

**From:** Kessler, Susan S  
**Sent:** Tuesday, March 08, 2016 8:34 AM  
**To:** Wyatt, Aimee (MNPS) ([Aimee.Wyatt@mnps.org](mailto:Aimee.Wyatt@mnps.org)); Lindsey, Scott B  
**Subject:** Please add to my explanation from yesterday's meeting  
**Importance:** High

I want to elaborate on something that I didn't make clear when we were talking yesterday. It is common for Bruce Curtis to send emails like the one below based only on the description of an offense in power school. He emails me or the APs and tells them to change the codes, not because they are incorrect but "to keep the school out of a possible OCR complaint." This happens in hearings as I said yesterday but it also happens in offenses that do not have hearings because he reviews the description and if it doesn't match the code he sends the email to the school. That is exactly what I did with [REDACTED].

I do not get every email like this as sometimes they go directly to the APs so I don't know how many students this applies to. I believe other administrators at other schools receive these emails too. These changes are not falsifying student records; according to the emails which say the same thing each time (likely a cut and paste) the changes are suggested to avoid an OCR complaint (see below).

The change in code that I directed was because I thought it was an incorrect code that was a data entry error. I did exactly what Bruce routinely does and said we needed to change the code, just as Bruce does. In those circumstances there are no packets for Bruce to refer to so he only has what has been entered in PowerSchool. I looked only at what was in Powerschool as well.

---

**From:** Curtis, Bruce L  
**To:** Kessler, Susan S  
**Subject:**  
**Importance:** High

The codes used below do not match the discipline matrix for a suspendable offense. To **keep the school out of a possible OCR complaint** might I suggest changing these students codes to code 303 noncompliance with administrative directive. Please remind your AP's and Deans that Level 300 and above are the suspendable codes.

[REDACTED]	9	Hunters Lane High School	High School	1	0	102 Noncompliance
[REDACTED]	9	Hunters Lane High School	High School	2	0	102 Noncompliance
[REDACTED]	9	Hunters Lane High School	High School	1	0	104 Profane/Indecent Language
[REDACTED]	11	Hunters Lane High School	High School	1	0	200 Repeat Violation
[REDACTED]	9	Hunters Lane High School	High School	1	0	200 Repeat Violation

*Bruce Curtis EdS.  
Director of Student Discipline  
Metro Nashville Public Schools  
615-259-8493 Office  
615-456-0205 Work Cell  
615-271-2586 Fax*

## Brown, Olivia H

---

**From:** Hansen, Laura M  
**Sent:** Tuesday, March 08, 2016 9:20 AM  
**To:** Carr, Fred;Hampton, Becky  
**Subject:** RE: Please add to my explanation from yesterday's meeting

**Categories:** Green Category

I am as well. The root cause of discrepancies between the coding of an incident and the punishment/response is that a school is either not knowledgeable of the linkage between severity code and the appropriate punishment (Tony's matrix), or they are suspending for infractions that are seen as "not suspendable".

Documenting the discipline incident should be straight forward. Use the code that reflects what the student did. THEN look at the appropriate punishments available based on Tony's matrix.

Changing codes to a MORE severe infraction after the fact to cover up the fact that you suspended a kid for an infraction you shouldn't have suspended him for isn't the answer. They should be writing up an AP that continues to use suspension inappropriately.

To clarify what Sue states below... it doesn't look like he's reviewing the description and thinking it doesn't match the code... he's reviewing the PUNISHMENT and stating that it was excessive for the code that was used (based on their discipline matrix that schools are supposed to be using).

*Laura Hansen*  
*Director, Information Management and Decision Support*  
*Metro Nashville Public Schools*  
*2601 Bransford Ave, Building O*  
*Nashville, TN 37204*  
*615-259-8561 (office)*  
*615-479-5039 (cell)*

---

**From:** Carr, Fred  
**Sent:** Tuesday, March 08, 2016 8:51 AM  
**To:** Hansen, Laura M <Laura.Hansen@mnps.org>; Hampton, Becky <Becky.Hampton@mnps.org>  
**Subject:** FW: Please add to my explanation from yesterday's meeting  
**Importance:** High

I am uncomfortable with the 'common practice' of changing codes.

---

**From:** Kessler, Susan S  
**Sent:** Tuesday, March 8, 2016 8:43 AM  
**To:** Garcia, Vanessa; Carr, Fred; Henson, Chris M  
**Subject:** FW: Please add to my explanation from yesterday's meeting  
**Importance:** High

I should have copied you on this email. I wanted to make sure you were aware that this is an example of the common practice of changing codes, I am not sure we should change codes to skirt OCR which is what the emails from Bruce say, but my intent had nothing to do with anything other than trying to correct what I believed to be an error based on the description I read.