



## **Williamson County Board Special Called**

December 17, 2020 6:00 PM

Electronically pursuant to Executive Orders #16 and #78 signed by Governor Bill Lee

### **1. Call to Order**

a. As it is necessary to protect public health, safety, and welfare, Williamson County Schools is officially meeting electronically in light of the coronavirus pursuant to Executive Orders # 16 and #65 signed by Governor Bill Lee and Waiver of Williamson County School Board Policy 1.400.

b. Record of Attendance

c. Pledge of Allegiance and a Moment of Silence

### **2. Approval of Agenda**

### **3. Approval of Consent Agenda**

a. School Board Meeting Minutes

I. Approval of November 18, 2020 School Board Meeting Minutes

### **4. Superintendent's Report**

### **5. Board Chairman's Report**

### **6. New Business**

a. Approval of editorial change to Board Policy 5.3051 Families First Coronavirus Response Act

b. Approval of a waiver of Williamson County School Board Policies 4.7001 and 4.7002 for the first semester of 2020-2021 School Year

### **7. Adjournment**



**Williamson County School Board Meeting**  
November 16, 2020 6:30 PM  
Virtual

Attendance Taken at 6:30 PM.

Mrs. Jennifer Aprea:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Absent
Mr. Brad Fiscus:	Present
Mr. Jay Galbreath:	Present
Mrs. Nancy Garrett:	Present
Mr. KC Haugh:	Present
Mr. Eliot Mitchell:	Present
Mr. Eric Welch:	Present
Mr. Rick Wimberly:	Present

Present: 11, Absent: 1.

**1. Call to Order**

a. As it is necessary to protect public health, safety, and welfare, Williamson County Schools is officially meeting electronically in light of the coronavirus pursuant to **Executive Orders # 16 and #65** signed by Governor Bill Lee and Waiver of Williamson County School Board Policy 1.400.

b. Record Attendance

c. Pledge of Allegiance

Chairman Garrett asked School Board members who are Veterans, Dan Cash, and Eric Welch to lead the Pledge of Allegiance and then the Board observed a moment of silence.

**2. Items of Particular Public Interest (Public Comment)**

1. Inetta Gaines - 6608 North Creekwood Drive, Brentwood- spoke about racial issues in the district
2. Bryant Herbert- Centennial Teacher - 116 Cottonwood Drive, Murfreesboro- spoke about diversity and culture
3. Revida and Yusuf Rahman- 300 Shadow Creek Drive, Brentwood- spoke about support for outside assistance/consultant to help with racial issues
4. Sarah Braud- 225 Gloucester Street, Franklin, spoke about a cultural advisor and the need for diversity training in WCS.
5. Atticus Braud- WCS Student- spoke about a cultural advisor and the need for diversity training in WCS.

**3. Approval of Agenda**

Chairman Garrett presented the agenda for approval.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve the agenda. A second was made by Mr. Brad Fiscus.

Mrs. Candace Emerson:	Absent
Mr. Eliot Mitchell:	Yes
Mr. Brad Fiscus:	Yes
Mrs. Jennifer Aprea:	Yes

Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

#### 4. Approval of Consent Agenda

Chairman Garrett present the Consent Agenda for approval

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mr. KC Haugh.

Mrs. Candace Emerson: Absent  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes

Yes: 11, Nay: 0, Absent: 1

a. Approval October 19, 2020 School Board Meeting Minutes

b. Board Policies - Second Reading

I. 5.500 Discrimination / Harassment of Employees

II. 5.501 Complaints and Grievances

III. 6.304.01 Student Discrimination, Harassment, Bullying, Cyber-Bullying, and Intimidation

c. LEA Compliance Report (Annual Agenda)

#### 5. Communications to the Board

a. Superintendent's Report

Superintendent Golden thanked the School Board members for participating in the Zoom meeting. He thanked the five individuals who spoke during public comment about race. Golden also gave updates on COVID.

b. District Update

I. Student Spotlight

Several students were honored during Student Spotlights. Brentwood High's Shilpa Chowbey, Angela Huo, Julia Lee, Tyler Myers, Nelson Rose, Jane Stallman, Anna Sullivan, Steven Walter, Emily Van Schaack, and Eric Youngberg were honored, as were Centennial High's Jacob Williams and Independence High's Emma Sowers. Franklin High's Jason Amsler and Brandon Vaughan were also honored in addition to Ravenwood High's Joshua Lu and Casey Gooden.

The Brentwood High volleyball team won the state championship in the Tennessee Secondary School Athletic Association (TSSAA) Division I AAA tournament. Nolensville High's volleyball team won the state title in the TSSAA Division I AA tournament. The Ravenwood High girls soccer team took home the state title in the TSSAA Division I AAA championship. Brentwood High's girl's cross-country team placed first in the TSSAA Division I Large Class tournament. Fairview High's sophomore Alyssa Andrea won the TSSAA girls cross-country Division I A small class individual championship.

c. Board Chairman's Report

Board Chairman Nancy Garrett thanked the district's veterans for their service. Garrett also spoke about all the creative instruction in our schools. She let the Board know that there would be a combined work session and meeting on December 17.

#### 6. New Business

a. 2020-2021 School Board Budget

I. General Purpose School Fund Amendment 11.20 Disproportionality - \$1,098,273.00  
Chairman Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 11.20 Disproportionality in the amount of \$1,098,273.00.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Eliot Mitchell.

Mrs. Candace Emerson: Absent  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes

Yes: 11, Nay: 0, Absent: 1

II. General Purpose School Fund Amendment 11.20 DG Fund - \$4,115.00

Chairman Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 11.20 DG Fund in the amount of \$4,115.00.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mr. Rick Wimberly.

Mrs. Candace Emerson: Absent  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes

Yes: 11, Nay: 0, Absent: 1

III. Education Capital Projects Fund Intra-Category Adjustment 11.20.IHS - \$250,000.00

Chairman Garrett called on Superintendent Golden who recommended approval of the Education Capital Projects Fund Intra-Category Adjustment 11.20 IHS in the amount of \$250,000.00.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell.

Mrs. Candace Emerson: Absent  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes

Yes: 11, Nay: 0, Absent: 1

IV. General Purpose School Fund Resolution 01.21 GPS Transfer to Cafeteria - \$2,000,000.00  
Chairman Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Resolution 01.21 GPS Transfer to Cafeteria in the amount of \$2,000,000.00.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Brad Fiscus to approve. A second was made by Mr. Eric Welch.

Mrs. Candace Emerson: Absent  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes

Yes: 11, Nay: 0, Absent: 1

V. General Purpose School Fund Resolution 01.21 Inter-category Coordinated School Health - \$20,000.00

Chairman Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Resolution 01.21 Inter-category Coordinated School Health in the amount of \$20,000.00.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Dan Cash.

Mrs. Candace Emerson: Absent  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes

Yes: 11, Nay: 0, Absent: 1

b. 2021-2022 School Calendar

Chairman Garrett called on Superintendent Golden who recommended the approval of the 2020-2021 calendar.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mrs. Angela Durham.

Mrs. Candace Emerson: Absent  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes

Yes: 11, Nay: 0, Absent: 1

c. Substitute Teacher Pay 2020-2021

Chairman Garrett called on Superintendent Golden who recommended the approval of the adjustments to the pay rates for the substitute teachers and nurses for 2020-2021.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. KC Haugh.

Mrs. Candace Emerson: Absent  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes

Yes: 11, Nay: 0, Absent: 1

d. Approval of Board Norms - Board Policy 1.107 (Annual Agenda)

Chairman Garrett called on Superintendent Golden who recommended the approval of Board Norms Policy 1.107.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Brad Fiscus to approve. A second was made by Mr. Rick Wimberly.

Mrs. Candace Emerson: Absent  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes

Mrs. Nancy Garrett: Yes

Yes: 11, Nay: 0, Absent: 1

e. Approval of Code of Ethics - Board Policy 1.106 (Annual Agenda)

Chairman Garrett called on Superintendent Golden who recommended the approval of the Code of Ethics Board Policy 1.106.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Rick Wimberly to approval. A second was made by Mrs. Angela Durham.

Mrs. Candace Emerson: Absent

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes

Mr. Eric Welch: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Yes: 11, Nay: 0, Absent: 1

f. Five Year Capital Plan - 2020-2025 ( Annual Agenda)

Chairman Garrett called on Superintendent Golden who recommended the approval of the Five Year Capital Plan, 2020-2025.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Jay Galbreath.

Mrs. Candace Emerson: Absent

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes

Mr. Eric Welch: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

g. Policy Exception - Board Policy 4.211, Work-Based Learning Program

Chairman Garrett called on Superintendent Golden who recommended the approval of Policy Exception of Board Policy 4.211, Work-Based Learning.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mrs. Angela Durham.

Mrs. Candace Emerson: Absent

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes

Yes: 11, Nay: 0, Absent: 1

h. 2020-2021 Dismissal Hearing Officer List

Chairman Garrett called on Superintendent Golden who recommended the approval of the 2020-2021 Dismissal Hearing Officer List.

Chairman Garrett called for a roll call vote on the motion.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Dan Cash.

Mrs. Candace Emerson: Absent  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes

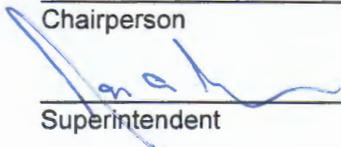
Yes: 11, Nay: 0, Absent: 1

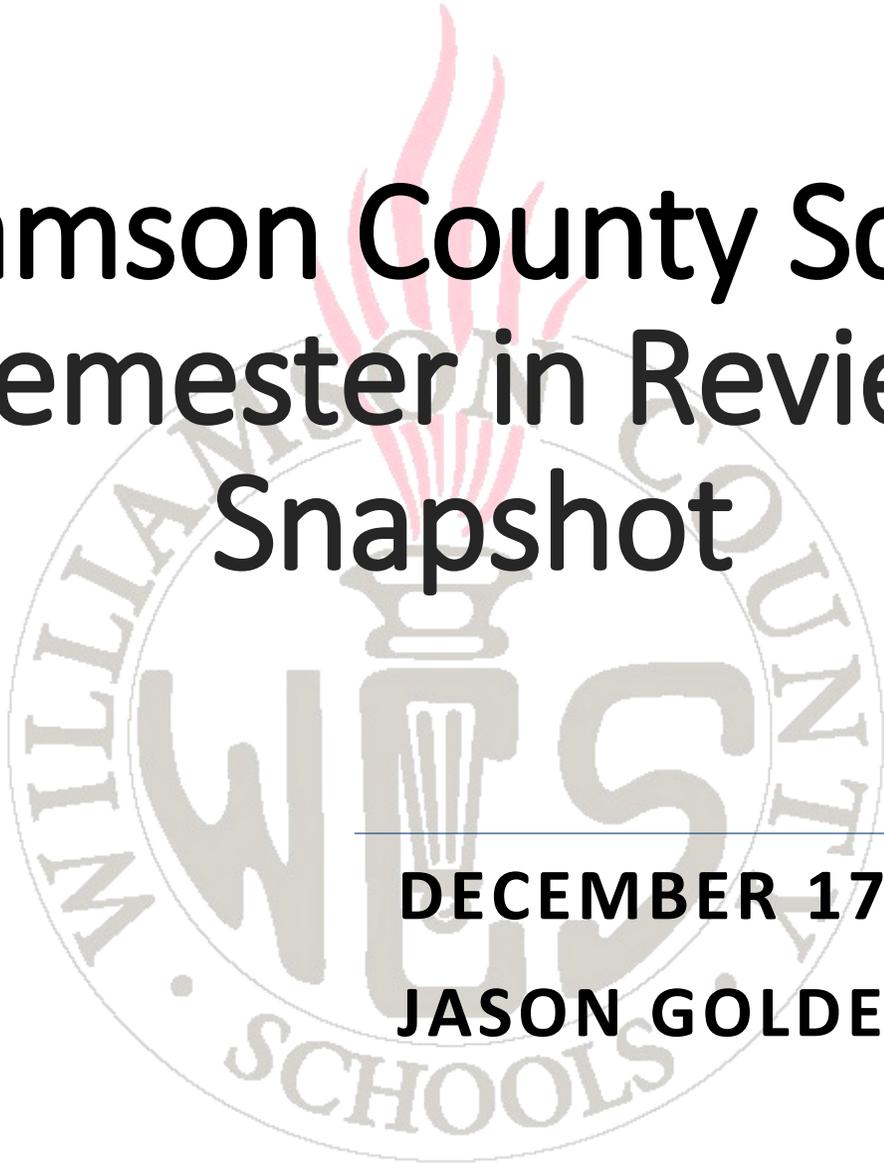
#### 7. Adjournment

There being no further business, Chairman Garrett adjourned the meeting at 8:07 p.m.

Nancy N. Garrett

\_\_\_\_\_  
Chairperson

  
\_\_\_\_\_  
Superintendent



# Williamson County Schools Semester in Review Snapshot

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**DECEMBER 17, 2020**

**JASON GOLDEN, SUPERINTENDENT**

# Instruction

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Evaluating  
Learning  
Loss

WCS Online

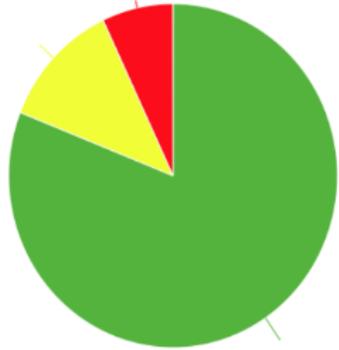
On Campus Instruction

# Elementary Data

- No 2020 TCAP/TNReady Data
- aimsweb → universal screener for all elementary students, in both reading and math
  - screen three times per year (Fall, Winter, Spring)
- Purpose of fall screening → indicates student **readiness to access grade-level standards**
  - identifies groups/individual students who *require targeted instruction* in order to successfully access grade-level content
- THIS year → our screening data essential to inform instruction due to lack of Spring data and TNReady data
  - data schools use to identify which students and skills require teachers to **intervene**

# WCS Elementary Fall 2020 Screening Data - aimswebPlus

Reading (K)



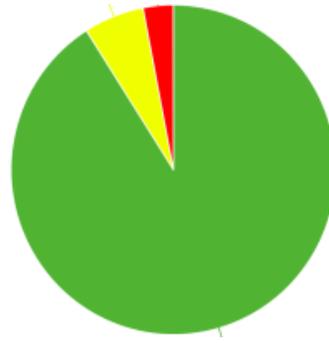
**T3R = 7%**  
**T2R = 12%**  
**T1R = 81%**

Math (K)



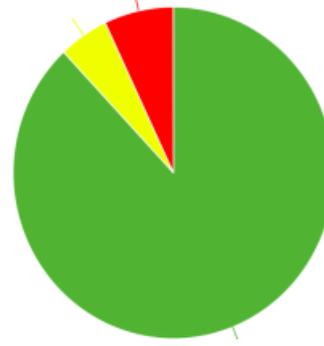
**T3M = 21%**  
**T2M = 14%**  
**T1M = 65%**

Reading (2nd)



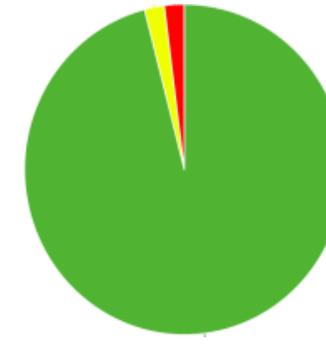
**T3R = 3%**  
**T2R = 6%**  
**T1R = 91%**

Math (2nd)



**T3M = 7%**  
**T2M = 5%**  
**T1M = 88%**

Reading (4th)



**T3R = 2%**  
**T2R = 2%**  
**T1R = 96%**

Math (4th)



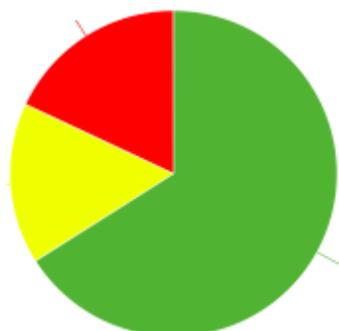
**T3M = 0%**  
**T2M = 8%**  
**T1M = 92%**

Reading (1st)



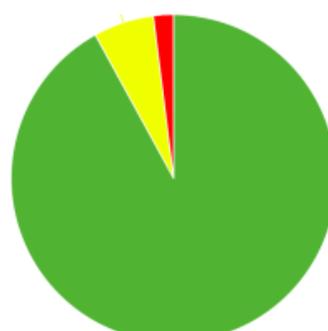
**T3R = 24%**  
**T2R = 9%**  
**T1R = 67%**

Math (1st)



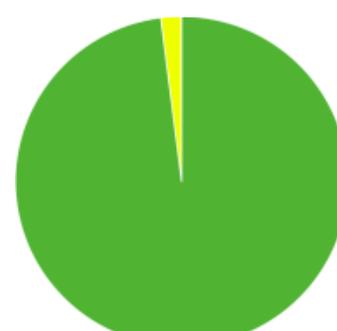
**T3M = 18%**  
**T2M = 16%**  
**T1M = 66%**

Reading (3rd)



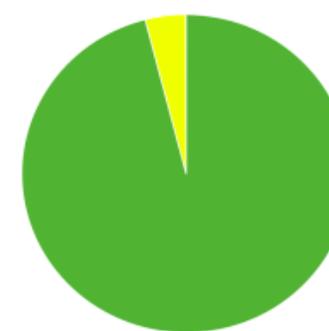
**T3R = 2%**  
**T2R = 6%**  
**T1R = 92%**

Math (3rd)



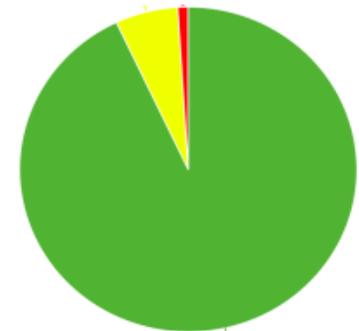
**T3M = 0%**  
**T2M = 2%**  
**T1M = 98%**

Reading (5th)



**T3R = 0%**  
**T2R = 4%**  
**T1R = 96%**

Math (5th)



**T3M = 1%**  
**T2M = 6%**  
**T1M = 93%**

# Elementary Data

## ● Trends from Fall Data:

- **Kindergarten** = higher number of students fall into intervention range (T2 and T3)
  - expectation for these numbers to decrease over time (trend from previous years)
- **1st grade** = area of focus across the county
  - missed instruction critical for early reading/numeracy due to Spring 2020 school closure
  - missed foundational skills bridged through strong core instruction throughout the year (close the gap and regain proportion)

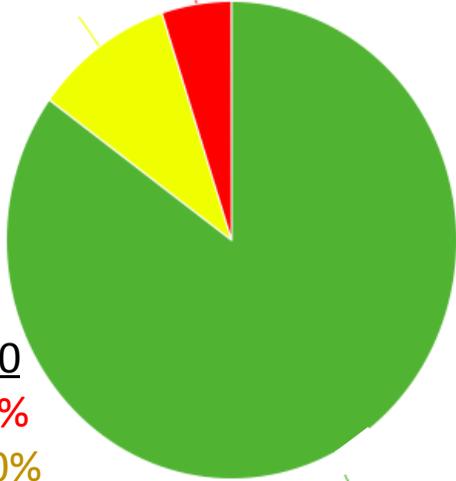
Winter Screener: Scheduled to begin  
Jan. 11

# Middle School Data

- No 2020 TCAP/TNReady Data
- STAR Screener Data – Fall, Winter, Spring
- Purpose of fall screening → indicates student **readiness to access grade-level standards**
  - identified groups/individual students who *require targeted instruction* in order to successfully access grade-level content
- THIS year → our screening data essential to inform instruction due to lack of Spring data and TNReady data
  - data schools use to identify which students and skills require teachers to **intervene**

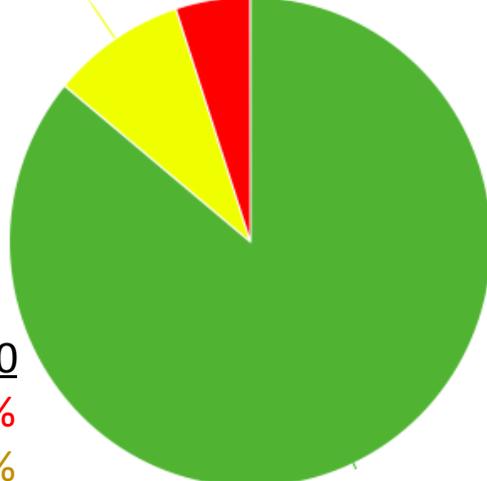
# WCS Middle School Fall 2020 Screening Data - Star

### Reading (6th)



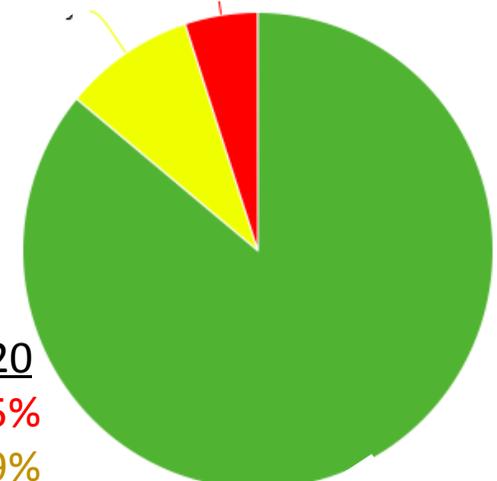
<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 5%</b>	6%
<b>T2M = 10%</b>	8%
<b>T1M = 85%</b>	86%

### Reading (7th)



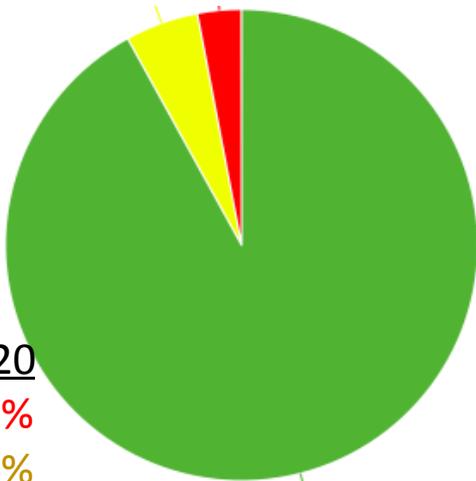
<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 5%</b>	6%
<b>T2M = 9%</b>	7%
<b>T1M = 86%</b>	87%

### Reading (8th)



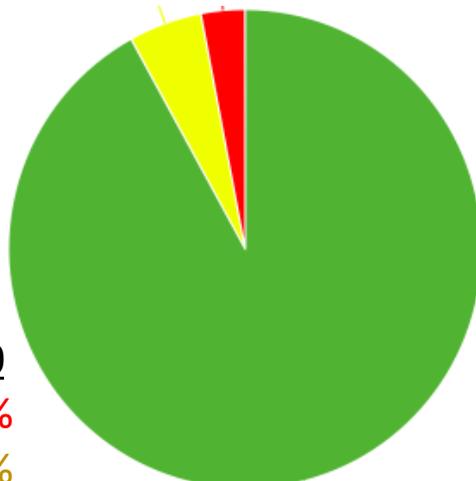
<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 5%</b>	6%
<b>T2M = 9%</b>	5%
<b>T1M = 86%</b>	89%

### Math (6th)



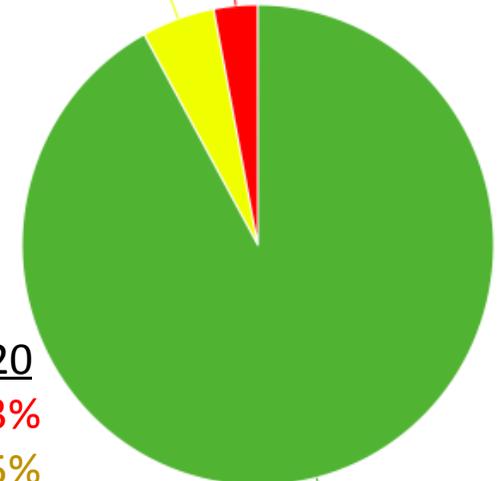
<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 3%</b>	3%
<b>T2M = 5%</b>	4%
<b>T1M = 92%</b>	93%

### Math (7th)



<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 3%</b>	4%
<b>T2M = 5%</b>	4%
<b>T1M = 92%</b>	92%

### Math (8th)



<u>Fall 2020</u>	<u>(2019)</u>
<b>T3M = 3%</b>	3%
<b>T2M = 5%</b>	4%
<b>T1M = 92%</b>	93%

# Middle School Data

- Trends from MIDDLE Fall Data (Star):
  - **6th Grade**
    - READING average percentile decreased 7%
    - MATH average percentile decreased 9%
  - **7th Grade**
    - READING average percentile decreased 2%
    - MATH average percentile decreased 5%
  - **8th Grade**
    - READING average percentile decreased 4%
    - MATH average percentile decreased 7%
  - **Response**
    - missed instruction critical for building literacy/numeracy due to Spring 2020 school closure
    - missed standards and skills integrated through strong core instruction and reteaching/intervention throughout the year (close the gap)

# High School Data

- No 2020 State End of Course Exams
- No WCS Exams
- Emphasized Need for Semester Exams

# High School First Quarter Pass Rates

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Group	2019 Total Classes	2019 1Q Pass Rate	2020 Total Classes	2020 1Q Pass Rate	Diff Num	Diff Pass
All	82,028	96.0%	83,121	93.5%	+1,093	<b>-2.6%</b>
OLP	1,221	91.4%	12,761	87.6%	+11,540	<b>-3.8%</b>
Non-OLP	80,807	96.1%	70,360	94.5%	-10,447	<b>-1.6%</b>

# High School Data

- 1Q numbers show a slight decrease in pass rates over prior year.
- WCS Online pass rate is lower than on-campus.
- 1Q data gave schools individual focus points for student support.
- Fine Arts, CTE and Special Populations online students' 1Q failure rate exceeded the average gap with on-campus; core content classes were generally below the average gap.
- 1Q pass rate informs, but the upcoming semester pass rate information is much more impactful.

# Instruction

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Evaluating Learning Loss

**WCS Online**

On Campus Instruction

# WCS Online Data Points

- 2019-2020: 1,935 part time high school students
- Fall 2020: 6,751 K-12 students
  - Elementary - 3300
  - Middle - 1613
  - High- 1838
- Spring 2021: 5,066 K-12 students (75% of Fall Semester)
  - Elementary - 2,271
  - Middle - 1,055
  - High- 1,740
- Middle School: Most difficult grade band
  - Asynchronous due to staffing, licensure requirements
    - 46 of 136 teachers fully online (34%)
    - Key Changes for Spring 2021:
      - 42 of 67 teachers fully online (63%)
      - Teachers experienced with WCS Online
- New Chromebooks: 19,856 new devices purchased during semester replacing oldest Chromebooks - first priority to WCS Online
- Asynchronous Flex Days include middle and high synchronous time.

# Instruction

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Evaluating Learning Loss

WCS Online

On Campus  
Instruction

# Reopening Framework, July 2020

“If community spread reaches the Medium or High level, WCS will consult with the Health Department and evaluate the need to apply the Medium or High... Metric. WCS will also consider the presence of the virus in buildings, the impact of on-campus school on the community spread, information available from contact tracing, and WCS student and staff attendance rates.”

- What we have learned:

- Communication with the local Health Department is daily, not just based on shifting levels.
- Most of our days have been “in the green.”
- Focusing on individual campus needs has increased time on campus.
- Student and staff attendance rates are the most impactful data points.
  - Quarantine has had a significant impact. Instruction for quarantined students continues to grow.
  - Substitute fill rate, semester-long, averages about 45%.
    - Average is down from about 85% last year.
    - “Supersubs” have mitigated this.

# Hybrid Pilot – Independence High

- Examined to determine if Hybrid could be a better alternative than fully remote. Two-week pilot.
- Survey Points:
  - Teachers, 77 respondents:
    - 80.5% said it was a better option than fully remote.
    - 80% said there was a higher overall level of student engagement.
  - Parents, 839 respondents:
    - 75% said it was a better option than fully remote.
    - 76% said their children were more engaged than when fully remote.
- Additional Key Findings:
  - Teacher preparation for hybrid instruction took 3-5 days.
  - The model demands a minimum full week off campus, with one of the week's 5 days used for teacher preparation.
  - Teachers are better prepared now for hybrid due to innovations in serving quarantined students.
  - A little over 50% of teachers included off-campus students in Zoom instruction.
    - Others provided Schoology assignments for those off campus.
    - Few are repeating lectures from one day to the next.
  - Students who have been disengaged during remote instruction continue disengagement on off-campus days but are more engaged when on campus.

# Hybrid Pilot – Conclusion

A hybrid model, with off campus student participation to the highest extent possible, could successfully be used as an alternative to fully remote instruction in the event a high school cannot be on campus for a week or more.

- Teachers would need at least a week's notice of transition to hybrid.
- Quarantines affecting staffing could still force fully remote instruction.
- Fully on-campus instruction remains superior to a hybrid model.

# KEY FOCUS: Improving How We Serve Our Diverse Student Body

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## This year's Main Focus Points:

- Report all allegations/incidents of inappropriate behavior based on race, color, nationality, gender...
  - Every time. Empower our administration and HR leadership to investigate.
- Continue to grow in empathy for our students.
  - Examine your communication and instruction from the view of each student.
  - Avoid inadvertently interfering with a student's ability to receive instruction.
- Contract with diversity professionals to develop a plan for sustainably improving how we serve our diverse student body.

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term <b>FAMILIES FIRST CORONAVIRUS RESPONSE ACT</b>	Descriptor Code: <b>5.3051</b>	Issued Date: <b>06/15/20</b>
		Rescinds:	Issued: <b>06/15/20</b>

1 *General*<sup>1</sup>

2 ~~Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect until~~  
3 ~~December 31, 2020.~~

4 The Superintendent of Schools/designee shall post notice of FFCRA requirements and create any  
5 necessary administrative procedures. Employees should seek clarification from the Assistant  
6 Superintendent of Human Resources if they have questions regarding the total amount of leave and  
7 pay available to them.

8 **PAID SICK LEAVE**

9 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework  
10 because the employee:<sup>2</sup>

- 11 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 12
- 13 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 14
- 15 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 16
- 17 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The  
18 individual must be someone with a personal relationship to the employee;
- 19
- 20 5. is caring for his/her son or daughter whose school or place of care is closed, or person who  
21 regularly provides child care is unavailable, for reasons related to COVID-19 and no other  
22 suitable person is available to care for the child during the requested period of leave. Son or  
23 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child  
24 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older  
25 who is incapable of self-care because of a mental or physical disability; or
- 26
- 27 6. is experiencing any other substantially similar condition specified by the Secretary of Health  
28 and Human Services, in consultation with the Secretaries of Labor and Treasury.

29 This paid leave may be taken if there is work available for the employee to complete and the employee  
30 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave  
31 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to  
32 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

## 1 EXPANDED FMLA LEAVE

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the  
3 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who  
4 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)  
5 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the  
6 district.<sup>3</sup>

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or  
8 telework due to the need to care for his/her son or daughter because of a school or child care facility  
9 closure or because the person who regularly provides child care (i.e. this could include a family member  
10 or a neighbor) is unavailable for reasons related to COVID-19.<sup>4</sup> In these circumstances, a son or daughter  
11 is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing  
12 *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care  
13 because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.<sup>5</sup> The amount of leave available  
15 may be impacted by any prior use of FMLA.<sup>6</sup>

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take  
17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds  
18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave  
19 or annual leave to cover those days or the amount is capped per federal law.<sup>7</sup>

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### Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq. (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

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### Cross References

Sick Leave-Teacher 5.302  
Sick Leave-Classified 5.3022

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Semester and Final Examinations</b>	Descriptor Code: <b>4.7001</b>	Issued Date: <b>09/21/20</b>
		Rescinds: <b>4.7001</b>	Issued: <b>06/17/19</b>

- 1 Appropriate written examinations shall be developed and administered to students. Examinations may
- 2 be in the form of written tests, student projects, portfolio, or other assessment measures as established
- 3 by the professional educators. Examination results shall be recorded by the professional staff.
  
- 4 The professional staff shall continuously endeavor to ensure that all examinations are consistent with
- 5 course goals and relevant in content and ensure that grades are consistent with content standards.
  
- 6 The Principal shall be responsible for storing copies of all student semester and final examinations for
- 7 at least six months after the examination is administered.
  
- 8 All students in high school courses will take comprehensive final exams. State mandated End of
- 9 Course Examinations will serve as the final exam. Grades will incorporate these exam results at the
- 10 minimum weight allowed by the Tennessee State Board of Education.<sup>1</sup>
  
- 11 No exam may be administered **before** the scheduled exam day. An exam may be administered after
- 12 the scheduled exam day with the Principal's approval.
  
- 13 **The provision of this policy set forth below shall be effective July 1, 2019.**
  
- 14 Semester and final exams in a subject shall not be required for those high school seniors who have
- 15 maintained an A average in that subject, no unexcused absences, and have not been suspended during
- 16 the semester. Absences may be excused by the Principal pursuant to the standards of Board Policy
- 17 6.200, Attendance. Unless mandated by the State of Tennessee, seniors who meet the criteria for
- 18 exemption are not required to take the final exam. Teachers will report the number of exempt students
- 19 for each course to their Principal.
- 20

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Legal References

1. TRR/MS 0520-01-03-.06(1)(b)

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Cross References

- Field Trips 4.302  
Attendance 6.200

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Middle School Examinations</b>	Descriptor Code: <b>4.7002</b>	Issued Date: <b>09/21/20</b>
		Rescinds: <b>4.7002</b>	Issued: <b>06/17/19</b>

1 One of the roles of the middle schools' program is to help prepare students for the expectations of high  
2 school, as well as those mandated by the state of Tennessee. It is also the goal of the professional  
3 educators at the middle schools to ascertain the comprehensive learning that takes place in grades 6-8.  
4 To accomplish all of these objectives, appropriate written examinations shall be developed and given  
5 to middle school students within the following guidelines:  
6

- 7 1. For students enrolled in courses with state TCAP assessments, including high school End of  
8 Course (EOC) exams, the TCAP assessments will serve as the final exam.  
9
- 10 2. For 6th grade students, no comprehensive examinations will be given except for those students  
11 enrolled in courses with state TCAP assessments.  
12
- 13 3. For 7th grade students, mid-term and final examinations may be at the discretion of the  
14 individual building-level team except for those students enrolled in courses with state TCAP  
15 assessments.  
16
- 17 4. For 8th grade students, mid-term and final examinations will be given in all core academic  
18 areas and will be given to those students enrolled in courses that have state TCAP assessments.  
19 In all other courses (band, chorus, art, family and consumer science, computer, vocational –  
20 technology, general music), mid-term and/or final examinations may be given at building level  
21 discretion.  
22
- 23 5. Examinations may be in the form of written tests, student projects, portfolio, or other  
24 assessment measures as established by the professional educators.  
25
- 26 6. Grades will incorporate TCAP assessments results at the minimum weight allowed by  
27 Tennessee law (for TCAP assessments in grades 3 through 8) or the Tennessee State Board of  
28 Education (for high school TCAP assessments). All other mid-term and final exam results will  
29 be incorporated into student grades at the same weight as TCAP assessments results.  
30
- 31 7. Any student having not attempted a required semester or final exam for a high school course  
32 will receive a score of "incomplete" until an attempt has been made. If the student does not  
33 attempt the exam by the end of the following semester, the exam grade will be calculated as a  
34 zero.

Cross References

Staff Rights and Responsibilities 5.600  
Student Publications 6.704