

2019

# Elevating Education

A Fresh Way Forward for Urban School Districts

LOUISVILLE, KY  
OCTOBER 23-27

COUNCIL OF THE  
GREAT CITY SCHOOLS  
63<sup>RD</sup> ANNUAL  
FALL CONFERENCE



**The Printing of the 63rd  
Annual Fall Conference  
Program is sponsored by:**

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**xello**

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# #cgcs19



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## Council of the Great City Schools®

1331 Pennsylvania Avenue, NW, Suite 1100N, Washington, DC 20004  
(202) 393-2427 (202) 393-2400 (fax) www.cgcs.org

October 23, 2019

Dear Conference Participant:

We welcome you to Louisville and the 63rd Annual Fall Conference of the Council of the Great City Schools. Thank you for being here. We are confident that you will find this conference to be one of the best that the Council has ever convened and one of the best you have ever attended. The theme of this year's meeting, *Elevating Education: A Fresh Way Forward for Urban School Districts*, reflects the aspirations of our beautiful host city and our continuous efforts at renewal and reform that is urban public education today. We have designed this meeting not only to reimagine our work together, but also to create a sense of elevation and lift around the future of urban public education and the millions of urban children we serve.

We will devote a great deal of time over the next several days to discussing ways to enhance student achievement and tackle the many challenges we face. At this conference, we will take up issues related to college and career-readiness, males and females of color, districtwide reform, principals and principal supervisors, turn-around schools, school board governance, immigration and English learners, social-emotional learning, cybersecurity, teacher preparation, students with disabilities, community engagement, and many other topics.

You will hear about the most interesting and innovative reforms in urban public education today from the people who are making them happen. In fact, our urban schools are among the most innovative in the country, and our leaders continue to be at the forefront of the most important and productive reforms anywhere in the country.

You will also hear from a powerhouse group of diverse keynote speakers, including National Teacher of the Year Rodney Robinson, who comes from one of our member cities; former presidential advisor Valerie Jarrett; and author and historian Jon Meacham. And the annual town hall meeting this year will be devoted to ways in which our school systems can help ensure that everyone is counted in the 2020 Census. In addition, the Council will be releasing new reports that continue to highlight the progress and challenges of urban education nationally.

Finally, we will honor one of our school board members at our awards banquet on Thursday night. We will learn from our host city and enjoy each other's fellowship, expertise, and support. There are few times during the year when urban educators from across the country gather, review our progress, assess the future, and press each other to do even better for our urban children. This is the time.

Thank you for your continued commitment to the nation's Great City Schools and the children we serve. We hope everyone has a successful and productive conference. Thank you.

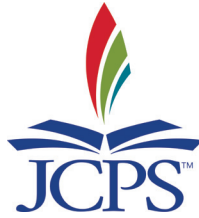
Sincerely,

Eric Gordon  
Chair of the Board



Michael Casserly  
Executive Director





## October 2019

On behalf of Jefferson County Public Schools and the Jefferson County Board of Education, we would like to welcome you to Louisville and the 63<sup>rd</sup> Annual Fall Conference of the Great City Schools! Consistently recognized as one of the most compassionate cities in the U.S., Louisville is a community that cares about public education and the success of our students. Thanks to invaluable business and community partnerships across Louisville, along with the dedication and hard work of our teachers and staff, JCPS is developing a pipeline of strong students—and strong citizens—who contribute richly to this great, global community.

We are proud to host this premier professional development opportunity at the brand new Omni Louisville Hotel in exciting downtown Louisville. The Council provides us as urban public school educators with an important chance each fall to spend time together addressing issues and challenges, celebrating successes and sharing best practices that are sure to spark new ideas to take back with you to your home districts.

In JCPS, we are creating more opportunities for our students than ever before. All of our schools share an unwavering focus on three key pillars that are collectively earning our district national recognition for innovative approaches to education. That core work includes engaging students through our JCPS Backpack of Success Skills initiative, elevating our focus on equity, and maintaining a laser-focus on a healthy and positive school culture and climate so that all students and staff feel a true sense of belonging. Our conference theme, “Elevating Education: A Fresh Way Forward for Urban School Districts,” captures the transformative work that is taking place in JCPS. We are excited to share our work with you and to learn from yours as well.

From terrific keynote speakers to relevant and worthwhile breakout sessions, our program offers a wide variety of topics focused on urban education. Be sure to take a few moments to look over the sessions. If you haven’t done so, download the mobile app, which will allow you to plan and keep updated on everything the conference has to offer.

Finally, Louisville is a community full of southern hospitality. With our historic Churchill Downs, Muhammad Ali Center, down home cooking and booming bourbon business, you will experience the fun, food and flavor that is Kentucky while you are here.

Again, welcome to Louisville and enjoy your visit! Please do not hesitate to reach out if you need anything during your stay.

Sincerely,

**Dr. Marty Pollio**  
Superintendent



**Diane Porter**  
Board Chair



## KEYNOTE SPEAKERS



### **Rodney Robinson**

**2019 National Teacher of the Year**

**Thursday, October 24, 2019**

**12:30 pm**

Rodney Robinson is the 2019 National Teacher of the Year. He was selected for the honor from among 57 state teachers of the year by the Council of Chief State School Officers. A 19-year teaching veteran, Robinson became a teacher to honor his mother, who struggled to receive an education after being denied an education as a child due to segregation and poverty in rural Virginia. In 2015, Robinson started teaching at Virgie Binford Education Center, a school inside the Richmond Juvenile Detention Center, in an effort to better understand the school-to-prison pipeline.

Robinson uses the whole child approach to education to help students who are most vulnerable. His classroom is a collaborative partnership between himself and his students and anchored in his providing a civic centered education that promotes social-emotional growth. Robinson uses the knowledge he has gained from his students to develop alternative programs to prevent students from entering the school-to-prison pipeline.

Robinson has been published three times by Yale University and has received numerous awards for his accomplishments in and out of the classroom, most notably the R.E.B. Award for Teaching Excellence. He is a member of Richmond Mayor Levar Stoney's Education Compact Team, which includes politicians, educators, business leaders, and community leaders, and is working with city leaders and local colleges to recruit under-represented male teachers into the field of education. He has also worked with Pulitzer Award winning author James Foreman on developing curriculum units on race, class, and punishment as a part of the Yale Teacher's Institute.



### **Valerie Jarrett**

**Former Presidential Advisor**

**Friday, October 25, 2019**

**7:30 am**

Valerie B. Jarrett is a senior advisor to the Obama Foundation and Attn, a Senior Distinguished Fellow at the University of Chicago Law School, and President of the Board of When We All Vote. She also serves on the boards of Ariel Investments, 2U, Lyft, the John F. Kennedy Center for Performing Arts, and the Economic Club of Chicago.

Ms. Jarrett was the longest serving Senior Advisor to President Barack Obama. She oversaw the Offices of Public Engagement and Intergovernmental Affairs and chaired the White House Council on Women and Girls. Ms. Jarrett worked throughout her tenure at the White House to mobilize elected officials, business and community leaders, and diverse groups of advocates. She led the Obama Administration's efforts to expand and strengthen access to the middle class, and boost American businesses and our economy. She championed the creation of equality and opportunity for all Americans, and economically and politically empowering women in the United States and around the world. She oversaw the Administration's advocacy for workplace policies that empower working families, including equal pay, raising the minimum wage, paid leave, paid sick days, workplace flexibility, and affordable childcare, and led the campaigns to reform the criminal justice system, end sexual assault, and reduce gun violence.

## KEYNOTE SPEAKERS



### **Jon Meacham**

**Presidential Historian and Best-Selling Author**

**Friday, October 25, 2019**

**12:30 pm**

Presidential historian, Pulitzer Prize-winner, and contributor to *TIME* and *The New York Times Book Review*, Jon Meacham is one of America's most prominent public intellectuals. A regular guest on *Morning Joe*, he is known as a skilled raconteur with a depth of knowledge about politics, religion, and current affairs. Meacham brings historical context to the issues and events impacting our daily lives.

Debuting at #1 on the New York Times bestsellers list, his new book, *The Soul of America: The Battle for Our Better Angels*, examines the present moment in American politics and life by looking back at critical times in U.S. history when hope overcame division and fear.

His Presidential biography, *Destiny and Power: The American Odyssey of George Herbert Walker Bush*, debuted at #1 on the New York Times bestsellers list. The Times said, "*Destiny and Power* reflects the qualities of both subject and biographer: judicious, balanced, deliberative, with a deep appreciation of history and the personalities who shape it." Meacham delivered a moving tribute at the funeral of First Lady Barbara Bush.

His #1 New York Times bestseller, *Thomas Jefferson: The Art of Power*, was hailed as "masterful and intimate" by Fortune magazine. His other national bestsellers include *Franklin and Winston*, *American Gospel*, and *American Lion: Andrew Jackson in the White House*, which won the Pulitzer Prize in 2009.

Meacham has appeared on Meet The Press, The Colbert Report, and Ken Burns' documentary series *The Roosevelts: An Intimate History*.



### **Hansi Lo Wang**

**Moderator of the Town Hall Meeting**

**Friday, October 25, 2019**

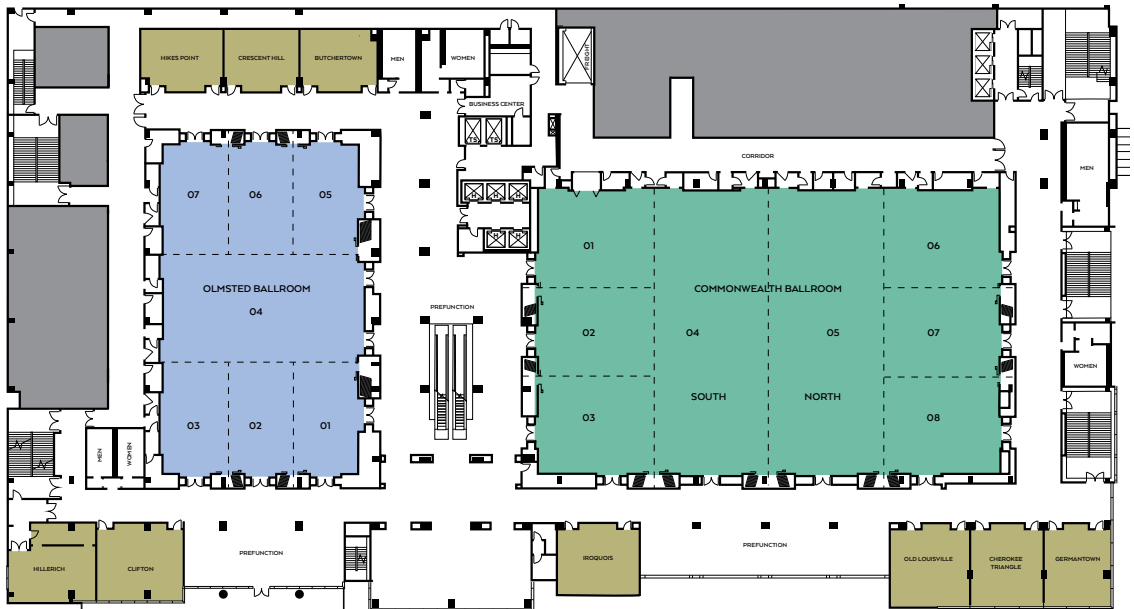
**2:30 pm**

Hansi Lo Wang is a national correspondent for NPR based in New York City. Wang covers the people, power and money behind the 2020 census for NPR's *Morning Edition*, *All Things Considered*, *Weekend Edition*, hourly newscasts, and NPR.org. This year, Wang was honored with the Excellence in Statistical Reporting Award from the American Statistical Association for covering census preparations and the legal battle over the now-blocked citizenship question.

# MAPS

## OMNI LOUISVILLE HOTEL MEETING SPACE

### LEVEL TWO



### LEVEL THREE



## **REGISTRATION DATES AND TIMES**

**Registration for the 63rd Annual Fall  
Conference will be open:**

**Wednesday, October 23  
7:00 am - 5:00 pm**

**Thursday, October 24  
7:00 am - 5:00 pm**

**Friday, October 25  
7:00 am - 5:00 pm**

**The Registration Desk is located in the  
2nd Street Pre-Function on the 2nd Floor of the  
Omni Louisville Hotel.**

# AGENDA-AT-A-GLANCE

Council of the Great City Schools  
63rd Annual Fall Conference, Louisville, KY  
October 23 - October 27, 2019  
Omni Louisville Hotel

*“Elevating Education: A Fresh Way Forward for Urban School Districts”*

To access the full conference agenda with descriptions of all sessions, download the conference mobile app at: <https://crowd.cc/s/3d7gE>

Printed copies of the full agenda are available at the Conference Registration desk

\* All meeting rooms are at the Omni

## WEDNESDAY, OCTOBER 23, 2019

### Conference Registration

7:00 am - 5:00 pm  
2nd Steet Pre-Function- 2nd Floor

### Breakfast Buffet

8:00 am - 9:00 am  
Commonwealth Ballroom 4- 2nd Floor

### Cyber Café

8:00 am - 4:00 pm  
Germantown- 2nd Floor

### Urban Schools Resource Display

8:00 am - 4:00 pm  
Commonwealth 1, 2, 3 Pre-Function- 2nd Floor

### New Member & Newcomer's Orientation

9:30 am - 10:30 am  
Olmsted Ballroom 1 & 2- 2nd Floor

### Meeting of the Black and Latina Young Women and Girls Task Force

10:30 am - 11:30 am  
Commonwealth Ballroom 1 & 2- 2nd Floor

### Buffet Lunch

11:30 am - 1:00 pm  
Commonwealth Ballroom 4- 2nd Floor

### Meeting of the Black and Latino Young Men and Boys Task Force

12:00 pm - 1:00 pm  
Commonwealth 1 & 2- 2nd Floor



# AGENDA-AT-A-GLANCE

## **Meeting of the Achievement and Professional Development Task Force**

1:00 pm - 3:00 pm

Commonwealth 1 & 2- 2nd Floor

## **Meeting of the English Language Learners and Bilingual Education Task Force**

3:00 pm - 5:00 pm

Commonwealth 1 & 2- 2nd Floor

## **Meeting of the Leadership, Governance, Management and Finance Task Force**

3:00 pm - 5:00 pm

Commonwealth Ballroom 3- 2nd Floor

## **Blue Ribbon Corporate Advisory Group Meeting**

5:00 pm - 6:00 pm

Clifton- 2nd Floor

## **Education Week Listening Tour (invitation only)**

5:00 pm - 6:00 pm

Commonwealth Ballroom 3- 2nd Floor

## **6:00 pm- Bus Pickup from the Main Entrance of the Omni Louisville Hotel**

## **Welcome Reception at the Muhammad Ali Center**

**6:30 pm - 8:30 pm**

144 N 6th Street

Louisville, KY 40202

## **THURSDAY, OCTOBER 24, 2019**

### **Conference Registration**

7:00 am - 5:00 pm

2nd Steet Pre-Function- 2nd Floor

### **Cyber Café**

8:00 am - 4:00 pm

Germantown- 2nd Floor

### **Urban Schools Resource Display**

8:00 am - 4:00 pm

Commonwealth 1, 2, 3 Pre-Function- 2nd Floor

## **General Session A: Breakfast and Speaker, Eric Gordon, Chair of the Council of the Great City Schools**

**7:30 am - 9:00 am**

Commonwealth Ballroom 4-8- 2nd Floor

# AGENDA-AT-A-GLANCE

## CONCURRENT SESSIONS (See conference mobile app for descriptions of individual sessions)

**Session I**  
9:15 am - 10:30 am

**Session II**  
10:45 am - 12:15 pm

**\*\*\* Name Badges Must be Worn at All Meal Events**

**General Session B: Lunch and Speaker, Rodney Robinson, 2019 National Teacher of the Year**  
12:30 pm - 2:00 pm  
Commonwealth Ballroom 4-8- 2nd Floor

**Session III**  
2:15 pm - 3:45 pm

**Session IV**  
4:00 pm - 5:30 pm

**Executive Committee Meeting**  
4:30 pm - 5:30 pm  
Wheat- 3rd Floor

**Cocktail Reception**  
6:00 pm - 7:00 pm  
Commonwealth Pre-Function- 2nd Floor

**30th Annual Green-Garner Awards Banquet (Semi-Formal Attire)**  
7:00 pm - 9:00 pm  
Commonwealth Ballroom 4-8- 2nd Floor

### **Green-Garner Award Finalists**

**Frank Barbieri**, Board Member, The School District of Palm Beach County  
**Eve Bolton**, Board Member, Cincinnati Public Schools  
**Lawrence Feldman**, Board Member, Miami-Dade County Schools  
**Rene Flowers**, Board Member, Pinellas County Schools  
**Kathleen Gordon**, Board Member, Orange County Public Schools  
**Allegra "Happy" Haynes**, Board Member, Denver Public Schools  
**Sheril Logan**, Board Member, Wichita Public Schools  
**Mary McCray**, Board Member, Charlotte-Mecklenburg Schools  
**Ashley Paz**, Board Member, Fort Worth Independent School District  
**Diane Porter**, Board Member, Jefferson County Public Schools  
**Jacinto Ramos**, Board Member, Fort Worth Independent School District

**Hospitality Suite- Karaoke Night**  
9:00 pm - 11:00 pm  
Wheat- 3rd Floor

# AGENDA-AT-A-GLANCE

**FRIDAY, OCTOBER 25, 2019**

## **Conference Registration**

7:00 am - 5:00 pm

2nd Steet Pre-Function- 2nd Floor

## **Cyber Café**

8:00 am - 4:00 pm

Germantown- 2nd Floor

## **Urban Schools Resource Display**

8:00 am - 4:00 pm

Commonwealth 1, 2, 3 Pre-Function- 2nd Floor

## **General Session C: Breakfast and Speaker, Valerie Jarrett, Former Presidential Advisor**

**7:30 am - 9:00 am**

Commonwealth Ballroom 4-8- 2nd Floor

**Presentation of the Dr. Shirley S. Schwartz Urban Education Impact Award**

## **CONCURRENT SESSIONS (See conference mobile app for descriptions of individual sessions)**

### **Session V**

**9:15 am - 10:30 am**

### **Session VI**

**10:45 am - 12:15 pm**

## **General Session D: Lunch and Speaker, Jon Meacham, Presidential Historian and Best-Selling Author**

**12:30 pm - 2:00 pm**

Commonwealth Ballroom 4-8- 2nd Floor

**Presentation of the Queen Smith Award**

## AGENDA-AT-A-GLANCE

### **General Session E: Townhall Meeting “The 2020 Census”**

**2:30 pm - 4:00 pm**

Olmsted Ballroom 1, 2, 3- 2nd Floor

**Moderator: Hansi Lo Wang**, NPR Reporter

**Panel: Deborah Stein**, Network Director, Partnership for America’s Children

**Antonio Plascencia Jr.**, Interim Director for the Office of Parent & Community Services, Los Angeles Unified School District

**Kathryn Block**, Chief of Communications and External Relations, School District of Philadelphia

**Jeri Green**, National Urban League, Senior Advisor of the 2020 Census

**Trent Mosley**, Chief of Engagement, Cleveland Metropolitan School District

**Michelle Elison**, Partnership Specialist, Philadelphia Regional Census Center of the U.S. Census Bureau

**Lizette Escobedo**, Director of National Census Program, NALEO Educational Fund

### **Great City Colleges of Education Meeting**

**4:15 pm - 5:00 pm**

Cherokee Triangle- 2nd Floor

**5:30 pm- Bus Pickup from the Main Entrance of the Omni Louisville Hotel**

### **Reception at Kentucky Derby Museum**

**6:30 pm - 8:30 pm**

704 Central Avenue

Louisville, KY 40208

## **SATURDAY, OCTOBER 26, 2019**

### **Breakfast Buffet**

**8:00 am - 9:30 am**

Commonwealth Ballroom 4- 2nd Floor

### **Shipping Center - ship your materials home at no cost**

**8:00 am - 2:00 pm**

Olmsted 5 - 2nd Floor

### **Board of Directors Meeting**

**8:30 am - 12:00 pm**

Commonwealth Ballroom 5- 2nd Floor

### **Legislative Directors Lunch and Meeting (Council members only)**

**12:00 pm - 2:30 pm**

Commonwealth Ballroom 6 & 7- 2nd Floor

## AGENDA-AT-A-GLANCE

### **Lunch and Debriefing with Jefferson County Schools and Planning with Dallas Independent School District**

**12:30 pm - 2:30 pm**

Commonwealth Ballroom 8- 2nd Floor

### **6:15 pm- Bus Pickup from the Main Entrance of the Omni Louisville Hotel**

### **Farewell Party and Distillery Tours at Old Forester Distillery**

**6:30 pm - 8:30 pm**

119 W Main Street  
Louisville, KY 40202

## **SUNDAY, OCTOBER 27, 2019**

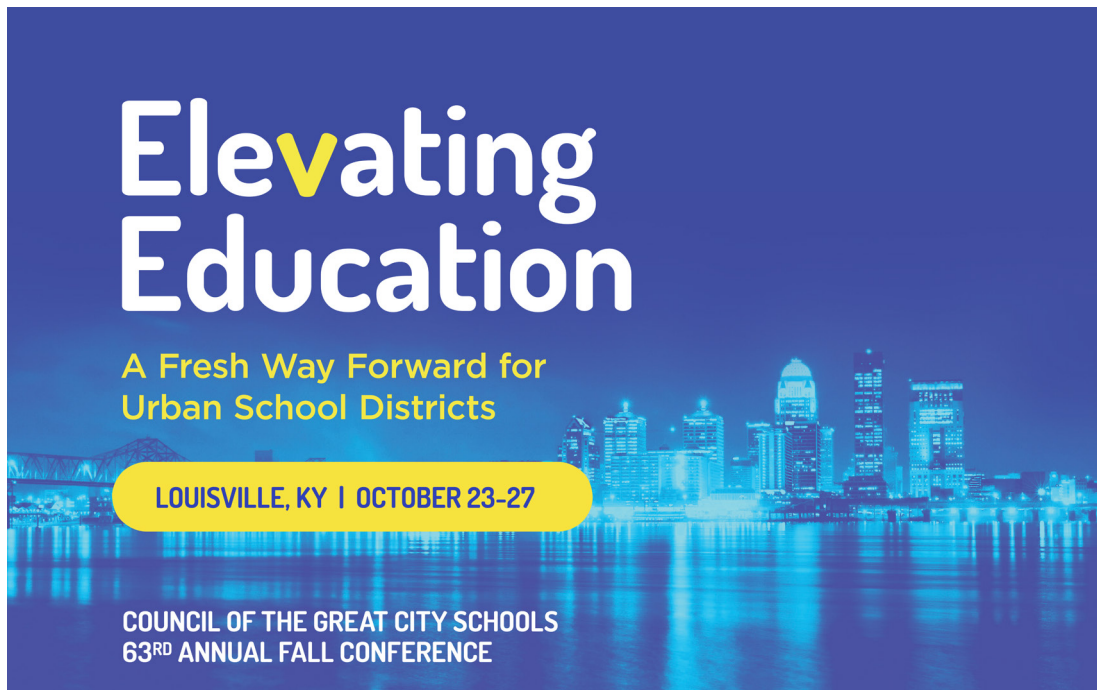
### **Breakfast and Closing Session**

**8:30 am - 10:30 am**

Olmstead Ballroom 1 & 2- 2nd Floor

### **Adjourn**

**10:30 am**

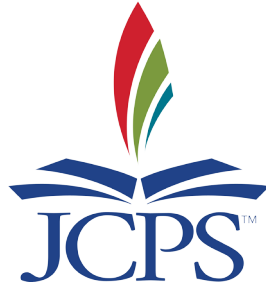


**Elevating  
Education**

A Fresh Way Forward for  
Urban School Districts

LOUISVILLE, KY | OCTOBER 23-27

COUNCIL OF THE GREAT CITY SCHOOLS  
63<sup>RD</sup> ANNUAL FALL CONFERENCE



City Schools CGCS Planning Committee

Staci Eddleman, *Chair*

Abby Piper

Becky Crump

Chrystal Hawkins

Deanna Southerling

Debbie Powers

Dena Dossett

Florence Chang

Heather Benfield

Kristin Wingfield

Leslie Taylor

Maria Carrico

Martha Hack

Melisa Gano

MeMe Ratliff

Paul Robinson

Ray Yaksic

Renee Murphy

Susan Price



## JCPS FAQ

### District Profile

Jefferson County Public Schools (JCPS) located in Louisville, Kentucky, is home to the 29th largest public school system in the country. The halls of JCPS schools are filled with students from across the globe, making this district a critical education partner for Kentucky's workforce and economic development initiatives. JCPS educates one in seven of Kentucky's public school students.



**29th** largest public school system in the United States (1 in 7 Kentucky students)

**13%** of the Kentucky's National Board Certified Teachers (432 of 3,292 total)

**168** schools

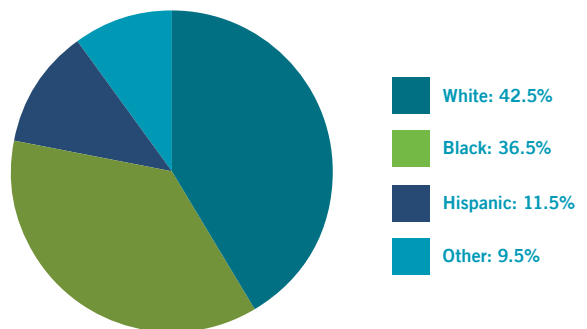
**6,738** teachers

**66** magnet schools and programs that give parents and students school choice

### Student Demographics

As the state's only majority-minority school system, JCPS has the most diverse student population in the commonwealth of Kentucky.

- 98,361 students (includes Pre-K)
- 12,393 special education (Exceptional Child Education [ECE]) students
- 62% qualify for free or reduced-price meals.
- 125 languages are spoken by JCPS students.
- 4,575 homeless students



### Peer Districts

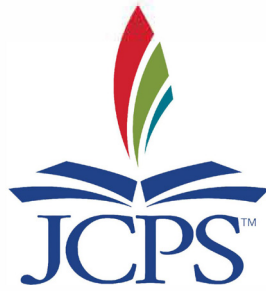
The following districts are considered comparable to JCPS by the Council for Great City Schools in terms of size, student demographics, and population needs.

Austin Independent, TX  
Charlotte-Mecklenburg, NC  
San Diego Unified, CA  
Baltimore City Schools, MD

Duval County, FL  
Cobb County, GA  
Long Beach (Los Angeles), CA



# JEFFERSON COUNTY PUBLIC SCHOOLS



*Thank you*





Council of the Great City Schools • 1331 Pennsylvania Avenue, N.W., Suite 1100N • Washington, D.C. 20004 • [cgcs.org](http://cgcs.org)

**The Council of the Great City Schools** is the only national organization exclusively representing the needs of urban public schools. Composed of 76 large city school districts, its mission is to promote the cause of urban schools and to advocate for inner-city students through legislation, research and media relations. The organization also provides a network for school districts sharing common problems to exchange information, and to collectively address new challenges as they emerge in order to deliver the best possible education for urban youth.

Total number of students served by Council member district schools: 8.2 million

#### Student enrollment characteristics:

44% - Hispanic	16% - English Language Learners
26% - African American	71% - Eligible for free/reduced price lunch
18% - White	14% - Students with Individualized Education Programs
8% - Asian/Pacific Islander	
1% - Alaskan/Native American	

**Member districts:** Albuquerque, Anchorage, Arlington (Texas), Atlanta, Aurora (Colorado), Austin, Baltimore, Birmingham, Boston, Bridgeport, Broward County (Ft. Lauderdale), Buffalo, Charleston, Charlotte-Mecklenburg, Chicago, Cincinnati, Clark County (Las Vegas), Cleveland, Columbus, Dallas, Dayton, Denver, Des Moines, Detroit, Duval County (Jacksonville), El Paso, Fort Worth, Fresno, Guilford County (Greensboro, N.C.), Hawaii, Hillsborough County (Tampa), Houston, Indianapolis, Jackson, Jefferson County (Louisville), Kansas City, Long Beach, Los Angeles, Manchester (New Hampshire), Miami-Dade County, Milwaukee, Minneapolis, Nashville, New Orleans, New York City, Newark, Norfolk, Oakland, Oklahoma City, Omaha, Orange County (Orlando), Palm Beach County, Philadelphia, Pinellas County, Pittsburgh, Portland, Providence, Puerto Rico, Richmond, Rochester, Sacramento, San Antonio, San Diego, San Francisco, Santa Ana, Seattle, Shelby County (Memphis), St. Louis, St. Paul, Stockton, Toledo, Toronto, Tulsa, Washington, D.C., Washoe County (Reno), and Wichita.

School districts eligible for membership must be located in cities with populations of 250,000 or more and student enrollments of 35,000 or more. School districts located in the largest city of many states are also eligible for membership, regardless of size.



## Council Staff

Michael Casserly, Executive Director

Teri Trinidad, Director of Administration, Finance and Conferences

Alisa Adams, Finance Manager

Alexis Vann, Manager of Conferences

Michell Yorkman, Manager of Conferences and Partnerships

Gregory Bacon, Administrative and Conference Specialist

Marilyn Banks, Administrative Assistant

Jeff Simering, Director of Legislation

Manish Naik, Manager of Legislative Services

Julie Wright Halbert, Legislative Counsel

Gabriela Uro, Director of ELL Policy and Research

David Lai, Special Projects Manager

Ray Hart, Director of Research

Moses Palacios, Legislative and Research Manager

Renata Lyons, Research Manager

Eric Vignola, Programmer/Technology Specialist

Tonya Harris, Director of Communications

Joanne Coley, Communications Specialist

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Robin Hall, Director of Language Arts and Literacy

Denise Walston, Director of Mathematics

Amanda Corcoran, Special Projects Manager

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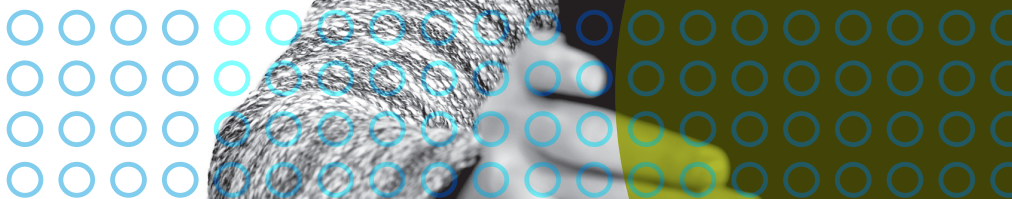


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**Imagine Math 3+ has met the criteria of the CGCS framework for English learners.**



Learn more at [imaginelearning.com](https://www.imaginelearning.com)



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REPORT  
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[WWW.K12CxREPORT.ORG](http://WWW.K12CxREPORT.ORG)

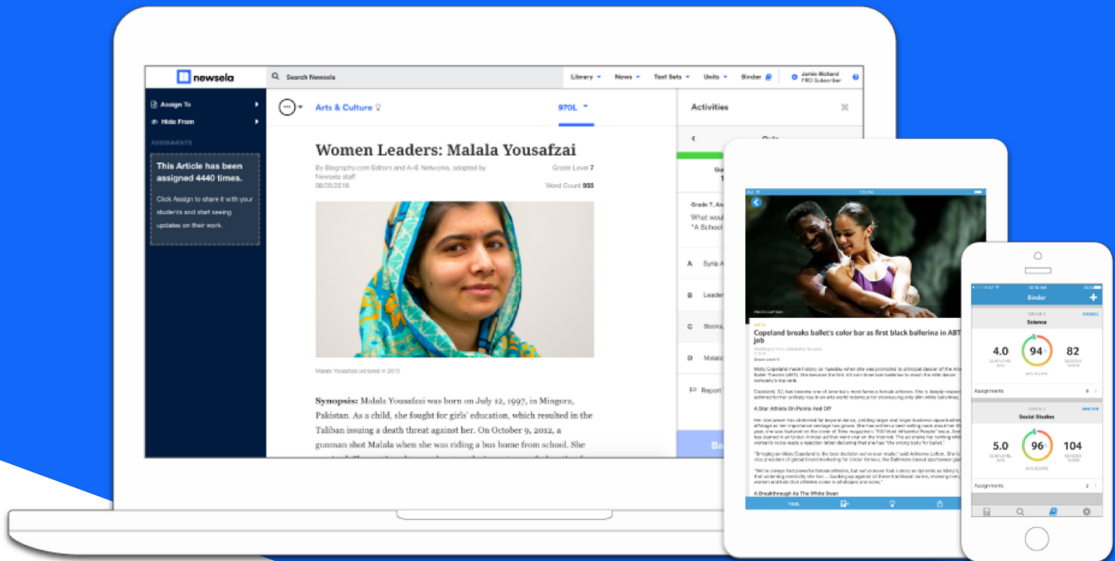
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### COACH

Provide key  
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### GROW

Implement data-driven  
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**“As a school leader  
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the adult culture.”**

—Tera Carr,  
Director of Teacher Development  
at Tulsa Public Schools

### PLATFORM FEATURES

- Evaluation & Performance Management
- Time-Stamped Notes
- Observation & Debrief Templates
- Next Steps & Goals
- Weekly Data Meetings
- Mobile Video App
- Instructional Coaching Reports
- Evaluation Reporting
- Teacher Development Timeline/Portfolio

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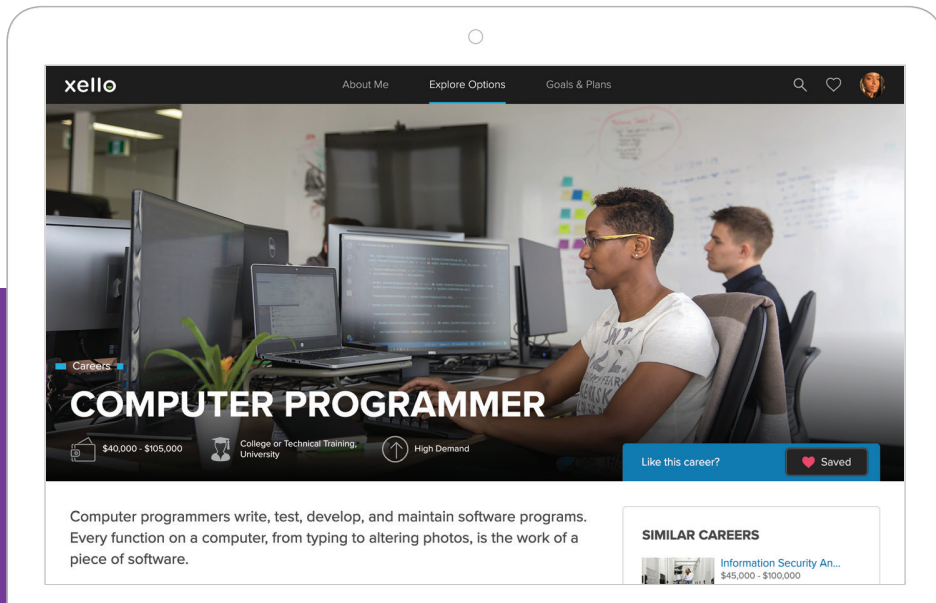
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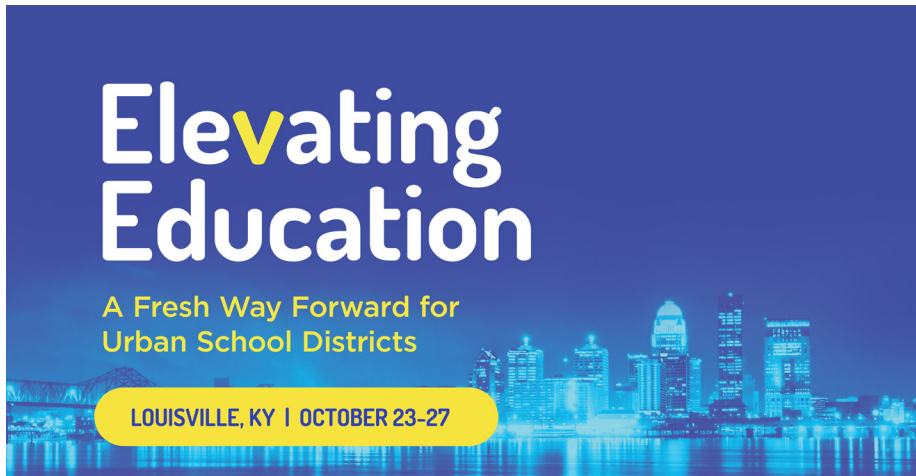


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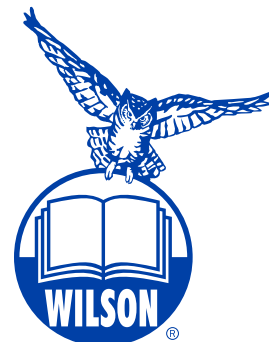
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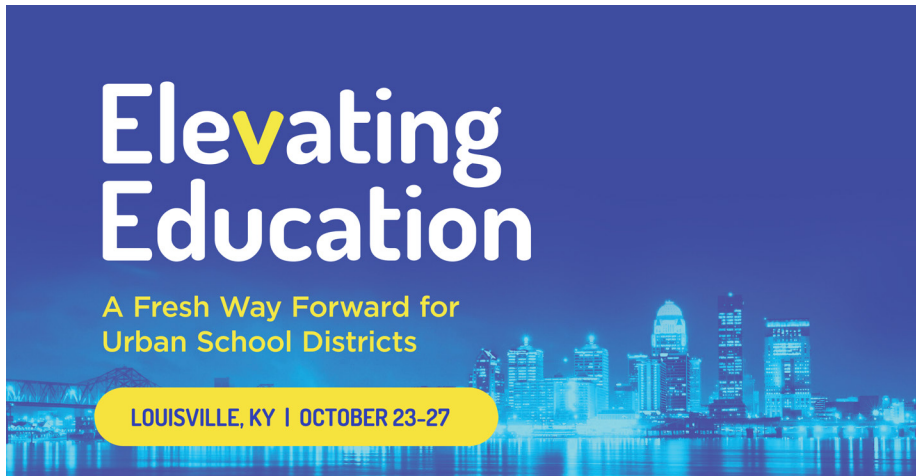
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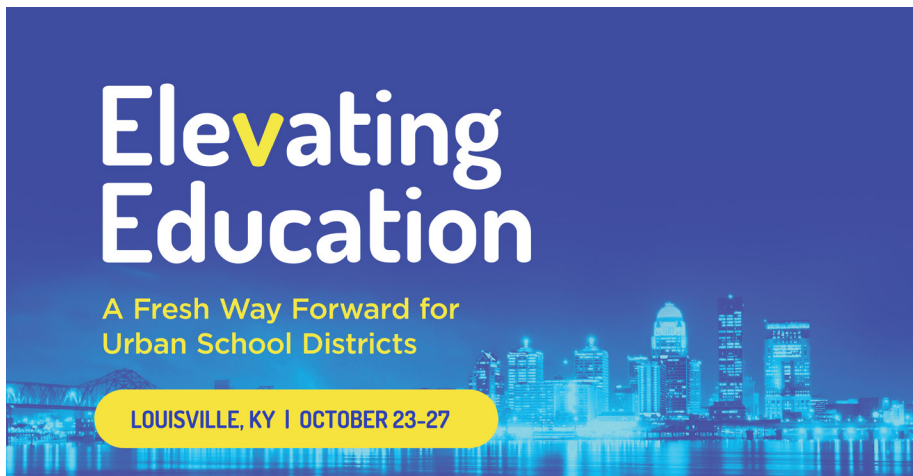


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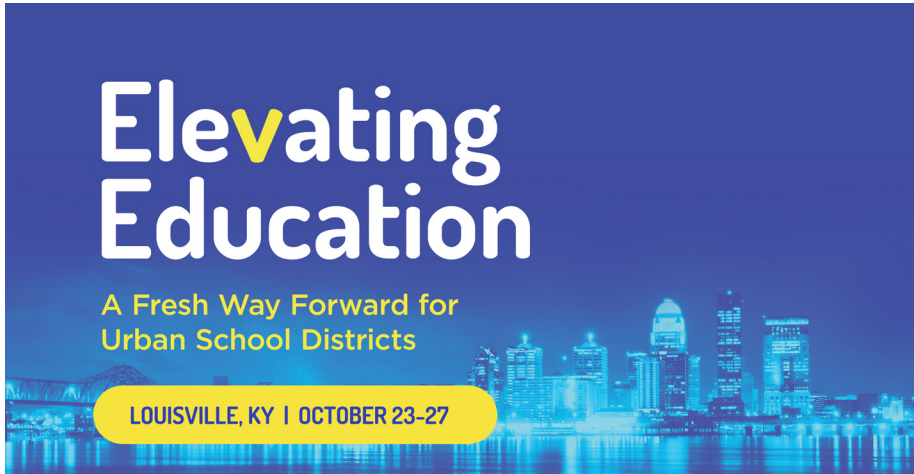
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**EDWARD J. GARNER**  
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