

**Tennessee First to the Top  
Local System Scope of Work**

**System:** Rhea County

**Director of Schools:** Mr. Jerry Levensgood

\* If consortium, list all participating systems with lead system first

\* If consortium, list Director of lead system

**Total amount of award (over four years):** \$875,019.00

**System Contact Person:** Mr. Jerry Levensgood

**Year 1 (2010-11)**

**Phone Number:** 423-775-7812

Activity	Correlation to state plan	Correlation to TCSP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense Y/N
Provide research-based training on whole school reform to teachers, administrators, and supervisors system-wide.	D(4)	GOALS 3 & 4	Contract with outside agency to provide 3 days of intensive in-service and pay stipends (\$100.00) to participating professionals.	All Certified Personnel	Improvement in teacher attendance and reduction in disciplinary referrals by 5 %.	\$180,000.00	N
Extend current local intervention program to include all Kindergarten through Second Grade classrooms.	B(3)	GOALS 1 & 2	Expand classrooms licenses for intervention program.	K-2 Teachers	Intervention program in place by December, 2010	\$38,000.00	N

**Total budget 2010-11**

\$218,000

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**System Contact Person:** Mr. Jerry Levensgood

**Year 2 (2011-12)**

**Phone Number:** 423-775-7812

Activity	Correlation to state plan	Correlation to TCSP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense Y / N
Leadership Academy	D(2); D(5)	Goals 1-4	To establish an outstanding and sustainable program that will prepare the next generation of effective administrators.	15 prospective school leaders	qualified leaders ready to assume leadership roles in July, 2012	\$100,000.00	N
Provide gap elimination and remediation between old and new state standards for middle school students	B(3)	Goals 1-4	Provide opportunities for students to perform on grade level.	Middle School Teachers	Students performing on grade level by grade 9	\$53,000.00	Y
Data Specialist	C(3)	Goals 1-4	Hire trained specialist to read, intepret, and disseminate data. Train teachers in data use to make sound instructional decisions and improve student academic performance.	Director of Schools:	Data Specialist in place 2011-2012 school year	\$68,000.00	Y

**Total budget 2010-11**

\$221,000

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**System Contact Person:** Mr. Jerry Levensgood

**Year 3 (2012-13)**

**Phone Number:** 423-775-7812

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense Y / N
Provide gap elimination and remediation between old and new state standards for middle school students	B(3)	Goals 1-4	Provide opportunities for students to perform on grade level.	Middle School Teachers	Students performing on grade level by grade 9	\$50,000.00	Y
Data Specialist	C(3)	Goals 1-4	Hire trained specialist to read, intepret, and disseminate data. Train teachers in data use to make sound instructional decisions and improve student academic performance.	Director of Schools	Data Specialist in place 2011-2012 school year	\$68,000.00	Y
Transition to High School	B(3)	Goals 1-4	Establish curriculum, instruction, technology, and support services needed for low-performing students to smoothly transition to high school.	Director of Schools & High School Principal	Transition class in place by August, 2012	\$100,000.00	Y

**Total budget 2010-11**

\$218,000

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**System Contact Person:** Mr. Jerry Levensgood

**Year 4 (2013-14)**

**Phone Number:** 423-775-7812

Activity	Correlation to state plan	Correlation to TCSP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense Y / N
Provide gap elimination and remediation between old and new state standards for middle school students	B(3)	Goals 1-4	Provide opportunities for students to perform on grade level.	Middle School Teachers	Students performing on grade level by grade 9	\$50,000.00	N
Data Specialist	C(3)	Goals 1-4	Hire trained specialist to read, intepret, and disseminate data. Train teachers in data use to make sound instructional decisions and improve student academic performance.	Director of Schools	Data Specialist in place 2011-2012 school year	\$68,000.00	N
Transition to High School	B(3)	Goals 1-4	Establish curriculum, instruction, technology, and support services needed for low-performing students to smoothly transition to high school.	Director of Schools & High School Principal	Transition class in place by August, 2012	\$100,000.00	N

**Total budget 2010-11**

\$218,000

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**Total amount of award (over four years):** \$875,019

**Summary of Four-Year Scope of Work**

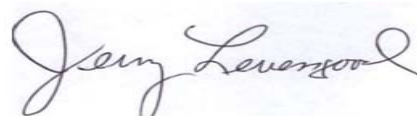
Year	Budget	Recurring Expense Y / N
2010-11	218,000	N
2011-12	221,000	Y
2012-13	218,000	Y
2013-14	218,000	N
<b>Total Four-Year Budget</b>	<b>\$875,000.00</b>	*If any recurring expenses have been incurred over the four-year period, attestation below must be signed.

Total four-year budget must match amount of award

**Required System Signatures**

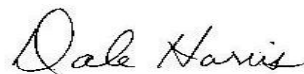
I have approved the "Scope of Work" for use of funds generated by the "Race to the Top" grant, am fully committed to it, and will support its implementation.

Director of Schools



On behalf of the Board of Education, I affirm that the Board has approved the "Scope of Work" for use of funds generated by the "Race to the Top" grant and that the Board is fully committed to it and will support its implementation.

Chair, Board of Education



\*

On behalf of the funding agency for the Board of Education, I affirm that the funding agency is aware that "Scope of Work" for use of funds generated by the "Race to the Top" grant creates recurring costs beyond the four-year scope of the grant and that they acknowledge that these costs will become the responsibility of the local funding body.

Chair, Local Funding Agency

## **Supporting Documentation**

### **Year 1**

#### **Activity I (Year 1):**

In 2005, ninth grade academy teachers at Rhea County High School, under the leadership of Mr. Jerry Levengood, now Director of Rhea County Schools, participated in an intensive research-based professional development training and curriculum program in an effort to improve the school culture, build trust, and increase student academic performance. The program, Capturing Kids' Hearts, is based upon the premise that students become high performing learners in the context of a safe relationship and environment. In order to develop these high performing learners, there must be high performing leaders in front of them. Improved academic and behavioral performance occurs when leaders are in connected relationships with learners and those leaders are equipped with communication skills and group process strategies that foster an effective learning environment.

As a result of teacher participation in this program, the following successes occurred:

School climate improved drastically as evidenced by enhanced teacher attendance, increased parental involvement, and a drastic reduction in teacher turnover.

Suspensions dropped from 242 to 151 over a three-year period (a 5.1 percent decrease).

Attendance increased from 89.2 percent to 91.1 over the same three-year period.

Writing scores improved over time with current scores (2010) of 4.38.

ACT scores increased in math from 18.8 to 19.6; in English from 19.8 to 20.7; in reading from 20.5 to 21.7; in science from 19.7 to 20.6.

In order for all schools in Rhea County to experience similar successes as those identified at Rhea County High School, we must increase the level of leadership and effective relationships of all of our staff and students. Through implementation of Capturing Kids Hearts, our staff will receive vital strategies for effectively dealing with discipline, student conflict, parental support, peer interaction, and cooperative learning among our students. In addition, the various schools in our system will learn strategies to better help each other reach common academic goals in our classrooms.

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#### **Activity II (Year 1):**

Waterford Early Reading Program is a research-based curriculum program that provides interventions for students with reading difficulties in phonemic awareness, phonics, fluency, vocabulary, and comprehension. The program is currently utilized in 75% of our K-2 classrooms. This opportunity should be expanded to include the remaining K-2 students in our district.

## **Supporting Documentation**

### **Years 2 – 4**

**Activity II (year 2):**

**Activity I (years 3 and 4):**

Vertical team meetings will occur. Curriculum maps and pacing guides will be reviewed and revised as the transition is made from old to new standards and assessments. Selected teachers will participate in state standards training and disseminate that information to colleagues within each school. Supplemental materials and/or software programs will be purchased to bridge gaps discovered by student assessment.

\*\*\*

**Activity III (year 2):**

**Activity II (years 3 and 4):**

Through the work of the data specialist, teachers will be able to read and interpret data and use that information to make informed instructional decisions and improve student achievement. Capacity will be built so that this position will be phased out at the end of year 4.

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**Summary of Four-Year Scope of Work**

Year	Budget	Recurring Expense Y / N
2010-11	218,000	N
2011-12	221,000	Y
2012-13	218,000	Y
2013-14	218,000	N
<b>Total Four-Year Budget</b>		
<b>\$875,000.00</b>		

Total four-year budget must match amount of award

**Required System Signatures**

I have approved the "Scope of Work" for use of funds generated by the "Race to the Top" grant, am fully committed to it, and will support its implementation.

Director of Schools



On behalf of the Board of Education, I affirm that the Board has approved the "Scope of Work" for use of funds generated by the "Race to the Top" grant and that the Board is fully committed to it and will support its implementation.

Chair, Board of Education



On behalf of the funding agency for the Board of Education, I affirm that the funding agency is aware that "Scope of Work" for use of funds generated by the "Race to the Top" grant creates recurring costs beyond the four-year scope of the grant and that they acknowledge that these costs will become the responsibility of the local funding body.

Chair, Local Funding Agency

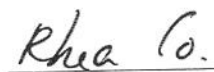
## LEA Commitments to Race to the Top

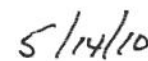
1. **Standards and Assessments**
  - a. Ensure the relevant administrators and teachers in your district attend the appropriate state standards trainings.
2. **Data Systems**
  - a. Ensure all administrators and teachers in your district have passwords to the TVAAS database by July 1, 2010.
  - b. Participate in statewide training on integrating data to improve instruction with system wide implementation
3. **Teachers and Leaders**
  - a. Develop and implement a district-wide plan for training all administrators on the new principal and teacher evaluation systems
  - b. Develop and implement a district-wide plan for how your district will align promotion, professional development, retention, termination, compensation, and tenure policies with the new principal and teacher evaluation systems
  - c. Develop and implement a district-wide plan for providing individualized, targeted professional development to all administrators and teachers rated below "effective" on the new evaluation systems
  - d. Provide the state any data it requests (e.g. , survey data) for evaluating the effectiveness of professional development activities for administrators and teachers
  - e. Annually report to the state: (1) the number of administrators and teachers in your district performing at each level on the new evaluation systems (2) the retention rate for administrators and teachers performing at each level of the new evaluation systems (3) the percent of administrator and teacher compensation in your district based on instructional effectiveness and (4) the district's tenure-granting rate for all teachers eligible for tenure
  - f. OPTIONAL: Set annual targets from 2011-12 to 2013-14 for the percentage of principals and teachers you will have performing at each level of the new evaluation systems
  - g. OPTIONAL: Create and fund plans for differentiated compensation and career paths
  - h. OPTIONAL: Only grant tenure to teachers identified as at least "effective" on the state's new teacher evaluation system
4. **Turning Around Low-Performing Schools**
  - a. Adopt a capacity-building and school achievement model for all Renewal Schools in your district that is either on the state's approved list of models or a model that is not on the state's approved list but meets the state's requirements for such a model
  - b. OPTIONAL: Partner with higher education institutions to provide additional professional development to teachers in Focus Schools in your district
5. **Miscellaneous**
  - a. Develop and implement a district-wide plan for how you will align existing federal funds around the priorities of the state's Race to the Top application
  - b. Agree to participate in any research efforts led by the Tennessee Consortium on Research, Evaluation, and Development (TN CRED) regarding Tennessee's Race to the Top grant

If you wish to provide additional information for any of the above assurances, please attach.

Although all programs listed in the commitments have not been developed, my LEA will participate as they become available. Even though my LEA may or may not spend RTTT funds on the elements of RTTT, I do understand my LEA will be expected to support/implement the commitments listed above.

  
\_\_\_\_\_  
Director of Schools

  
\_\_\_\_\_  
System

  
\_\_\_\_\_  
Date

**STATE OF TENNESSEE**  
**Department of Education**  
**Memorandum of Understanding**

**LEA Guidance on the Use of Race to the Top Funds**

This MOU requires the LEA to provide products and/or services that are funded in whole or in part under the Race to the Top award. The LEA is responsible for ensuring that all applicable requirements, including but not limited to those set forth in the Race to the Top application are met and that the LEA provides information to the State as required. Race to the Top funds are to be accounted like those of ARRA, therefore the following applies.

The LEA (and any subcontractor) shall comply with the following:

- a. Federal Grant Award Documents, as applicable.
- b. Executive Office of the President, Office of Management and Budget (OMB) Guidelines as posted at [www.whitehouse.gov/omb/recovery\\_default/](http://www.whitehouse.gov/omb/recovery_default/), as well as OMB Circulars, including but not limited to A-102 and A-133 as posted at [www.whitehouse.gov/omb/financial\\_offm\\_circulars/](http://www.whitehouse.gov/omb/financial_offm_circulars/).
- c. Office of Tennessee Recovery Act Management Directives (posted on the Internet at [www.tnrecovery.gov](http://www.tnrecovery.gov)).  
**TRAM Directives Are As Follows:**
  - (1) All recipients and sub recipients of ARRA funds are required to designate a senior accountable official for Recovery Act activities.
  - (2) All recipients and subrecipients of ARRA funds are required to ensure that all ARRA funds are accounted for separately from non-ARRA funds in financial and reporting systems to include sub-systems.
  - (3) All recipients and subrecipients of ARRA funds are required to monitor the accountability objectives of the ARRA and all other federal, state and local laws, rules and regulations.
  - (4) All recipients and subrecipients of ARRA funds are responsible for ensuring that proper procurement and grant and contract management procedures are established and followed.
  - (5) All state recipients and subrecipients of ARRA funds are responsible for establishing an appropriate internal control environment over ARRA funds including approvals, adjustments, recordkeeping, reporting reconciliation, segregation of duties and supervision. The internal control environment must facilitate concurrent external monitoring and post-audit activities.
  - (6) All local agencies, including city and county governments and nonprofit organizations receiving ARRA funds, must follow internal control guidance prescribed by the State of Tennessee Comptroller of the Treasury, Division of Municipal Audit and Division of County Audit.
  - (7) All recipients and subrecipients of ARRA funds must ensure all contract and award documents include clauses to clarify that recipients are legally obligated to meet ARRA reporting requirements.
  - (8) All recipients and subrecipients of ARRA funds are required to adopt a risk assessment process for all ARRA programs to include risk identification, risk evaluation and mitigation plans. The risk assessment must also include items that address meeting program requirements and objectives. It is recommended that agencies utilize the Tennessee Financial Integrity Act or any subsequent guidance issued by a controlling federal agency as a platform for program accountability and risk assessment.
  - (9) All recipients and subrecipients of ARRA funds are required to complete an action plan.  
Each action plan must include the following:
    - Program title and CFDA number (Catalogue of Federal Domestic Assistance) if applicable.
    - A plan detailing how the funds will be spent and how the agency will address the absence of federal funding, after the funds are discontinued.

- Summary description of the program and objectives to be achieved. The goals and objectives shall demonstrate cost-effectiveness, in plain language that is concise and easily understood by an audience with no in-depth knowledge of the program.
  - Sources, description and amount of all ARRA funds that the agency is expected to receive for each program.
  - Federal program reporting requirements for the ARRA funds the agency is expected to receive.
  - Requirements under the Act associated with spending federal funding, including but not limited to state match or cost share requirements, percentage limitations and timeframes.
  - Documented written criteria for granting ARRA resources to subrecipients.
  - Procedures in place to ensure adequate data capture of information necessary to comply with ARRA, federal and state reporting requirements.
  - A description of the risk management plan as required in Directive 8, above.\*
- (10) All recipients and subrecipients of ARRA funds are required to submit state specific reports to TRAM, upon request.
- (11) All recipients and subrecipients of ARRA funds must ensure that ARRA-funded programs are carried out expeditiously in an effective and efficient manner.
- (12) All state agencies receiving and subsequently distributing ARRA funds to subrecipients are responsible for formally communicating these directives to all subrecipients, ensuring their complete understanding of ARRA fund accountability and transparency requirements.

\* See April 3, 2009 OMB Implementation Guidance at <http://www.recovery.gov/sites/default/files/m09-15.pdf> and refer to [www.Recovery.gov](http://www.Recovery.gov) for subsequent guidance updates.

d. The subrecipient LEA, if covered by the Single Audit Act Amendments of 1996 and OMB Circular A-133, agrees to specifically identify Recovery Act expenditures separately for Federal awards under the Recovery Act on the Schedule of Expenditures of Federal Awards (SEFA) and the Data Collection Form (SF-SAC) required by OMB Circular A-133.

e. The Recovery Act, including but not limited to the following sections of that Act:

- (1) Section 1604 – Disallowable Use. No funds pursuant to this MOU may be used for any casino or other gambling establishment, aquarium, zoo, golf course, or swimming pool.
- (2) Section 1512 – Reporting and Registration Requirements.
- i. The LEA must report on use of Recovery Act funds provided through this MOU. Information from these reports will be made available to the public.
  - ii. The subrecipient LEA must maintain current registrations in the Central Contractor Registration ([www.ccr.gov](http://www.ccr.gov)) at all times during which they have an active MOU funded with Recovery Act funds.
- (3) Section 1553 – Recovery Act Whistleblower Protections. An employee of any non-Federal employer receiving covered funds under the Recovery Act may not be discharged, demoted, or otherwise discriminated against as a reprisal for disclosing, including a disclosure made in the ordinary course of an employee's duties, to the Accountability and Transparency Board, an inspector general, the Comptroller General, a member of Congress, a State or Federal regulatory or law enforcement agency, a person with supervisory authority over the employee (or other person working for the employer who has the authority to investigate, discover or terminate misconduct), a court or grand jury, the head of a Federal agency, or their representatives, information that the employee believes is evidence of one or more of the following related to the implementation or use of covered funds:
- i. gross mismanagement,
  - ii. gross waste,
  - iii. substantial and specific danger to public health or safety,
  - iv. abuse of authority, or
  - v. violation of law, rule, or regulation (including those pertaining to the competition for or negotiation of a Contract).

Non-enforceability of Certain Provisions Waiving Rights and Remedies or Requiring Arbitration: Except as provided in a collective bargaining agreement, the rights and remedies provided to aggrieved employees by this section may not be waived by any agreement, policy, form, or condition of employment, including

any predispute arbitration agreement. No predispute arbitration agreement shall be valid or enforceable if it requires arbitration of a dispute arising out of this section.

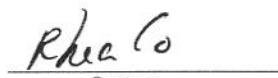
Requirement to Post Notice of Rights and Remedies: The LEA and any subcontractor shall post notice of the rights and remedies as required under Section 1553. (Refer to Section 1553 of the American Recovery and Reinvestment Act of 2009, Pub. L. 111-5 located at [www.recovery.gov](http://www.recovery.gov), for specific requirements of this section and prescribed language for the notices.)

- (4) Section 902 – Access Of Government Accountability Office. The LEA shall provide that the Comptroller General and his representatives are authorized:
- i. to examine any records of the LEA or any of its subcontractors, that directly pertain to, and involve transactions relating to, this MOU or a subcontract; and
  - ii. to interview any officer or employee of the LEA or any of its subcontractors regarding such transactions.
- (5) Section 1514 – Inspector General Reviews. Any inspector general of a federal department or executive agency has the authority to review, as appropriate, any concerns raised by the public about specific investments using such funds made available in the Recovery Act. In addition, the findings of such reviews, along with any audits conducted by any inspector general of funds made available in the Recovery Act, shall be posted on the inspector general’s website and linked to the website established by Recovery Act Section 1526, except that portions of reports may be redacted to the extent the portions would disclose information that is protected from public disclosure under sections 552 and 552a of title 5, United States Code.
- (6) Section 1515 – Access of Offices of Inspector General to Certain Records and Employers. With respect to this MOU, any representative of an appropriate inspector general appointed under section 3 or 8G of the Inspector General Act of 1978 (5 U.S.C. App.), is authorized:
- i. to examine any records, of the LEA or any of its subcontractors, that pertain to and involve transactions relating or pursuant to this MOU; and
  - ii. to interview any officer or employee of the LEA or any subcontractors regarding such transactions.
- (7) Section 1606 – Wage Rate Requirements. All laborers and mechanics employed by pursuant to this MOU shall be paid wages at rates not less than those prevailing on projects of a character similar in the locality as determined by the Secretary of Labor in accordance with subchapter IV of chapter 31 of title 40, United States Code. All rulings and interpretations of the Davis-Bacon Act and related acts contained in 29 CFR 1, 3, and 5 are herein incorporated by reference.

For purposes of this MOU, laborer or mechanic includes at least those workers whose duties are manual or physical in nature (including those workers who use tools or who are performing the work of a trade), as distinguished from mental or managerial. The term laborer or mechanic includes apprentices, trainees, helpers, and, in the case of contracts subject to the Contract Work Hours and Safety Standards Act, watchmen or guards.

- (8) Section 1605 – Buy American Requirements for Construction Material – Buy American, Use of American Iron, Steel, and Manufactured Goods. None of the funds provided by this MOU may be used for a project for the construction, alteration, maintenance, or repair of a public building or public work unless all of the iron, steel, and manufactured goods used in the project are produced in the United States
- f. The LEA agrees to comply with any modifications or additional requirements that may be imposed by law and future guidance and clarifications of Recovery Act requirements.
- g. If the LEA enters into one or more subcontracts for any of the services performed under this MOU, each subcontract shall contain provisions specifically imposing on the subcontractor all requirements set forth in this MOU.

  
Signature  
Director of Schools

  
System

  
Date