159 students being rezoned. (119 from Reeves-Rogers and 40 from John Pittard)
- **Reeves-Rogers** will be reduced by a total anticipated amount of 119 students being rezoned to Hobgood.
- **John Pittard** will be reduced by a total anticipated amount of 163 students. (123 to Northfield and 40 Pre-K to Hobgood)
- **Northfield** will be increased by approximately 123 students being rezoned from John Pittard.

## **RECOMMENDED GRANDFATHERING AND SIBLING ATTENDANCE PLAN**

- If rezoned to a new school location, allow rising 5<sup>th</sup> and 6<sup>th</sup> grade students to remain in their current school. No transportation service would be available for this option but students can complete their elementary schooling at the school if they can provide their own transportation.
- Younger siblings who have a brother or sister taking advantage of the rising 5<sup>th</sup> and 6<sup>th</sup> grade grandfathering option can attend the school along with the sibling as long as both were in the school when this zoning plan is implemented. The younger sibling can remain in the grandfathered school until they graduate out of MCS. No transportation service will be available for this option.



## MURFREESBORO CITY SCHOOL BOARD POLICY

<b>Descriptor Term:</b>  <b>SUDDEN CARDIAC ARREST PREVENTION POLICY</b>	<b>Descriptor No:</b>  <b>STU 64</b>	<b>Date Adopted:</b>  
<b>Reviewed/Revision Adopted:</b>  		

1 **Purpose.** The purpose of this policy is to ensure compliance with the Sudden Cardiac Arrest  
2 Prevention Act codified at Tennessee Code Annotated Section 68-54-101 et seq. relative to youth  
3 sport-related injuries during school youth athletic activity sponsored by the Murfreesboro City  
4 School District.

5  
6 **Definitions.** As used in this policy, unless the context otherwise requires:

- 7
- 8 1. “Department” means the department of health;
  - 9 2. “Health care provider” means a Tennessee licensed medical doctor (M.D.) or an  
10 osteopathic physician (D.O.);
  - 11 3. “Person” means any individual or governmental entity, corporation, association,  
12 organization, nonprofit institution, or other entity or such entities' representatives; and
  - 13 4. “School youth athletic activity” means a school organized athletic activity when the  
14 majority of the participants are under eighteen (18) years of age, and are engaging in an  
15 organized athletic game or competition against another team, club, or entity or in practice or  
16 preparation for an organized game or competition against another team, club, or entity.  
17 “School youth athletic activity” does not include an activity which is entered into for  
18 instructional purposes only, or an athletic activity that is incidental to a nonathletic program,  
19 or a lesson.
- 20

21 **Policy.**

- 22
- 23 1. The Murfreesboro City School Board hereby adopts guidelines and other pertinent  
24 information and forms as approved by the Tennessee Department of Health to inform and  
25 educate coaches, school administrators, youth athletes and their parents or guardians of the  
26 nature, risk and symptoms of sudden cardiac arrest, including the risks associated with  
27 continuing to play or practice after experiencing any of the following symptoms:
    - 28 a. Fainting or seizures during exercise;
    - 29 b. Unexplained shortness of breath;
    - 30 c. Chest pains;
    - 31 d. Dizziness;
    - 32 e. Racing heart rate; or
    - 33 f. Extreme fatigue.
- 34

- 35 2. Every year all coaches, whether the coach is employed or a volunteer, and the school  
36 athletic director shall complete a sudden cardiac arrest education program approved by the  
37 Tennessee Department of Health.  
38
- 39 3. Annually, a sudden cardiac arrest information sheet shall be signed and returned by each  
40 coach and athletic director and, if appointed, a licensed health care professional, to the  
41 Director of schools prior to initiating practice or competition for the year.  
42
- 43 4. Annually, a sudden cardiac arrest information sheet shall be provided to and reviewed by  
44 each youth athlete and the athlete's parent or guardian. The information sheet shall be  
45 signed and returned by the athlete's parent or guardian, prior to the youth athlete's initiating  
46 practice or competition, to confirm that both the parent or guardian and the youth athlete  
47 have reviewed the information and understand its contents.  
48
- 49 5. All documentation of the completion of a sudden cardiac arrest education course program  
50 and signed sudden cardiac arrest information sheets shall be maintained for a period of  
51 three (3) years.  
52
- 53 6. Any youth athlete who passes out or faints while participating in an athletic activity or  
54 immediately following an athletic activity, or who exhibits any of the following symptoms  
55 shall immediately be removed from the activity or competition:  
56 a. Unexplained shortness of breath;  
57 b. Chest pains;  
58 c. Dizziness;  
59 d. Racing heart rate; or  
60 e. Extreme fatigue.  
61
- 62 7. A youth athlete who has been removed from play shall not return to the practice or  
63 competition during which the youth athlete experienced symptoms consistent with sudden  
64 cardiac arrest and shall not return to play or participate in any supervised team activities  
65 involving physical exertion, including games, competitions, or practices, until the youth  
66 athlete is evaluated by a health care provider and receives written clearance from the health  
67 care provider for a full or graduated return to play.  
68
- 69 8. After a youth athlete who has experienced symptoms consistent with sudden cardiac arrest  
70 has been evaluated and received clearance for a graduated return to play from a health care  
71 provider, then a school may allow a licensed health care professional, if available, with  
72 specific knowledge of the youth athlete's condition to manage the youth athlete's graduated  
73 return to play based upon the health care provider's recommendations. The licensed health  
74 care professional, if not the youth athlete's health care provider, shall provide updates to the  
75 student's health care provider on the progress of the youth athlete, if requested.  
76
- 77 9. No licensed health care professional or other person acting in good faith within the  
78 authority prescribed under the Sudden Cardiac Arrest Prevention Act shall be liable on  
79 account of any act or omission in good faith while so engaged; provided, that "good faith,"  
80 as used in this act, shall not include willful misconduct, gross negligence, or reckless  
81 disregard.  
82
- 83 10. A coach found in violation of ignoring a youth athlete's sudden cardiac arrest symptoms or  
84 allowing the youth to return to the practice or competition during which the youth athlete  
85 experienced the symptoms without written clearance from the health care provider for a full  
86 or graduated return to play shall be subject to the following penalties:

- 87 a. For a first violation, suspension from coaching any school youth athletic activity for  
88 the remainder of the season;  
89 b. For a second violation, suspension from coaching any school youth athletic activity for  
90 the remainder of the season and the next season; and  
91 c. For a third violation, permanent suspension from coaching any school youth athletic  
92 activity.

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94 

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Legal Reference:

95

96 2015 Tennessee Laws Pub. Ch. 325

97 T.C.A. § 68-54-102

98 T.C.A. § 68-54-103

## **Athlete/Parent/Guardian Sudden Cardiac Arrest Symptoms and Warning Signs Information Sheet and Acknowledgement of Receipt and Review Form**

### **What is sudden cardiac arrest?**

Sudden cardiac arrest (SCA) is when the heart stops beating, suddenly and unexpectedly. When this happens, blood stops flowing to the brain and other vital organs. SCA doesn't just happen to adults; it takes the lives of students, too. However, the causes of sudden cardiac arrest in students and adults can be different. A youth athlete's SCA will likely result from an inherited condition, while an adult's SCA may be caused by either inherited or lifestyle issues. SCA is NOT a heart attack. A heart attack may cause SCA, but they are not the same. A heart attack is caused by a blockage that stops the flow of blood to the heart. SCA is a malfunction in the heart's electrical system, causing the heart to suddenly stop beating.

### **How common is sudden cardiac arrest in the United States?**

SCA is the #1 cause of death for adults in this country. There are about 300,000 cardiac arrests outside hospitals each year. About 2,000 patients under 25 die of SCA each year. It is the #1 cause of death for student athletes.

### **Are there warning signs?**

Although SCA happens unexpectedly, some people may have signs or symptoms, such as:

- fainting or seizures during exercise;
- unexplained shortness of breath;
- dizziness;
- extreme fatigue;
- chest pains; or
- racing heart.

These symptoms can be unclear in athletes, since people often confuse these warning signs with physical exhaustion. SCA can be prevented if the underlying causes can be diagnosed and treated.

### **What are the risks of practicing or playing after experiencing these symptoms?**

There are risks associated with continuing to practice or play after experiencing these symptoms. When the heart stops, so does the blood that flows to the brain and other vital organs. Death or permanent brain damage can occur in just a few minutes. Most people who experience SCA die from it.

### **Public Chapter 325 – the Sudden Cardiac Arrest Prevention Act**

The act is intended to keep youth athletes safe while practicing or playing. The requirements of the act are:

- All youth athletes and their parents or guardians must read and sign this form. It must be returned to the school before participation in any athletic activity. A new form must be signed and returned each school year.

- The immediate removal of any youth athlete who passes out or faints while participating in an athletic activity, or who exhibits any of the following symptoms:
  - (i) Unexplained shortness of breath;
  - (ii) Chest pains;
  - (iii) Dizziness
  - (iv) Racing heart rate; or
  - (v) Extreme fatigue; and
- Establish as policy that a youth athlete who has been removed from play shall not return to the practice or competition during which the youth athlete experienced symptoms consistent with sudden cardiac arrest
- Before returning to practice or play in an athletic activity, the athlete must be evaluated by a Tennessee licensed medical doctor or an osteopathic physician. Clearance to full or graduated return to practice or play must be in writing.

*I have reviewed and understand the symptoms and warning signs of SCA.*

---

Signature of Student-Athlete

Print Student-Athlete's Name Date

---

Signature of Parent/Guardian

---

Print Parent/Guardian's Name Date

## **Sudden Cardiac Arrest Education and Information**

### **What is sudden cardiac arrest?**

Sudden cardiac arrest (SCA) is when the heart stops beating, suddenly and unexpectedly. When this happens, blood stops flowing to the brain and other vital organs. SCA is NOT a heart attack. A heart attack may cause SCA, but they are not the same. A heart attack is caused by a blockage that stops the flow of blood to the heart. SCA is a malfunction in the heart's electrical system, causing the heart to suddenly stop beating.

If not treated within minutes, SCA results in death. The normal rhythm of the heart can only be restored with defibrillation, an electrical shock that is safely delivered to the chest by an automated external defibrillator (AED).

### **How common is sudden cardiac arrest?**

The Centers for Disease Control and Prevention estimate that every year there are about 300,000 cardiac arrests outside hospitals. About 2,000 patients under 25 die of SCA each year.

### **Are there warning signs?**

Although SCA happens unexpectedly, some people may have signs or symptoms, such as:

- dizziness;
- lightheadedness;
- shortness of breath;
- difficulty breathing;
- racing or fluttering heartbeat (palpitations);
- syncope (fainting);
- fatigue (extreme tiredness);
- weakness;
- nausea;
- vomiting; and
- chest pains.

These symptoms can be unclear and confusing in athletes. Often, people confuse these warning signs with physical exhaustion. SCA can be prevented if the underlying causes can be diagnosed and treated.

### **What are the risks of practicing or playing after experiencing these symptoms?**

There are risks associated with continuing to practice or play after experiencing these symptoms. When the heart stops, so does the blood that flows to the brain and other vital organs. Death or permanent brain damage can occur in just a few minutes. Most people who have SCA die from it. Symptoms are the body's way of indicating that something might be wrong. Athletes who experience one or more symptoms should get checked out.

**What is the best way to treat Sudden Cardiac Arrest?**

- Early Recognition of SCA
- Early 9-1-1 access
- Early CPR
- Early Defibrillation
- Early Advance Care

**Public Chapter 325 – the Sudden Cardiac Arrest Prevention Act**

The Act is intended to keep youth athletes safe while practicing or playing in an athletic activity. The Act requires:

- Require that, on a yearly basis, a sudden cardiac arrest information sheet be signed and returned by each coach and athletic director
- The immediate removal of any youth athlete who passes out or faints while participating in an athletic activity, or who exhibits any of the following symptoms:
  - (i) Unexplained shortness of breath;
  - (ii) Chest pains;
  - (iii) Dizziness
  - (iv) Racing heart rate; or
  - (v) Extreme fatigue; and
- Establish as policy that a youth athlete who has been removed from play shall not return to the practice or competition during which the youth athlete experienced symptoms consistent with sudden cardiac arrest.
- Before returning to practice or play in an athletic activity, the athlete must be evaluated by a Tennessee licensed medical doctor or an osteopathic physician. Clearance to return to full or graduated practice or play must be in writing.

*I acknowledge that I have reviewed and understand the symptoms and warning signs of SCA.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## **Hoja de Información y Reconocimiento de Recibo y Formulario de Revisión de las Señales de Aviso y Síntomas de Paro Cardíaco Repentino Para los Representantes/Padres/Atletas.**

### **¿Qué es un paro cardíaco repentino?**

El paro cardíaco repentino (SCA) es cuando el corazón deja de latir, de repente e inesperadamente. Cuando esto pasa, la sangre deja de fluir al cerebro y a otros órganos vitales. SCA NO solo les pasa a los adultos; les quita la vida a los estudiantes también. Sin embargo, las causas del paro cardíaco repentino en los estudiantes y adultos pueden ser diferentes. El SCA de un atleta juvenil probablemente será el resultado de una condición heredada, mientras que el SCA de un adulto puede ser causado ya sea por asuntos de herencia o estilo de vida. El SCA NO es un ataque al corazón. Un ataque al corazón puede causar SCA, pero no es lo mismo. Un ataque al corazón es causado por un bloqueo que detiene el flujo de sangre al corazón. El SCA es un funcionamiento defectuoso en el sistema eléctrico del corazón, haciendo que el corazón deje de latir de repente.

### **¿Cuán común es un paro cardíaco repentino en los Estados Unidos?**

El SCA es la causa de muerte n° 1 en adultos en este país. Hay alrededor de 300.000 paros cardíacos fuera de los hospitales cada año. Alrededor de 2.000 pacientes menores de 25 años mueren de SCA cada año.

### **¿Hay señales de peligro?**

Aunque el SCA sucede inesperadamente, alguna gente puede tener señales o síntomas, tales como:

- desmayos o convulsiones durante el ejercicio;
- falta de respiración sin explicación;
- mareos;
- fatiga extrema;
- dolores de pecho; o
- latidos cardíacos rápidos.

Estos síntomas pueden ser poco claros en atletas, como la gente a menudo confunde estas señales de aviso con agotamiento físico. El SCA se puede prevenir si las causas subyacentes pueden ser diagnosticadas y tratadas.

### **¿Cuáles son los riesgos de practicar o jugar después de tener estos síntomas?**

Hay riesgos asociados con la continuación de la práctica o juego después de tener estos síntomas. Cuando el corazón se detiene, también lo hace la sangre que fluye al cerebro y a otros órganos vitales. En solo unos pocos minutos puede ocurrir el daño cerebral permanente o la muerte. A la mayoría de la gente que le da SCA muere por eso.

### **Acta 985 – el Acta de Prevención del Paro Cardíaco Repentino**

Es la intención del acta mantener a los jóvenes atletas seguros mientras practican o juegan. Los requerimientos del acta son:

- Todos los jóvenes atletas y sus padres o representantes deben leer y firmar este formulario. Debe ser devuelto a la escuela antes de la participación en cualquiera actividad atlética. Cada año escolar un nuevo formulario se debe firmar y devolver.

- Sacar inmediatamente a cualquier joven atleta que se desmaye mientras participa en una actividad atlética, o que exhiba cualquiera de los siguientes síntomas:
  - i. Falta de respiración sin explicación;
  - ii. Dolores de pecho;
  - iii. Mareos
  - iv. Palpitaciones rápidas del corazón; o
  - v. Fatiga extrema; y
  
- Establecer una política en la que un joven atleta que ha sido sacado del juego no regrese a la práctica o competencia durante el cual el joven atleta ha experimentado síntomas consistentes con el paro cardíaco repentino.
  
- Antes de regresar a la práctica o juego en una actividad atlética, el atleta debe ser evaluado por un médico con licencia de Tennessee o un médico osteópata. La autorización para el regreso en forma gradual o completa a la práctica o al juego debe ser por escrito.

*He revisado y entiendo los síntomas y las señales de peligro del SCA.*

\_\_\_\_\_  
Firma del Estudiante-Atleta

\_\_\_\_\_  
El Nombre del Estudiante-Atleta en Letra de Molde    Fecha

\_\_\_\_\_  
Firma del Padre/Representante

\_\_\_\_\_  
El Nombre del Padre/Representante en Letra de Molde    Fecha

**MURFREESBORO CITY SCHOOLS  
ADMINISTRATIVE DIRECTIVES**



<b>Descriptor Term:</b>  <b>Weather-Related Delay &amp; School Closing</b>	<b>Descriptor No:</b>  <b>AD STU1</b>	<b>Effective Date:</b>  <b>1/82</b>
<b>Reviewed/Revised:</b>  <b>7/84; 3/99; 2/14; 6/14</b>		

1 WEATHER-RELATED DELAY OF SCHOOL OPENING

2  
3 When the opening of school is delayed for transportation because of inclement weather, all  
4 personnel are expected to make every reasonable effort to observe normal working hours.

5  
6 WEATHER-RELATED SCHOOL CLOSINGS

7  
8 The Director of Schools or his/her designee is responsible for making the decision on whether to  
9 close school or not during inclement weather situations. If the weather dictates that school needs  
10 to remain closed, open late, close early, etc., the following procedure will be followed.

11  
12 The Director will gather all pertinent information from reliable sources such as:

- 13  
14
- 15 • MCS Transportation Department Supervisor
  - 16 • Maintenance Department Supervisor
  - 17 • Finance and Administrative Services Director
  - 18 • Murfreesboro Police Department Dispatch
  - 19 • Murfreesboro Street and Sign Department
  - 20 • Murfreesboro Solid Waste Department
  - 21 • Local and National Weather Services
  - 22 • Other School District Closing Information

23 The Director will make every effort to make the decision by 5:00 a.m. to either close school or  
24 open late. Once the decision is made, the following procedure will be followed:

25  
26 The Director will contact the following people by phone as early as possible after the decision is  
27 finalized:

- 28  
29
- 30 • Transportation Supervisor (to contact all Transportation Department employees)
  - 31 • Maintenance Supervisor (to set up snow and/or ice removal processes)
  - 32 • Extended School Program Supervisor (to contact all site supervisors and arrange snow sites)

- 33 • Finance and Administrative Services Director (to follow up with all support areas)
- 34 • Attendance Supervisor—School Messenger Emergency Message Coordinator (to send
- 35 out appropriate messages as listed below
- 36 • Communications Director to contact local news media (Nashville-Based TV, Cable
- 37 Access, Newspapers, Local Radio Stations)

38

39 The Communications Director will send out the appropriately pre-scripted School Messenger  
40 messages to the following groups:

41

- 42 • All parents/guardians of current MCS students
- 43 • All principals, teachers, and other employees on the School Messenger call list (different
- 44 message with instructions for reporting to work.)

45

46 The Director will evaluate the situation to determine what, if any, additional action needs to be  
47 taken.

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# PRACTICES, IMPROVEMENT & COMPLIANCE ACTION PLAN

Tennessee Department of Education, Office of Consolidated Planning & Monitoring  
Monitored 2015-16

## Murfreesboro City Schools

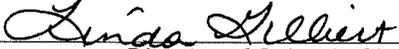
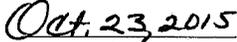
<b>EXEMPLARY PRACTICES</b>	
Practice	Description
School Level Support Plans	The district has implemented the CI3T program in all of the schools. These plans are specific to each school and integrate academic, behavior, attendance and discipline data to identify the specific tiered supports needed. Fidelity checks are done annually and specific feedback on areas to be improved are provided.
Community Partnerships/Outreach	The district has a tremendous network of community partners with which it collaborates to provide for the needs of students. Partners are actively involved in the schools, provide supports and services as needed and willingly donate their time and resources to help students in the system. The district's efforts to meet students and families where they are through the CHOW program and the teacher outreach program at Hobgood Elementary are commendable.
<b>TDOE IMPROVEMENT RECOMMENDATIONS</b>	
Area	TDOE Improvement Recommendation
Inclusion	Develop comprehensive scheduling for inclusion across the district.
IEP documentation	Ensure all pertinent documents are uploaded into EasyIEP to ensure fidelity and document compliance.
IEP procedures and practices	Ensure all SPED staff members participate in the Instructionally Appropriate IEP training through the Tennessee Department of Education Special Populations Division.
Parent Involvement	Consider implementing more academically focused Parent Involvement activities. Schools offer several different parent and family engagement activities, but this time with parents should be used to address academic issues, not just enrichment.
Staffing procedures	The district is meeting Title I comparability requirements; however, there are no written procedures for determining how staff paid with state and local funds will be assigned to schools. It is recommended that these policies be outlined in a written document or manual of operating procedures.
Teacher retention	Currently, the district does not have any policies or procedures in place to retain the teachers they identified as "irreplaceable" during staff interviews because turnover of highly effective teachers is fairly low. It is recommended, however, that the district implement some type of differentiated pay scale that rewards highly effective teachers and provides incentives for performance and/or the acceptance of leadership roles within the system.
<b>LEA REQUESTS FOR TDOE TECHNICAL ASSISTANCE</b>	
Area	LEA Request for TDOE Assistance
N/A	N/A

# PRACTICES, IMPROVEMENT & COMPLIANCE ACTION PLAN

COMPLIANCE ACTION PLAN				
Compliance Issue	Action Step	Required Documentation	Recurring Issue (Yes/No)	DEADLINE for Completion
IEP Eligibility Signatures	For student #420770, convene IEP meeting and complete eligibility report with appropriate team signatures and upload completed documents to EasyIEP. Email assigned Regional Consultant when all documents are completed and uploaded.	IEP with all required signatures for student #420770.	Yes	December 15, 2015
IEP Re-evaluation	For student #3801589, convene IEP meeting and complete all sections of re-evaluation packet and upload completed documents to EasyIEP. Email assigned Regional Consultant when all documents are completed and uploaded.	IEP Re-evaluation documentation for student #3801589.	No	December 15, 2015

## SIGNATURES

Signature below assures a review of, and agreement with, the complete monitoring document including, where applicable, the above Exemplary Practices, TDOE Improvement Recommendations, LEA Requests for TDOE Assistance, and Compliance Action Plan.

 _____ Director of Schools Signature	 _____ Date	_____ TDOE CPM Monitoring Team Leader Signature	_____ Date
 _____ LEA IDEA Director Signature	 _____ Date	_____ TDOE CPM Regional Consultant Signature	_____ Date
 _____ LEA ESEA Director Signature	 _____ Date		