

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

**System:** Sequatchie County

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

**Total amount of award (over four years):** \$649,000

**Year 1 (2010-11)**

**Director of Schools:** Johnny G. Cordell

\* If consortium, list Director of lead system

**System Contact Person:** Gwen Hobbs

**Phone Number:** 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<b>PD</b> for teachers to assure understanding of curriculum standards. Vertical alignment of local curriculum. Develop pacing guides.	B(3)	Goals 1, 2, 3	Contract with facilitator to assist in vertical curriculum alignment & development of pacing guides (\$7500) during summer of 2010. Pay stipend to 32 teachers for 2 days at \$200. (\$6400)	Teachers & Curriculum Supervisors	Updated Curriculum and pacing guides in place by August 2010	13,900	N
July 2010 Administer <b>Instructional Design Survey</b> across district-wide sample of professionals for purpose of creating a local observational protocol. <b>District &amp; Building Leadership Training on Critical Commitment : Ensure effective teaching in every classroom.</b> Outcome will be identification of & commitment to non-negotiable goals for supporting & sustaining learning.	D(2)	Goals 2, 3, 4	Contract with Marzano's Research Lab for training in reform model. (\$13,000) Administer Instructional Design Survey to district-wide sample of professionals (\$5000).	Principals, Assistant Principals, & Supervisors	90% return rate on Instructional Design Survey 100% participation by school leaders	18,000	N
<b>Data Team Institute [2 days]</b> District & school data teams analyze data sources for improving teacher effectiveness & student achievement.	C(3) i, ii, iii	Goals 3, 4, 5	Train school data teams on use of data sources [Explore, PLAN, ACT, TCAP Assessments, ThinkLink, TCAP assessments] to guide instruction & improve student achievement 12 teachers at \$200.00 a day.	Teachers & Supervisors	Identification of academic performance patterns across multiple data sources	2,400	N

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**Year 1 (2010-11)**

Director of Schools: Johnny G. Cordell

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Activity	Correlation to state plan	Correlation to TCSP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<p><b>PD [10 days] All teachers &amp; administrators</b></p> <p><b>A.</b> Use Marzano's Model to ensure teachers are prepared for implementation of new evaluation model. Content includes: effective pedagogy, developing the language of instruction, applying researched instructional strategies, monitoring effectiveness of strategies &amp; teaching styles, best practices in homework, grading, &amp; the impact on student achievement</p> <p><b>B.</b> Administrative team will develop a framework to both support &amp; hold teachers accountable for the work ahead in RTT year 2. Goal is to improve student achievement by building capacity to be more effective leaders and teachers as a result of RTT professional development.</p>	C(3) i, ii, iii, D(2), D(5)	Goals 1, 2, 3	<p><b>Professional Development Materials:</b> The Art &amp; Science of Teaching [print], Supervising the Art &amp; Science of Teaching [DVD], What Works in Schools, Formative Assessment &amp; Standards-based Grading [print], Standards-Based Reporting &amp; Formative Assessment [DVD]</p>	Teachers & Supervisors	<p>a. 95% attendance by teachers &amp; administrators b. Local observation &amp; feedback protocol in place by February 2011 c. Targeted instructional strategies documented through observation</p>	4,545	N
			<p><b>Focus Yr 1: Leadership development &amp; ensuring quality classroom instruction</b> <b>10 days</b> of intensive training with Marzano Reform Model for Schools with materials e.g. books, video, handouts, will be provided during regular school days, inservice days or staff development days. MRL Associates will work in each school modeling instructional rounds, monitoring progress &amp; use of instructional rounds, providing practice with the local observation &amp; feedback protocol developed from Instructional Design Survey. Summer Instructional Design Survey \$5,000 Summer 2 days on site Leadership Dev. \$13,000 Fall 2010: Two days on-site full staff : \$13,000 Fall [1] Interactive Video Conf. Ldrshp Team \$ 1,650 Winter 2010: 3 days onsite model/feedback \$ 19,500 Winter 2011 [1] Interactive VideoConf Ldrshp \$ 1,650 Spring 2011 3 days onsite model/feedback \$19,500 Spring 2011 [1] Interactive VideoConf Ldrshp \$ 1,650</p>			81,300	N
<p>Improve STEM education for middle school and high school students.</p>	B(3)	Goals 2, 6	<p>Purchase equipment for STEM labs and classrooms. Provide professional development for STEM teachers in effective strategies for inquiry based learning.</p>	C&I Supervisors, Principals, Federal Projects Director	<p>Increased number of lab activities grades 5-8 [lesson plans and walkthrough observations]</p>	42,605	N

**Total budget 2010-11**

\$162,750

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

**System:** Sequatchie County

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

**Total amount of award (over four years):** \$649,000

**Year 2 (2011-12)**

**Director of Schools:** Johnny G. Cordell

\* If consortium, list Director of lead system

**System Contact Person:** Gwen Hobbs

**Phone Number:** 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
PD for teachers adjusting vertical alignment of local curriculum and refining pacing guides. Revise for national common core standards if in place.	B(3)	Goals 1, 2, 3	Contract with facilitator to assist in vertical curriculum alignment & development of pacing guides (\$7500) during summer of 2010. Pay stipend to 32 teachers for 2 days at \$200. (\$6400)	Teachers & Curriculum Supervisors	Updated Curriculum and pacing guides in place by August 2011	13,900	N
July 2011 <b>District &amp; Building Leadership Training on Critical Commitment : Ensure effective teaching in every classroom.</b> Focus on formative assessment and standards based grading.	D(2)	Goals 2, 3, 4	Contract with Marzano's Research Lab (\$6500) for Leadership training in reform model.	Principals, Assistant Principals, & Supervisors	100% participation by school leaders	6,500	N
<b>Data Team Institute [2 days]</b> District & school data teams analyze data sources for improving teacher effectiveness & student achievement.	C(3) i, ii, iii	Goals 3, 4, 5	Train school data teams on use of data sources [Explore, PLAN, ACT, TCAP Assessments, ThinkLink, TCAP assessments] to guide instruction & improve student achievement 12 teachers at \$200.00 a day.	Teachers & Supervisors	Identification of academic performance patterns across multiple data sources	2,400	N

System: Sequatchie County

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

Total amount of award (over four years): \$649,000

**Year 2 (2011-12)**

Director of Schools: Johnny G. Cordell

\* If consortium, list Director of lead system

System Contact Person: Gwen Hobbs

Phone Number: 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<p><b>PD [11 days] All teachers &amp; administrators</b></p> <p><b>A.</b> Use Marzano's Model to ensure teachers are prepared for success in the new evaluation model. Content includes: effective pedagogy, how/why we assign homework, how/why grade homework, how to use homework to enhance learning monitoring effectiveness of teaching strategies &amp; teaching styles, best practices in homework, grading, &amp; the impact on student achievement</p> <p><b>B.</b> Administrative team will develop a framework to both support &amp; hold teachers accountable for the work ahead in RTTT year 3. Goal is to improve student achievement by building capacity to be more effective leaders and teachers as a result of RTTT professional development.</p>	C(3) i, ii, iii, D(2), D(5)	Goals 1, 2, 3	<p><b>Professional Development Materials:</b> Formative Assessment &amp; Standards Based Grading [print], Standards Based Reporting &amp; Formative Assessment [DVD], Formative Assessment &amp; Standards-based Grading [print], Standards-Based Reporting &amp; Formative Assessment [DVD]</p>	Teachers & Supervisors	a. 95% attendance by teachers & administrators b. Local observation & feedback protocol in use c. Targeted instructional strategies documented through observation	3,900	N
			<p><b>Focus Yr 2: Ensuring quality common assessments &amp; developing proficiency scales</b> <b>12 days</b> of intensive training with Marzano Reform Model for Schools with materials e.g. books, video, handouts, will be provided during regular school days, inservice days or staff development days. MRL Associates will work in each school modeling instructional rounds, monitoring progress &amp; use of instructional rounds, providing practice with the local observation &amp; feedback protocol developed from July 2010 Instructional Design Survey.</p> <p>Summer 2011: 1 day Leadership Training \$ 6,500            Aug 2011: 2 days Assessment &amp; Grading \$13,000            Fall 2011: 3 days onsite Connecting Proficiency to Common Assessments \$19,500 Fall            2011: 1 interactive Video Conf/ Ldrshp \$ 1,650            Winter 2011: 3 days Develop/Monitor High Quality Assessments \$ 19,500            Winter 2012: Interactive Video Conf/ Ldrshp \$ 1,650            Spring 2012: 3 da on-site Monitor/Progress ck \$ 19,500</p>			81,300	N
<p>Improve STEM education for middle school and high school students.</p>	B(3)	Goals 2, 6	<p>Purchase equipment for STEM labs and classrooms. Provide professional development for STEM teachers in effective strategies for inquiry based learning.</p>	C&I Supervisors, Principals, Federal Projects Director	Increased number of lab activities grades 5-8 [lesson plans and walkthrough observations]	54,116	N

**System:** Sequatchie County

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**Total amount of award (over four years):** \$649,000

**Year 2 (2011-12)**

**Director of Schools:** Johnny G. Cordell

\* If consortium, list Director of lead system

**System Contact Person:** Gwen Hobbs

**Phone Number:** 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<b>Total budget 2011-12</b>						<u>\$162,116</u>	

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

System: Sequatchie County

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

Total amount of award (over four years): \$649,000

Year 3 (2012-13)

Director of Schools: Johnny G. Cordell

\* If consortium, list Director of lead system

System Contact Person: Gwen Hobbs

Phone Number: 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
PD for teachers adjusting vertical alignment of local curriculum and refining pacing guides. Revise for national common core standards if in place.	B(3)	Goals 1, 2, 3	Contract with facilitator to assist in vertical curriculum alignment & development of pacing guides (\$7500) during summer of 2010. Pay stipend to 32 teachers for 2 days at \$200. (\$6400)	Teachers & Curriculum Supervisors	Updated Curriculum and pacing guides in place by August 2011	13,900	N
July 2012 <b>District &amp; Building Leadership Training on Critical Commitment : Ensure effective teaching in every classroom. Continue</b> Focus on formative assessment and standards based grading. Connect quality assessments to standards based grading/homework.	D(2)	Goals 2, 3, 4	Contract with Marzano's Research Lab (\$6500) for Leadership training in reform model.	Principals, Assistant Principals, & Supervisors	100% participation by school leaders	6,500	N
<b>Data Team Institute [2 days]</b> District & school data teams analyze data sources for improving teacher effectiveness & student achievement.	C(3) i, ii, iii	Goals 3, 4, 5	Train school data teams on use of data sources [Explore, PLAN, ACT, TCAP Assessments, ThinkLink, TCAP assessments] to guide instruction & improve student achievement 12 teachers at \$200.00 a day.	Teachers & Supervisors	Identification of academic performance patterns across multiple data sources	2,400	N

System: Sequatchie County

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Total amount of award (over four years): \$649,000

Year 3 (2012-13)

Director of Schools: Johnny G. Cordell

\* If consortium, list Director of lead system

System Contact Person: Gwen Hobbs

Phone Number: 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<b>PD [11 days] All teachers &amp; administrators</b> <b>A.</b> Use Marzano's Model to ensure teachers are prepared for success in the new evaluation model. Content includes: effective pedagogy, how/why we assign homework, how/why grade homework, Focus on changing the traditional 100 point scale to rubric scoring [no conflict with TN Uniform Grading Scale]. Examine & change traditional school report cards to standards referenced approach <b>B.</b> Administrative team will develop a framework to both support & hold teachers accountable for the work ahead in RTTT year 4. Goal is to improve student achievement by building capacity to be more effective leaders and teachers as a result of RTTT professional development.	C(3) i, ii, iii, D(2), D(5)	Goals 1, 2, 3	<b>Focus Yr 3: Connecting quality assessments to standards-based grading/homework</b> <b>12 days</b> of intensive training with Marzano Reform Model for Schools with materials e.g. books, video, handouts, will be provided during regular school days, inservice days or staff development days. MRL Associates will work in each school modeling instructional rounds, monitoring progress & use of instructional rounds, providing practice with the local observation & feedback protocol developed from July 2010 Instructional Design Survey. Sum/Fall 2012: 1 day Leadership Team \$ 6,500 Fall 2012: 2 day Quality Assessment \$13,000 Fall 2012: 6 da [2 days per gr. level grp] \$39,000 Fall 2012: Interactive Video Conf/LdrshpTeam \$ 1,650 Winter/Spr 2013: 3 days [1 per gr level grp] \$ 19,500 Spring 2013: Interactive Video Conf/Ldrshp Team \$ 1,650	Teachers & Supervisors	a. 95% attendance by teachers & administrators b. Local observation & feedback protocol in use c. Targeted instructional strategies documented through observation	0	N
						81,300	N
Improve STEM education for elementary, middle school and high school students.	B(3)	Goals 2, 6	Focus on Math. Purchase equipment for STEM labs and classrooms. Provide professional development for STEM teachers in effective strategies for inquiry based learning.	C&I Supervisors, Principals, Federal Projects Director	Increased variety math activities and evidence of less rote calculation & more manipulatives & critical thinking in	58,016	N

**Total budget 2012-13**

\$162,116

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

System: Sequatchie County

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

Total amount of award (over four years): \$649,000

Year 4 (2013-14)

Director of Schools: Johnny G. Cordell

\* If consortium, list Director of lead system

System Contact Person: Gwen Hobbs

Phone Number: 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
PD for teachers adjusting vertical alignment of local curriculum and refining pacing guides.	B(3)	Goals 1, 2, 3	Contract with facilitator to assist in vertical curriculum alignment & development of pacing guides (\$7500) during summer of 2010. Pay stipend to 32 teachers for 2 days at \$200. (\$6400)	Teachers & Curriculum Supervisors	Updated Curriculum and pacing guides in place by August 2011	13,900	N
July 2013 <b>District &amp; Building Leadership Training on Critical Commitment : Ensure effective teaching in every classroom.</b> Focus on data and data analysis to inform instruction/intervention.	D(2)	Goals 2, 3, 4	Contract with Marzano's Research Lab (\$6500) for Leadership training in reform model.	Principals, Assistant Principals, & Supervisors	100% participation by school leaders	6,500	N
<b>Data Team Institute [2 days]</b> District & school data teams analyze data sources for improving teacher effectiveness & student achievement.	C(3) i, ii, iii	Goals 3, 4, 5	Train school data teams on use of data sources [Explore, PLAN, ACT, TCAP Assessments, ThinkLink, TCAP assessments] to guide instruction & improve student achievement 12 teachers at \$200.00 a day.	Teachers & Supervisors	Identification of academic performance patterns across multiple data sources	2,400	N

System: Sequatchie County

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

Total amount of award (over four years): \$649,000

Year 4 (2013-14)

Director of Schools: Johnny G. Cordell

\* If consortium, list Director of lead system

System Contact Person: Gwen Hobbs

Phone Number: 423-949-3617 wk  
423-903-9114 cell

Activity	Correlation to state plan	Correlation to TCSPP	Plan for Implementation	Key Personnel	Performance Measure Target	Budget	Recurring Expense
<p><b>PD [11 days] All teachers &amp; administrators</b></p> <p><b>A.</b> Use Marzano's Model to ensure teachers are prepared for success in the new evaluation model. Content includes: effective pedagogy, translating data into actual classroom reform so instructional strategies match individual student needs. How do we begin to close achievement gaps as they occur?</p> <p><b>B.</b> Administrative team will develop a framework to both support &amp; hold teachers accountable for the work ahead after RTTT initiative ends. Goal is to improve student achievement by building capacity to be more effective leaders and teachers as a result of RTTT professional development.</p>	C(3) i, ii, iii, D(2), D(5)	Goals 1, 2, 3	<p><b>Focus Yr 4: Data Analysis &amp; Using Data to Inform Instruction/Intervention</b> <b>11</b> days of intensive training with Marzano Reform Model for Schools with materials e.g. books, video, handouts, will be provided during regular school days, inservice days or staff development days. MRL Associates will work in each school modeling instructional rounds, monitoring progress &amp; use of instructional rounds, providing practice with the local observation &amp; feedback protocol developed from July 2010 Instructional Design Survey.</p> <p>Sum/Fall 2013: 1 day Leadership Training \$ 6,500            Fall 2013: 2 days Data Analysis full staff \$13,000            Fall 2013: 6 days [2 da/gr level grp] \$19,500            Fall 2013: Interactive Video Con/Ldrshp Team \$ 1,650            Spring 2014: 3 days @ \$6500/day Montior/Ck \$ 19,500            Spring 2014; Interactive Video Conf/ LdrshpTeam\$ 1,650            Spring 2014: 2 days LdrshpTeam \$ 13,000</p> <p><b>Refining the Sustainability Plan</b></p>	Teachers & Supervisors	<p>a. 95% attendance by teachers &amp; administrators            b. Local observation &amp; feedback protocol in use            c. Targeted instructional strategies documented through observation</p>	74,800	N
							N
<p>Improve STEM education for elementary, middle school and high school students.</p>	B(3)	Goals 2, 6	<p>Focus on Math. Purchase equipment for STEM labs and classrooms. Provide professional development for STEM teachers in effective strategies for inquiry based learning.</p>	C&I Supervisors, Principals, Federal Projects Director	<p>Increased variety math activities and evidence of less rote calculation &amp; more manipulatives &amp; critical thinking in</p>	64,517	N

**Total budget 2013-14**

\$162,117

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

**System:** SEQUATCHIE COUNTY

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

**Director of Schools:** JOHNNY G. CORDELL

\* If consortium, list Director of lead system

**Total amount of award (over four years):** \$649,099

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

Year	Budget	Recurring Expense Y / N
2010-11	162,750	N
2011-12	162,116	N
2012-13	162,116	N
2013-14	162,117	N
<b>Total Four-Year Budget</b>	<b>\$649,099.00</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. I understand that recurring costs that can be paid from current level LEA funding do not require a funding agency sign off.

Director of Schools JOHNNY G. CORDELL

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 CHARLES W. ROLLINS

TEA Representative \_\_\_\_\_ (Optional)

\* 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 N/A

Tennessee First to the Top  
Local System Scope of Work

*Sequatchie*  
systems with lead system first

\$649,099

Director of Schools:

Johnny G. Cordell  
\* If consortium, list Director of lead system

Summary of Four-Year Scope of Work

Budget	Recurring Expense Y / N
162,750	N
162,116	N
162,116	N
162,117	N
<b>Four-Year Budget \$649,099.00</b>	

Total four-year budget must match amount of award

"K" for use of funds generated by the "Race to the Top" grant, am fully committed to it, and will support its implementation. I understand that recurring costs that funding do not require a funding-agency sign off.

*Johnny G. Cordell*

n, 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

*Charles W. Ralston*

r 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 at scope of the grant and that they acknowledge that these costs will become the responsibility of the local funding body.

N/A

**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.

- (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 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

## 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

6-24-10  
Date