

Note: The strengths and concerns listed in the council summaries come directly from the evaluations completed by individual NAC members. This information does not reflect the views of the ASD and has not been checked for factual accuracy.

Kirby Matching Information
<ul style="list-style-type: none"> • 10 Council members <ul style="list-style-type: none"> • 2 removed for non-attendance • Parent ratio off by one person (4 of 10 parents) • All 10 members of the council submitted rubrics
<ul style="list-style-type: none"> • Two rubrics not included because of 4 instances of verbatim statements within the rubric assessment • One council member submitted a rubric without scores and could not be reached before scoring tally • Several sections not included because of insufficient or incorrect information • Parent scores were upweighted to be 50% of the total score
<ul style="list-style-type: none"> • Scores put the council at 60.29%
Decision: Green Dot Match with Kirby Middle

Council Member	School	Affiliation
Arnett, Meleka	Kirby	Parent
Brewer, Matthew	Sheffield	Teacher
Eason-Williams, Autura	Kirby	Community Member
Fitzpatrick, Olivia	Sheffield	Parent
Jose, Juan De	Kirby	Parent
Parker, William	Kirby	Community Member
Robinson, Latoya	Sheffield	Community Member
Rogers, Kizzy	Sheffield	Community Member
Valdez, Susana	Sheffield	Parent
Weakley, James	Sheffield	Teacher

Summation of Strengths and Concerns	
1. Operator Research	
Strengths	Concerns
<ul style="list-style-type: none"> • Partnering with local churches 	<ul style="list-style-type: none"> • Green Dot acknowledged that Kirby was a

<ul style="list-style-type: none"> ● Director of Community Development was a former Kirby teacher ● Some schools have been successfully turned around—Fairley has made progress ● Wooddale is within a good range of Kirby which will help with collaboration and shared resources 	<p>diverse community but was not knowledge about demographic data about the community</p> <ul style="list-style-type: none"> ● Concerns about cheating scandal at Green Dot Schools in 2011
2. Academic Intervention and Support	
Strengths	Concerns
<ul style="list-style-type: none"> ● ARC Afterschool program ● Interventions in place for struggling students ● High success rates in other cities ● Application includes a written academic plan to address student needs 	<ul style="list-style-type: none"> ● No evidence during visits of the academic plans that were in place, students were not focused during visit and were cutting class and out of control ● Interventions seem to be the same as the ones currently employed at Kirby
3. Extracurricular Activities	
Strengths	Concerns
<ul style="list-style-type: none"> ● Kirby’s sports teams will continue ● Variety of different activities ● Strong balance between academic and on-academic activities 	<ul style="list-style-type: none"> ● Green Dot was not aware of the clubs and activities currently in place at Kirby ● Concern that the clubs and activities offered were not selected based off community feedback
4. Parent Engagement	
Strengths	Concerns
<ul style="list-style-type: none"> ● Parents on the School Advisory Council ● Open Door Policy for Visits ● Parent grievance process ● Communications (Social media, letters, texting) ● Parent Coordinator ● Parent inclusion on School Transition Team ● Sharing student Progress through Powerschool 	<ul style="list-style-type: none"> ● Volunteer program for parents seem to conflict with hours that parents will be working ● Green Dot could not give information on the number of parents who were engaged and participating at Fairley ● No evidence of parent ambassadors
5. Community Engagement	
Strengths	Concerns
<ul style="list-style-type: none"> ● AGAPE ● SAFE ● Leadership Memphis ● ALSAC ● Leboneur ● Communities in School 	<ul style="list-style-type: none"> ● Lots of comparisons to Fairley, but I am more interested in Wooddale, as it is also a middle school like Kirby ● Low community engagement evidenced in the application, with only 6 people attending a breakfast

<ul style="list-style-type: none"> ● Parent Transition Team 	<ul style="list-style-type: none"> ● Staunch comparison to 800 signatures from Kirby
6. Staffing	
Strengths	Concerns
<ul style="list-style-type: none"> ● Guaranteed interviews for all current staff members ● There was diversity evident in the teaching staff ● Rigorous 5 step hiring process 	<ul style="list-style-type: none"> ● I have concerns about the number of years of teaching experience of the faculty ● There doesn't seem to be a plan in place for hiring non-teaching staff
7. Safety and Culture	
Strengths	Concerns
<ul style="list-style-type: none"> ● Safe and Civil ● Uniforms ● Security Officers ● Arc afterschool program ● Men in Blue 	<ul style="list-style-type: none"> ● Felt unsafe during visit ● Was able to walk into an open door without anyone stopping me or asking who I was ● Class cutting, out of control students in spite of having security officers present ● Is there a system in place to combat gang violence?
8. Demonstration of Community Outreach	
Strengths	Concerns
<ul style="list-style-type: none"> ● Community Breakfast at Wooddale ● Doorhangers ● Reaching Out to the Rock Church in Memphis 	<ul style="list-style-type: none"> ● Did not do a great deal of outreach in the Kirby community ● This was the weakest part of their application