



AGENDA

METROPOLITAN BOARD OF PUBLIC EDUCATION
2601 Bransford Avenue, Nashville, TN 37204
Regular Meeting – March 23, 2021 – 5:00 p.m.
Christiane Buggs, Chair

I. CONVENE and ACTION

- A. Call to Order
- B. Establish Quorum
- C. Pledge of Allegiance

II. GOVERNANCE ISSUES- OUR ORGANIZATION

- A. Actions
 - 1. Consent
 - a. Approval of Minutes – 02/23/21 - Meeting
 - b. Recommended Approval of Supplement #4 for New Hillwood High School – Hastings Architectural Associates, LLC
 - c. Awarding of Purchases and Contracts
 - 1. ACT Security, Inc.
 - 2. ACT, Inc.
 - 3. Business Systems and Consultants (BCS)
 - 4. CDW-G
 - 5. Frank Miller Fundraising
 - 6. Grant Consulting dba McGrath Training Solutions
 - 7. Great Minds PBC
 - 8. Jarrett Builders, Inc.
 - 9. Municipal Auditorium
 - 10. Nashville Public Library
 - 11. Taylor Music, Inc.
 - d. Legal Settlement Claim (\$210,000)
 - e. Tenure List

III. REPORTS

- A. Director's Report
 - Core Tenet: All
 - Signature Initiative: School Board's Budget Priority Alignment for Navigators, Literacy Reimagined, Leadership Framework, Equity Roadmap, Metro Schools ReimaginED, Central Office Support Hub
 - Focused Outcomes: All

Metropolitan Board of Public Education

Agenda

March 23, 2021

- IV. WRITTEN INFORMATION TO THE BOARD
 - A. Sales Tax Collections as of March 20, 2021

- V. ANNOUNCEMENTS

- VI. ADJOURNMENT

METROPOLITAN NASHVILLE PUBLIC SCHOOL BOARD MEETING –
February 23, 2021

Members Present: Christiane Buggs, chair, Freda Player-Peters, Fran Bush, Gini Pupo-Walker, Emily Masters, Abigail Tylor, John Little and Sharon Gentry

Members Absent: Rachael Anne Elrod vice-chair

Meeting called to order: 5:03 p.m.

CONVENE AND ACTION

- A. Call to Order
Christiane Buggs called the meeting to order.
- B. Pledge of Allegiance led by David Sevier, Director of Board Policy.

GOVERNANCE ISSUES

- A. 1. Consent
 - a. Approval of Minutes – 01/26/21 - Meeting
 - b. Awarding of Purchases and Contracts
 - 1. Ahead, Inc.
 - 2. Allied Electric Motor Co.
 - 3. Apple, Inc.
 - 4. Franklin Covey Client Sales, Inc.
 - 5. McGrath Rent Corp dba Mobile Modular Management
 - 6. ~~Millsaps Gowan Government Relations~~
 - 7. ~~Nashville Teacher Residency~~
 - 8. Nearpod, Inc.
 - 9. TNTP, Inc.
 - 10. Vanderbilt University Medical Center
 - c. Special Course Adoptions

Freda Player-Peters pulled Item A-1-b-(6) Millsaps
Gowan Government Relations

Emily Masters pulled Item A-1-b-(7) Nashville
Teacher Residency

**Motion to approve consent agenda
By Sharon Gentry, seconded Gini Pupo-Walker
Motion Passes
Vote: 8-0**

**Motion to approve A-1-b-(6) Millsaps Gowan
Government Relations
By Freda Player-Peters, seconded John Little
Motion Passes
Vote: 8-0**

**Motion to approve A-1-b-(7) Nashville Teacher
Residency
By Gini Pupo-Walker, seconded Freda Player-Peters
Motion Passes
Vote: 8-0**

2. A Proclamation, Recognizing the Importance of Arts

WHEREAS, all students have the right to an arts education that includes dance, media arts, music, theatre, and visual arts taught by certified arts educators, in partnership with community providers; and

WHEREAS, arts education has the power to change students' lives; and

WHEREAS, arts education is a key to re-igniting students' learning in a post-COVID-19 world; and

WHEREAS, arts education helps nurture healthy, inclusive communities where all points of view are respected; and

WHEREAS, arts education experiences help students understand their own cultural roots and appreciate others' cultural roots and traditions; and

WHEREAS; arts education supports the social and emotional well-being of students and fosters a more positive, safer school environment.

WHEREAS; arts education is part of the well-rounded education for every student as outlined in the Every Student Succeeds Act and in state law.

THEREFORE, BE IT PROCLAIMED, that we, the METROPOLITAN NASHVILLE BOARD OF EDUCATION recognize the importance of ARTS EDUCATION, and pledge to our intent to maintain and grow our arts education programs in the 2021-22 school year and beyond.

Motion to approve A Proclamation, Recognizing the Importance of Arts Education

By Abigail Tylor, seconded Christiane Buggs

Motion Passes

Vote: 8-0

DIRECTOR'S REPORT

- A. Dr. Battle and staff presented a Director's Report on Core Tenet: Empower and Equip Leaders at All Levels, Signature Initiative: Leadership Framework and Focused Outcomes: Academics, SEL, Transitions

ANNOUNCEMENTS

- A. Abigail Tylor asked the community to contact their State Senator to rally support around SB 1358 bonus pay for school district employees. She asked the community to contact their Metro Council representative to rally support of the approval of the Mayor's Capital Needs Budget for MNPS.
- B. Emily Masters announced that PENCIL is looking for a donated facility to open a satellite LP PENCIL Box location on Southeast Nashville. She announced that a meeting was held February 18th to discuss the new Goodlettsville Elementary School.
- C. Freda Player-Peters announced that a Budget Committee meeting will be held on March 9th.
- D. John Little announced that the Pre-K Application process open on March 1st and Optional School selections will occur on March 8th. He also announced that he would be reading to Robert Churchwell Elementary for Read Me Week.
- E. Gini Pupo-Walker congratulated Janelle Yancy, Hillsboro High School Teacher of the Year. She also that she would be reading at Waverly-Belmont during Read Me Week.
- F. Sharon Gentry congratulated Crystal Hicks, Robert Churchwell Elementary Teacher of the Year. She announced a MNPS Facility Use Meeting would be held prior to the next Board Meeting.
- G. Christiane Buggs announced the Metro Council and Board would hold a joint meeting on March 4th. She also that TN Day on the Hill is March 5th. She also congratulated Warner Elementary for being recognized as Beacon School from Blue Ribbon Schools of Excellence.

Ms. Buggs adjourned the meeting at 6:45 p.m.



Chris M. Henson
Board Secretary

Christiane Buggs
Board Chair

Date

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

b. RECOMMENDED APPROVAL OF SUPPLEMENT #4 FOR NEW HILLWOOD HIGH SCHOOL – HASTINGS ARCHITECTURAL ASSOCIATES, LLC

We are requesting approval to make the following changes to this contract:

1. Adjustment to contract amount to cover the cost of reimbursable expenses:

State Fire Marshal Plan Review Fee	\$ 147,350
Metro Plans Review Fee	9,500
Zoning Examination Fee	25
HVUD Filing Fee	450
GBIC Filing Fee	1,200
Utility Review Fee	1,500
BDY Stream Determination	<u>15,000</u>
Total	\$ 175,025

It is recommended that this supplement be approved.

Legality approved by Metro Department of Law.

FUNDING: 45119.80401119

DATE: March 23, 2021

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(1) VENDOR: ACT Security, Inc.

SERVICE/GOODS (SOW): Provision of fire alarm service and programming.

SOURCING METHOD: RFP 98173

TERM: March 24, 2021 through March 23, 2026

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor shall be paid in accordance with Exhibit A – Cost Spreadsheet.

Total compensation for this contract is not to exceed \$625,000.

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of goods and services provided.

MBPE CONTRACT NUMBER: 7507551

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(2) VENDOR: ACT, Inc.

SERVICE/GOODS (SOW): For the purchase of ACT student testing.

SOURCING METHOD: Sole Source

TERM: Immediate Purchase

FOR WHOM: MNPS Students

COMPENSATION: Total compensation for this purchase will not exceed \$200,000.

OVERSIGHT: Research, Assessment & Evaluation

EVALUATION: Quality of products and timeliness of services provided

MBPE CONTRACT NUMBER: Purchase order number is pending Board approval

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(3) VENDOR: Business Systems and Consultants (BCS)

SERVICE/GOODS (SOW): Contract is for FileBound Records Management and Workflow system. Amendment #1 extends the current contract until February 28, 2024 and increases the contract value.

SOURCING METHOD: Sole Source

TERM: March 24, 2021 through February 28, 2024

FOR WHOM: Human Resources

COMPENSATION: Contractor shall be paid in accordance with the terms of the contract.

Total compensation for this contract is not to exceed \$325,000.

OVERSIGHT: Human Resources

EVALUATION: Quality of goods/services provided.

MBPE CONTRACT NUMBER: 10347

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(4) VENDOR: CDW-G

SERVICE/GOODS (SOW): Immediate Purchase of LanSchool Air, a cloud-based classroom management system.

SOURCING METHOD: Sourcewell Cooperative # 081419-CDW

TERM: March 24, 2021 through March 23, 2025

FOR WHOM: Technology & Information Services

COMPENSATION: Total compensation for this purchase will not exceed \$277,400.

OVERSIGHT: Technology & Information Services

EVALUATION: Quality of system performance and vendor support.

MBPE CONTRACT NUMBER: Purchase order number is pending Board approval.

SOURCE OF FUNDS: Capital Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(5) VENDOR: Frank Miller Fundraising

SERVICE/GOODS (SOW): Fundraiser Master Agreement to provide fundraising opportunities that may include, but not be limited to:

- Otis Spunkmeyer Cookie Dough
- World's Finest Chocolate
- Moon Pie
- Coffee, Tea, and Cocoa

SOURCING METHOD: Negotiated (all fundraising firms are awarded contracts upon acceptance of MNPS contract terms)

TERM: July 1, 2021 through June 30, 2026

FOR WHOM: All MNPS Schools

COMPENSATION: Revenue generated per engagement with each requesting MNPS school. All funding to be processed through the requesting MNPS school's Student Activity Funds.

OVERSIGHT: Requesting MNPS School(s)

EVALUATION: Audit Review and Fundraising Report Card

MBPE CONTRACT NUMBER: 7507939

SOURCE OF FUNDS: Revenue – Student Activity Funds

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(6) VENDOR: Grant Consulting dba McGrath Training Solutions

SERVICE/GOODS (SOW): Provision of bullying and harassment compliance training that covers the following:

- Title VI (discrimination based on race, color, and national origin)
- Title VII (sexual harassment in employment)
- Title IX (discrimination on the basis of sex, sexual harassment, and sexual misconduct in education for students and employees)
- Bullying intake and investigation
- Student-to-student, student-to-staff, staff-to-staff, and staff-to-student issues

SOURCING METHOD: RFP 98155

TERM: March 24, 2021 through March 23, 2026

FOR WHOM: MNPS Leadership and Staff

COMPENSATION: Contractor shall be paid in accordance with Exhibit A of the contract.

Total compensation for this contract is not to exceed \$170,000.

OVERSIGHT: Student Support Services and Human Resources

EVALUATION: Based on the quality of the training, materials, and follow-up support provided.

MBPE CONTRACT NUMBER: 7507459

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(7) VENDOR: Great Minds PBC

SERVICE/GOODS (SOW): For the provision of professional development for Wit & Wisdom elementary English Language Arts (ELA) instructional materials, coaching supports as needed, and training for having MNPS personnel become certified Wit & Wisdom trainers. Contract also covers the provision of Eureka Math professional development for the Schools of Innovation.

SOURCING METHOD: Sole Source

TERM: March 24, 2021 through June 30, 2024

FOR WHOM: MNPS Elementary Students and Schools of Innovation

COMPENSATION: Contractor shall be paid in accordance with Exhibit A of the contract.

Total compensation for this contract is not to exceed \$1,000,000.

OVERSIGHT: Division of Academics & Schools and Schools of Innovation

EVALUATION: Based on the quality and effectiveness of the services provided.

MBPE CONTRACT NUMBER: 7507218

SOURCE OF FUNDS: Operating Budget; District Priority School Improvement Grant

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(8) VENDOR: Jarrett Builders, Inc.

SERVICE/GOODS (SOW): Provision of fire alarm servicing and programming.

SOURCING METHOD: RFP 98173

TERM: March 24, 2021 through March 23, 2026

FOR WHOM: MNPS Schools and Facilities

COMPENSATION: Contractor shall be paid in accordance with Exhibit A – Cost Spreadsheet.

Total compensation for this contract is not to exceed \$625,000.

OVERSIGHT: Facility Planning & Construction

EVALUATION: Quality and timeliness of goods and services provided.

MBPE CONTRACT NUMBER: 7507550

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(9) VENDOR: Municipal Auditorium

SERVICE/GOODS (SOW): This agreement is for ten (10) High School graduations. The schools graduating at the Municipal Auditorium are as follows:

- East Nashville Magnet High School
- Maplewood High School
- Cane Ridge High School
- Overton High School
- Glenclyff High School
- McGavock High School
- Antioch High School
- Hunters Lane High School
- Whites Creek High School
- Stratford High School

SOURCING METHOD: Memorandum of Understanding (MOU) by and between MNPS and Municipal Auditorium

TERM: May 19, 2021 through May 25, 2021

FOR WHOM: MNPS Staff and Students

COMPENSATION: The Municipal Auditorium shall be compensated in accordance to the terms of the agreement.

Total compensation for this contract is not to exceed \$110,000. (Additional line item services offered by Municipal Auditorium may be purchased by individual schools in order to meet their specific needs).

OVERSIGHT: Division of Academics & Schools

EVALUATION: Quality of goods/services provided.

MBPE CONTRACT NUMBER: 7508223

SOURCE OF FUNDS: Various

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(10) VENDOR: Nashville Public Library (NPL)

SERVICE/GOODS (SOW): This agreement will facilitate the Limitless Libraries project, a joint effort between MNPS and NPL (Nashville Public Library) to improve library access and facilitate sharing physical and electronic resources throughout the city utilizing the options and features of a shared Integrated Library System (ILS) and discovery layer.

SOURCING METHOD: Memorandum of Understanding (MOU) by and between MNPS and NPL

TERM: July 1, 2021 through June 30, 2026

FOR WHOM: Library Services

COMPENSATION: NPL shall be paid an annual fee of \$100,000.

Total compensation for this contract is not to exceed \$500,000.

OVERSIGHT: Library Services

EVALUATION: Quality of goods/services provided.

MBPE CONTRACT NUMBER: 7507633

SOURCE OF FUNDS: Operating Budget

GOVERNANCE ISSUES

A. ACTIONS

1. CONSENT

c. AWARDING OF PURCHASES AND CONTRACTS

(11) VENDOR: Taylor Music, Inc.

SERVICE/GOODS (SOW): For the provision of various music instruments.

SOURCING METHOD: ITB 108213

TERM: March 24, 2021 through March 23, 2022

FOR WHOM: MNPS Music Teachers and Students

COMPENSATION: Contractor shall be paid in accordance with Exhibit A of the contract.

Total compensation for this contract is not to exceed \$40,000.

OVERSIGHT: Visual & Performing Arts

EVALUATION: Based on the quality and timeliness of the products provided.

MBPE CONTRACT NUMBER: 7507768

SOURCE OF FUNDS: Operating Budget

Educators Eligible for Tenure Pending Board of Education Approval

March 2021

Educators are eligible for tenure in Tennessee when they have completed a probationary period of 5 years (45 months) within a seven year period and have received a TEAM evaluation composite score (overall Level of Effectiveness score) of 4 (above expectations) or 5 (significantly above expectations) for the last two years of the probationary period as a non-tenured teacher (Tennessee Code Annotated 49-5-503). As well, educators are eligible for tenure re-instatement when they have served a two-year probationary term after moving from tenured status to probationary status.

We are pleased to present the following 7 educators who meet eligibility requirements to receive tenure in Metro Nashville Public Schools. Educators are listed with their teaching license number. We commend them for their outstanding performance in the classroom and commitment to our district.

Name	TN License #	Location/Department
Caton, Stacy Williams	524409	MNPS Cane Ridge Elementary
Drennan, Kathryn Elliott	623189	MNPS John Overton High
Dunn, Karyn Ruth	611494	MNPS McGavock High
Esrael, Margaret Hogue	594927	MNPS School Social Work
Laufman, Laura Ann	621951	MNPS J.E. Moss Elementary
Nystrand, Amy K	623789	MNPS Cole Elementary
Roberts, Zoe Young	612102	MNPS Gower Elementary

Re-Instatement of Tenure

Tenured educators with a break in service having left and since returned to the district must serve a two year probation period of service upon their return in order to again be eligible for tenure. Educators below meet the criteria to have permanent tenure re-instated.

Name	TN License #	Location/Department
Armstrong, Anne C	201628	MNPS Isaac Litton Middle
Kock, Meri Lyn	286762	MNPS Research and Evaluation
Wilder, Amy C	264202	MNPS Johnson Alternative Learning Center

**Metropolitan Nashville Public Schools
Sales Tax Collections
As of March 20, 2021**

General Purpose Fund

MONTH	2020-2021 Projection	TOTAL 2020-2021 COLLECTIONS	\$ Change For Month - FY21 Projection	% Change For Month - FY21 Projection	% Increase / Decrease Year To-Date
September	\$10,442,535.28	\$16,063,940.60	\$5,621,405.32	34.99%	34.99%
October	15,728,349.66	17,319,356.16	\$1,591,006.50	9.19%	21.60%
November	16,130,860.78	18,439,547.58	2,308,686.80	12.52%	18.37%
December	16,817,893.12	19,337,618.23	\$2,519,725.11	13.03%	16.92%
January	15,566,275.66	18,621,880.27	\$3,055,604.61	16.41%	16.81%
February	21,347,760.76	26,271,718.18	\$4,923,957.42	18.74%	17.25%
March	14,841,021.36	18,389,095.77	\$3,548,074.41	19.29%	17.53%
April	13,731,993.19				
May	14,800,895.31				
June	11,832,832.92				
July	12,549,430.43				
August	14,571,551.53				
TOTAL	\$178,361,400.00	\$134,443,156.79	\$23,568,460.18		17.53%

Debt Service Fund

MONTH	2020-2021 Projection	TOTAL 2020-2021 COLLECTIONS	\$ Change For Month - FY21 Projection	% Change For Month - FY21 Projection	% Increase / Decrease Year To-Date
September	\$2,937,010.78	\$4,480,242.54	\$1,543,231.76	34.45%	34.45%
October	4,119,856.66	4,830,378.68	\$710,522.02	14.71%	55.75%
November	4,235,529.35	5,142,800.73	\$907,271.38	17.64%	70.70%
December	4,184,356.08	5,393,273.17	\$1,208,917.09	22.42%	78.92%
January	4,105,799.46	5,193,653.43	\$1,087,853.97	20.95%	83.60%
February	5,053,412.87	7,327,197.75	\$2,273,784.88	31.03%	84.39%
March	3,689,870.75	5,128,729.69	\$1,438,858.94	28.05%	90.16%
April	3,706,814.34				
May	4,477,693.06				
June	4,298,994.80				
July	4,420,888.47				
August	4,514,873.37				
TOTAL	\$49,745,100.00	\$37,496,275.99	\$9,170,440.04		24.46%

2020-2021

Director's Report

Metro Nashville Public Schools

March 23, 2021



METRO
NASHVILLE
PUBLIC
SCHOOLS



**Cane Ridge Basketball Team at
2021 TSSAA Division 3A Championship Game**

COVID-19 UPDATE

- COVID-19 metrics have increased
- Testing ramping up at schools
- Vaccinations ongoing through Vanderbilt
- Phase 2a/b started on Monday

Current COVID Risk Score:
(On a scale from 0 to 10, with 0 being best and 10 being worst)

5.5

Current Metric*

7 Day Positive Test Rate

4.7

7 Day Average of New Cases Per 100k Residents

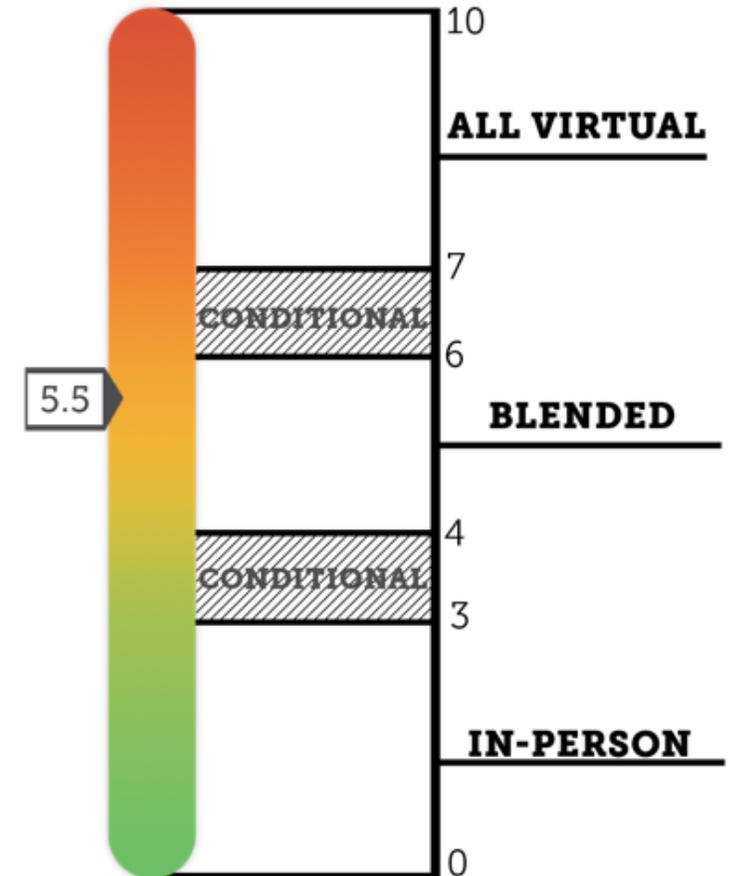
21.2

Transmission Rate

1.08

*Source:

<https://www.asafenashville.org/reopening-key-metrics/>





Summer Learning Program Launch

- Registration opened March 22
- No-cost for families, includes transportation and breakfast/lunch
- 2,370 signed up as of noon today, with registration ongoing through May 5

summer.mnps.org

#SELday

Friday, March 26



Board Budget Priorities



EMPLOYEE COMPENSATION



ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION



INSTRUCTIONAL MATERIALS & IMPLEMENTATION SUPPORT



INFRASTRUCTURE AND TECHNOLOGY SUPPORT



HUMAN RESOURCES



SCHOOLS OF INNOVATION

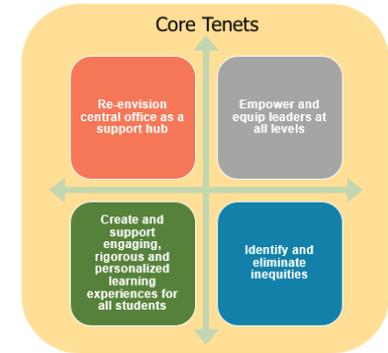


COMMUNITY & PARENT ENGAGEMENT



Board Budget Priorities

Direct Supports to Schools



- Access to streamline structures of supports to schools by increasing resources that touch schools
- Reducing the variance of access to aligned resources and supports to schools

The Guaranteed Experience

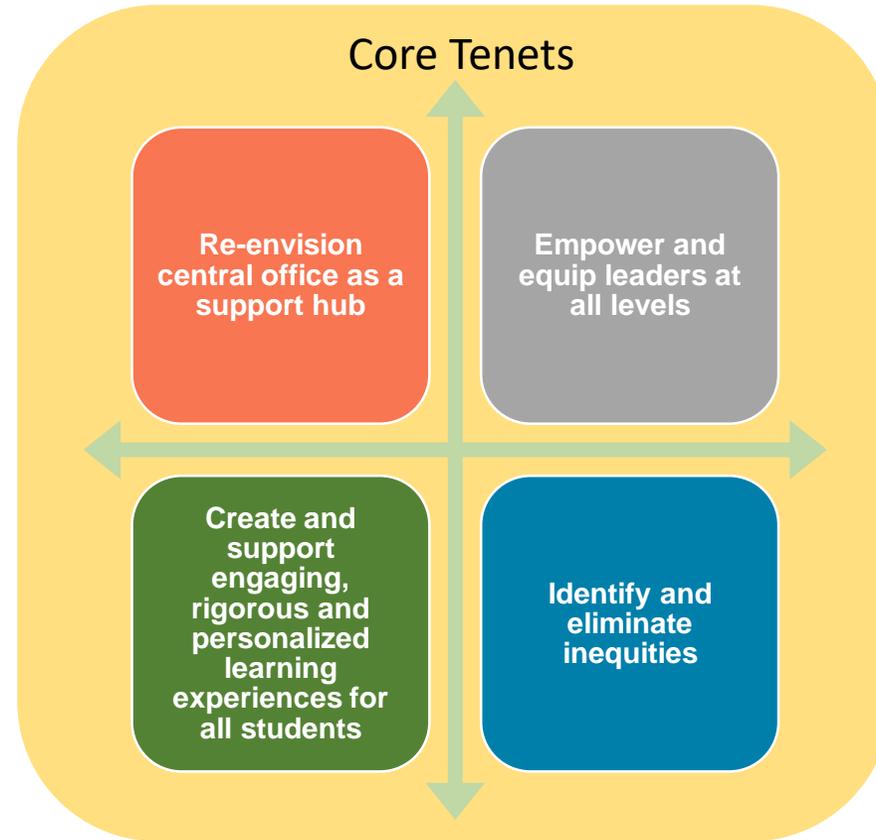


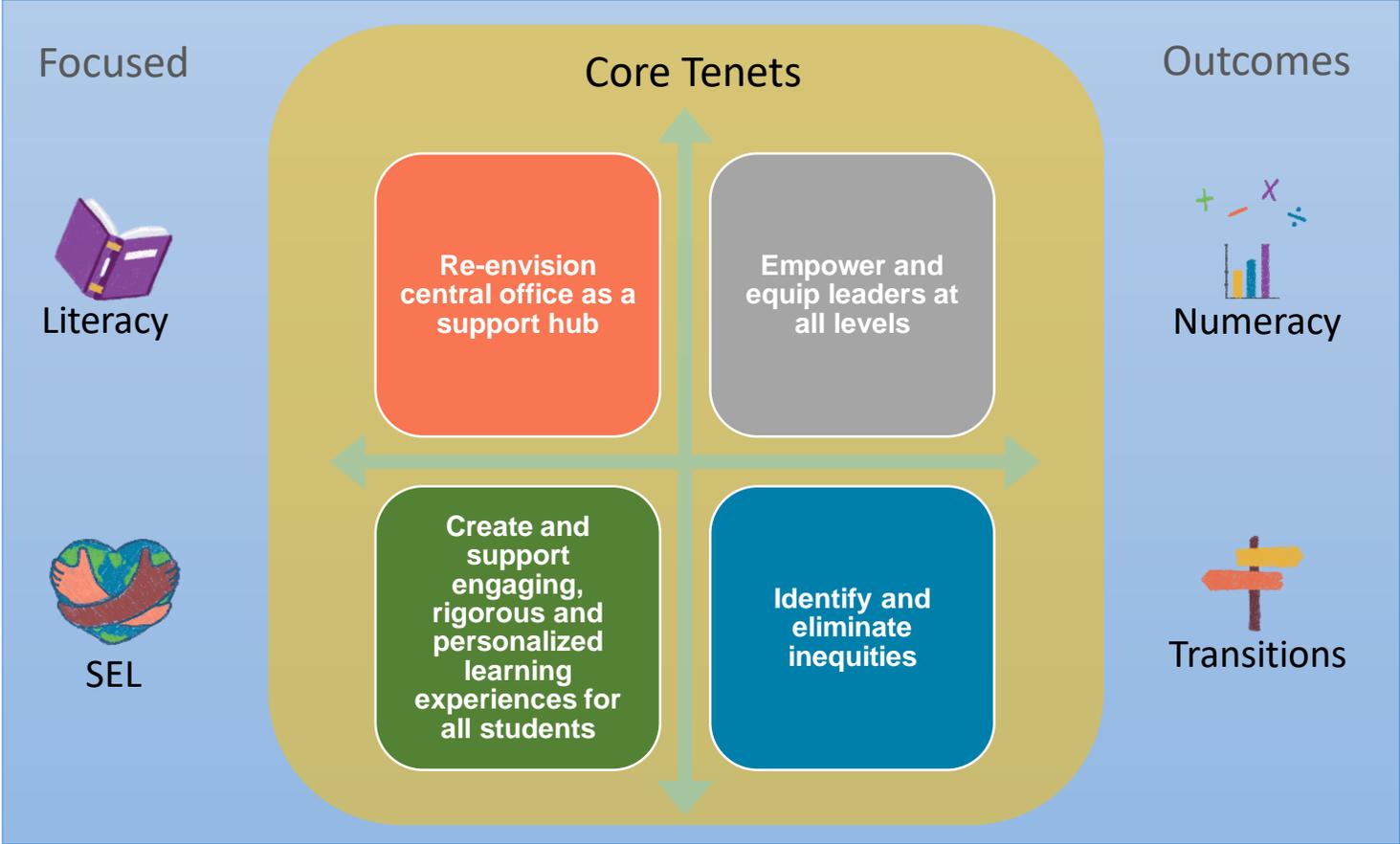


OUR NORTH STAR

To establish MNPS as the premier large school district in Tennessee and beyond.

Core Tenets





Every Student Known

FOCUSED OUTCOMES TO SUPPORT A PATH OF SUCCESS FOR EVERY STUDENT



Literacy

Students meet or exceed their individual academic growth projection in literacy prior to the 2021-22 school year.



Numeracy

Students meet or exceed their individual academic growth projection in numeracy prior to the 2021-22 school year.



Grades Pre-K-4



Attendance

Students achieve satisfactory attendance with an attendance rate of 95% or above.



Social-Emotional Learning (SEL)*

Students display intrapersonal skills through demonstrating self-management and self-awareness. Students display an understanding of community by demonstrating personal and social responsibility.



Literacy

Students meet or exceed academic growth projections in literacy prior to the 2021-22 school year.

Grade 5



Numeracy

Students meet or exceed academic growth projections in numeracy prior to the 2021-22 school year.



Attendance

Students achieve satisfactory attendance with an attendance rate of 95% or above.



Social-Emotional Learning (SEL)*

Students exhibit self-efficacy and develop self-advocacy skills. Students understand the concept of community, including personal and social responsibility.



Transition Preparation

Every 4th/5th-grade student develops a transition plan that includes academic and SEL goals and needs to prepare for successful transition to middle school. *(Dependent on school configuration.)*

Every Student Known

FOCUSED OUTCOMES TO SUPPORT A PATH OF SUCCESS FOR EVERY STUDENT



Every Student Known

FOCUSED OUTCOMES TO SUPPORT A PATH OF SUCCESS FOR EVERY STUDENT

Grades 11-12

On-Track Graduation



11th-grade students are on track for on-time graduation with Ready Graduate* designation. 11th-grade students will complete a post-secondary transition plan to be revisited at the start of the senior year to ensure pathway to the future that each student envisions. 12th-grade students will complete all graduation requirements and earn Ready Graduate status.



Transition to Post-Secondary

Every student is prepared to take action on post-secondary transition plans.



Attendance

Students achieve satisfactory attendance with an attendance rate of 95% or above.



Social-Emotional Learning (SEL)**

Students develop more mature personal identity. Students understand the concept of community, including personal and social responsibility.

New Website



SIGNATURE

Personalized Student Dashboard



INITIATIVES

Results-Focused Innovation



High Dosage Tutoring



Focused

Core Tenets

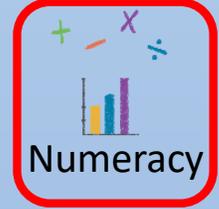
Outcomes



Literacy

Re- envision central office as a support hub

Empower and equip leaders at all levels



Numeracy

Navigators



Central Office Support Hub



Metro Schools ReimaginED



SEL

Create and support engaging, rigorous and personalized learning experiences for all students

Identify and eliminate inequities



Transitions

Literacy Reimagined



Innovative Health Response



Khoaching with Khan



Leadership Framework



Promising Scholars



Equity Roadmap



Virtual Help Centers



BUDGET PRIORITIES: STRATEGIES

Advocacy Centers
Restorative Practice Assistants
Expand Community Achieves and Partnership Support



METRO
NASHVILLE
PUBLIC
SCHOOLS

Dr. Michelle Springer, Chief
Student Services Division
Metro Nashville Public Schools

Board Budget Priorities



EMPLOYEE COMPENSATION



ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION



INSTRUCTIONAL MATERIALS & IMPLEMENTATION SUPPORT



INFRASTRUCTURE AND TECHNOLOGY SUPPORT



HUMAN RESOURCES



SCHOOLS OF INNOVATION



COMMUNITY & PARENT ENGAGEMENT





Advocacy Centers and Specialists

- \$5,810,000

Restorative Practice Assistants

- \$2,025,537

Alternative Learning Center Redesign

- \$571,663

Reduce Student-to-Counselor Ratio

- \$5,212,971

Navigators (Social Workers)

- \$1,920,594

Expand Community Achieves and Partnership Support

- \$7,111,561

Professional Development Redesign

- \$245,15

Advocacy Centers & Specialists

A Trauma-Informed and Restorative Approach for Elementary Schools

Overview

Advocacy Center Services will include 4 types of support provided by Care Specialists:

- De-escalation/stress reduction to support emotional regulation
- Conversation and reflection
- Accountability action to repair harm (when needed)
- Re-entry and re-integration support for successful return to the regular learning environment





Advocacy Center: Calming Physical Space

- **Calming décor**
 - Comfortable seating and furnishings
 - Relaxing colors and artifacts such as plants
 - Culturally inclusive to support belongingness
- **Soft lighting and volume**
- **Materials to support stress reduction and regulation**
 - Sensory tools to support emotional regulation
 - Instructional materials to support skill building and self-expression

Advocacy Centers & Specialists

A Trauma-Informed and Restorative Approach for Elementary Schools

Theory of Action

If we invest in Advocacy Centers in all elementary schools where Specialists provide direct supports for students in real time when they need it during times of crisis or conflict;

teachers will have access to needed support for implementation of trauma-informed practices (training, coaching, modeling, and support);

then students will have received interventions during early stages of development to promote the skills needed for desirable behaviors and school success, satisfactory attendance, and social-emotional intelligence that will sustain as they matriculate through middle school and high school;

thus reducing loss of instruction, increasing coordination of wraparound supports, and decreasing disproportionate discipline outcomes.

Advocacy Centers & Specialists

A Trauma-Informed and Restorative Approach for Elementary Schools

Intended Outcomes

- Support skill - manage stress, healthy executive functioning
- Increase instructional time and future behavioral challenges
- Pair students with essential resources and referrals to support future success



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Social and emotional learning (SEL) is a process through which children and adults learn to:

- recognize and manage emotions,
- demonstrate care and concern for others,
- develop positive relationships,
- make good decisions,
- and behave ethically, respectfully, and responsibly.



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Pre-Pandemic Supports – Setting the Foundation

1. District Wide Professional Learning
 - SEL, Restorative Practices & Restorative Circles
 - Behavior and Classroom Management
2. Foundational work with school leaders (integrating SEL into academics)
 - SEL Walkthroughs
 - Limited coaching and consultation
3. Pockets of wraparound supports based on funding
 - Community Achieves, Extended Learning, Mental Health Supports



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Overview

- Implemented in Middle and High Schools
- Participate on School Leadership team and provide on-going support
- Assist schools with implementation of proactive approach to decreasing undesirable behaviors/conflicts with a focus on behavior interventions.



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Conditions for Learning - Tier 1 Essential Elements

SEL integrated into curriculum

Data based decision-making team

Establish school-wide expectations

Establish, model & teach expectations in the classroom and other locations

Multiple opportunities for practice and reinforcement of expected behaviors

Preventative/proactive discipline plan

Staff use logical and restorative discipline

Community gathering/morning meeting for 15-20 minutes daily

Regulation area in each room

Mindfulness-based brain breaks (in schedule twice a day)

Ongoing professional development

Evaluation of implementation fidelity at least twice a year



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Theory of Action

If we invest in providing direct support and services of a restorative practice assistant in all MNPS middle schools and high schools;
teachers will have access to ongoing restorative practices training, coaching, modeling, and data analysis of behavior outcomes and support;
then students will have an increased sense of significance, belonging, and safety and will have access to preventative and reactive supports that will assist with successful re-entry into the learning environment;
thus discipline will be student-centered, reduction of loss of instruction time, an increase in coordination of wraparound services, and a decrease of disproportionate discipline outcomes.



Restorative Practices Assistants

A Restorative Approach for Secondary Schools

Intended Outcomes

- Equip school staff by providing professional development
- Provide transition meeting to identify wrap around services for the students returning from suspensions and expulsions
- Facilitate restorative conferencing



Community Achieves & Partnership Support

A Collective Approach for All Schools

Overview



MNPS schools spread throughout the district have an on-site coordination to remove barriers for students and families.



Community support matches the need of schools and communities.



Established strong partnerships between school and community



Community Achieves & Partnership Support

A Collective Approach for All Schools

MNPS Partnership Tier System

3

PARTNER LIAISON Full-time coordinating position
Coordination Position Examples: Community Achieves Site Manager, FRC Manager, Family Involvement Specialist

PARTNER ENGAGEMENT Quarterly group partner meetings, tracked student cohorts, programming for students and families, weekly and/or monthly events, food and supply distributions, staff encouragement, student and family voice through impact teams, ongoing Professional Development, annual Standards-Based School Review

STRATEGIC PLAN FOR PARTNERSHIPS

2

PARTNER LIAISON Staff person with other responsibilities or position designated for partner management
Designated Position Examples: Dean of Students, Assistant Principal, Communities in Schools, Family Engagement Specialist

PARTNER ENGAGEMENT Formalized group partner meetings at least annually, participate in a series of professional learning opportunities, staff encouragement, at least quarterly events, food and supply distributions

STRATEGIC PLAN FOR PARTNERSHIPS

1

PARTNER LIAISON Staff person with other responsibilities
Examples: Dean of Students, Assistant Principal, School Counselor, SIP Facilitator

PARTNER ENGAGEMENT At least 1 to 3 events per year, partner engagement opportunities (Examples: Read Me Week, food and supply distributions), annual professional development training

STRATEGIC PLAN FOR PARTNERSHIPS

TIER THREE

TIER TWO

TIER ONE

Community Achieves & Partnership Support

A Collective Approach for All Schools

Theory of Action

If we invest in establishing the Community Achieves structure in all schools;
then schools will form stronger partnerships with community organizations
and utilize additional staff so that;
teachers, students and families will have access to internal and external
supports and resources aligned to school improvement plans;
thus increasing coordination of wraparound supports for meeting educational,
physical, emotional needs of students, families and communities.



Community Achieves & Partnership Support

A Collective Approach for All Schools

Intended Outcomes

- Support schools in building stronger partnerships through strategically paired partner matches to support school goals. (attendance, behavior, school culture, academics)
- Identifying and meeting needs of students and families.
 - Food and resource distribution
- Common partner practices in every school.
 - Partner Liaisons
 - Partner Convenings
 - Professional Development – schools, partners, parents
 - Impact Teams –data analysis and planning



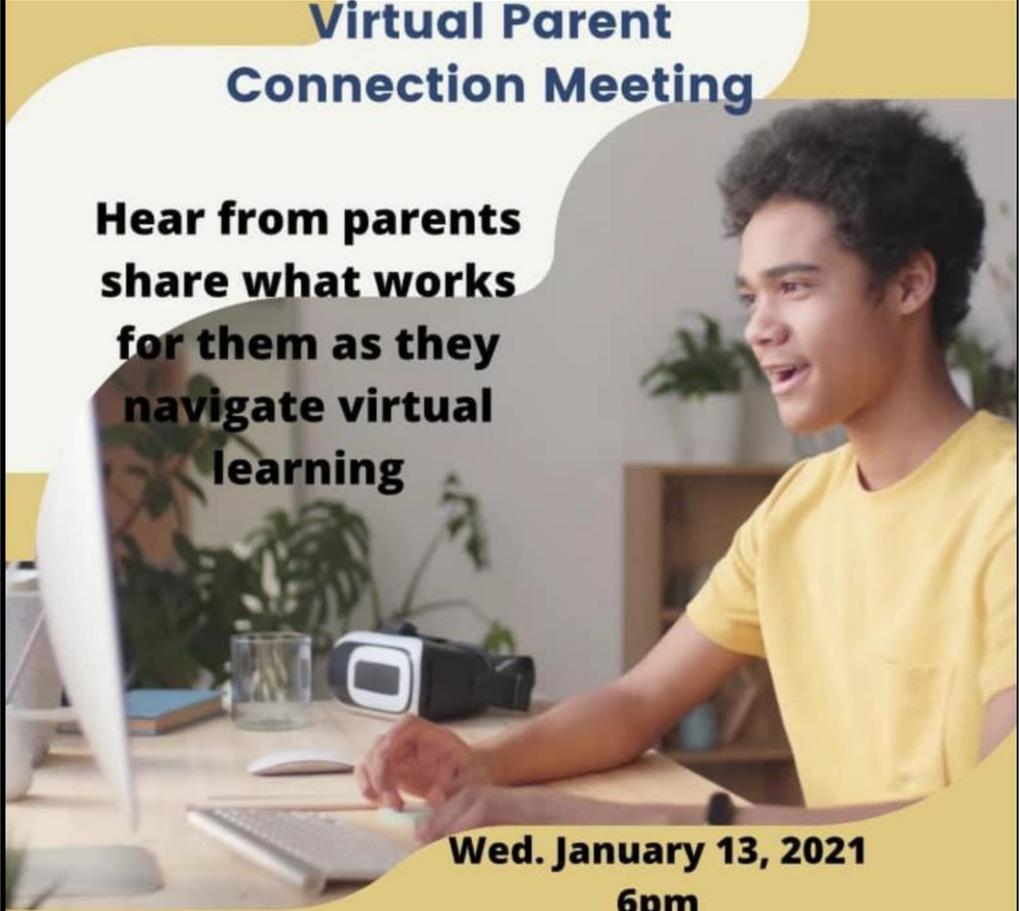
Community Achieves & Partnership Support

Two Rivers Middle School

“Parent Connection” – Nicole Vaughn,
Community Achieves Site Manager

- Creative parent opportunity for authentic engagement through live events where parents connect about their virtual learning experiences and provide tips to other families – at all tier levels.
- Parents provided feedback and insight to one another about navigating the technology, accessing resources, etc.

https://youtu.be/oDCo-hwh_cg



**Virtual Parent
Connection Meeting**

**Hear from parents
share what works
for them as they
navigate virtual
learning**

**Wed. January 13, 2021
6pm**

Visit: TRMSpirate.weebly.com

Overview

Advocacy Centers

Restorative Practice
Assistants

Expand Community Achieves
and Partnership Support

BUDGET PRIORITIES: STRATEGIES

Advocacy Centers
Restorative Practice Assistants
Expand Community Achieves and Partnership Support



METRO
NASHVILLE
PUBLIC
SCHOOLS

Dr. Michelle Springer, Chief
Student Services Division
Metro Nashville Public Schools

BUDGET PRIORITIES: STRATEGIES

Professional Development Redesign
Expand Virtual School Options
Textbooks and Instructional Support



METRO
NASHVILLE
PUBLIC
SCHOOLS

Dr. Mason Bellamy, Chief
Division of Academics and Schools
Metro Nashville Public Schools

Board Budget Priorities



EMPLOYEE COMPENSATION



ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION



INSTRUCTIONAL MATERIALS & IMPLEMENTATION SUPPORT



INFRASTRUCTURE AND TECHNOLOGY SUPPORT



HUMAN RESOURCES



SCHOOLS OF INNOVATION



COMMUNITY & PARENT ENGAGEMENT





Advocacy Centers and Specialists

- \$5,810,000

Restorative Practice Assistants

- \$2,025,537

Alternative Learning Center Redesign

- \$571,663

Reduce Student-to-Counselor Ratio

- \$5,212,971

Navigators

- \$1,920,594

Expand Community Achieves and Partnership Support

- \$7,111,561

Professional Development Redesign

- \$245,150

Expansion of Virtual School Options

- \$1,986,189

Theory of Action

If we invest in creating, implementing, and sustaining a systematic approach to the delivery, support, and success of the professional development MNPS delivers;

School based staff will have access to specific, timely, and strategic professional development based on student need;

then students are more likely to be taught using rigorous, personalized, and meaningful instruction in equitable ways;

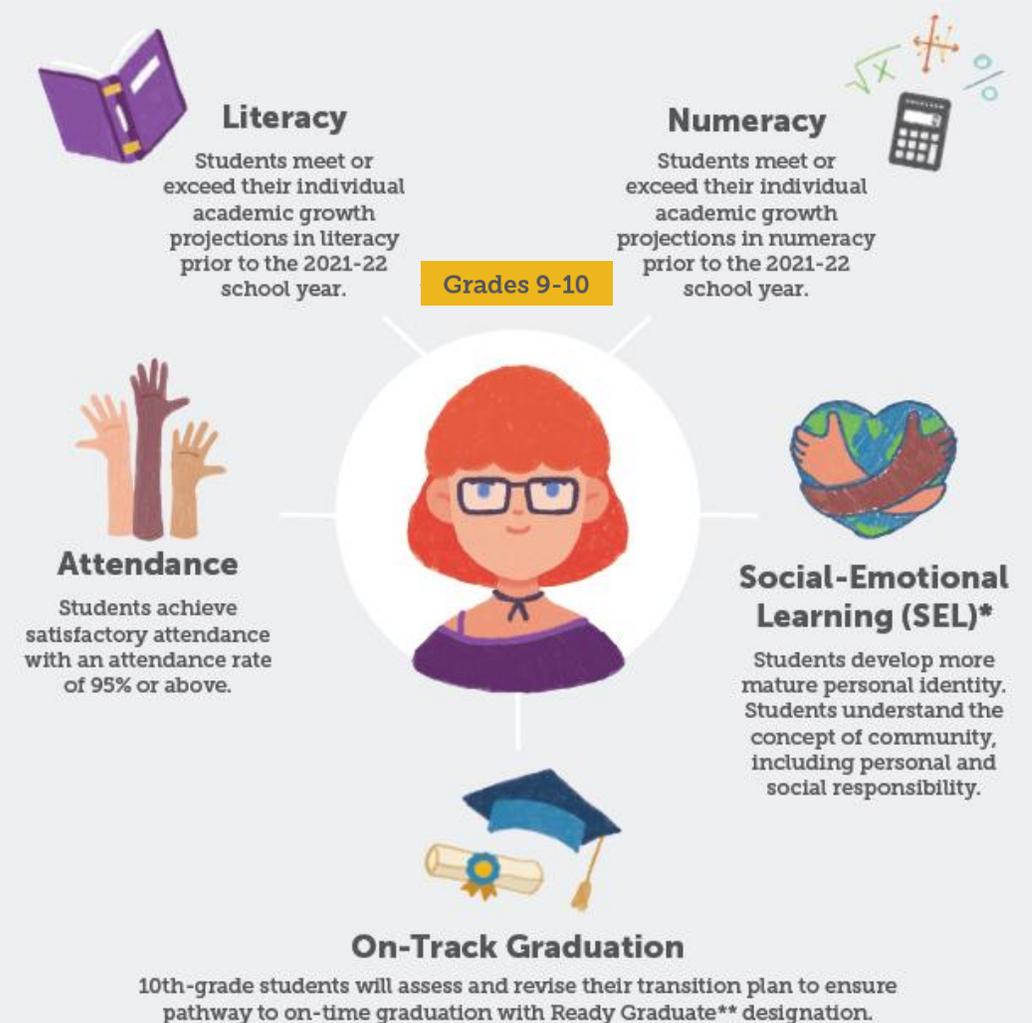
thus ensuring student outcomes are maximized by effective delivery/monitoring of a guaranteed and viable curriculum, PD offered is focused on the most effective pedagogy, and resources used on PD are ensured to demonstrate growth.

Intended Outcomes

- Build and maintain a professional development hub with on-demand access and reporting capabilities.
- Communicate with RAE to determine the effectiveness of delivered PD, of all departments, on focused outcomes.
- Equip school leaders with the information they need to utilize the excellent resources of MNPS Support Hub in the most focused ways.
- Ensure every school-based employee has access to on-demand learning that meets the needs of the employee so that they can meet the needs of the students and families.

Every Student Known

FOCUSED OUTCOMES TO SUPPORT A PATH OF SUCCESS FOR EVERY STUDENT



New Website



SIGNATURE

Personalized Student Dashboard



INITIATIVES

Results-Focused Innovation



High Dosage Tutoring



Focused

Core Tenets

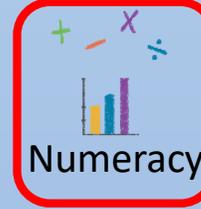
Outcomes



Literacy

Re- envision central office as a support hub

Empower and equip leaders at all levels



Numeracy

Navigators



Central Office Support Hub



Metro Schools ReimaginED



Literacy Reimagined



SEL

Create and support engaging, rigorous and personalized learning experiences for all students

Identify and eliminate inequities



Transitions

Innovative Health Response



Khoaching with Khan



Leadership Framework



Promising Scholars



Equity Roadmap



Virtual Help Centers





Advocacy Centers and Specialists

- \$5,810,000

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- \$2,025,537

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Professional Development Redesign

- \$245,150

Expansion of Virtual School Options

- \$1,986,189

Theory of Action

If we invest in increasing Virtual school choice options for MNPS students while maintaining a degree of traditional experiences;

School based staff will be able to better engage students in rigorous instruction, tailored to their learning style;

then students are more likely to be engaged in meaningful ways with curriculum fitting their needs;

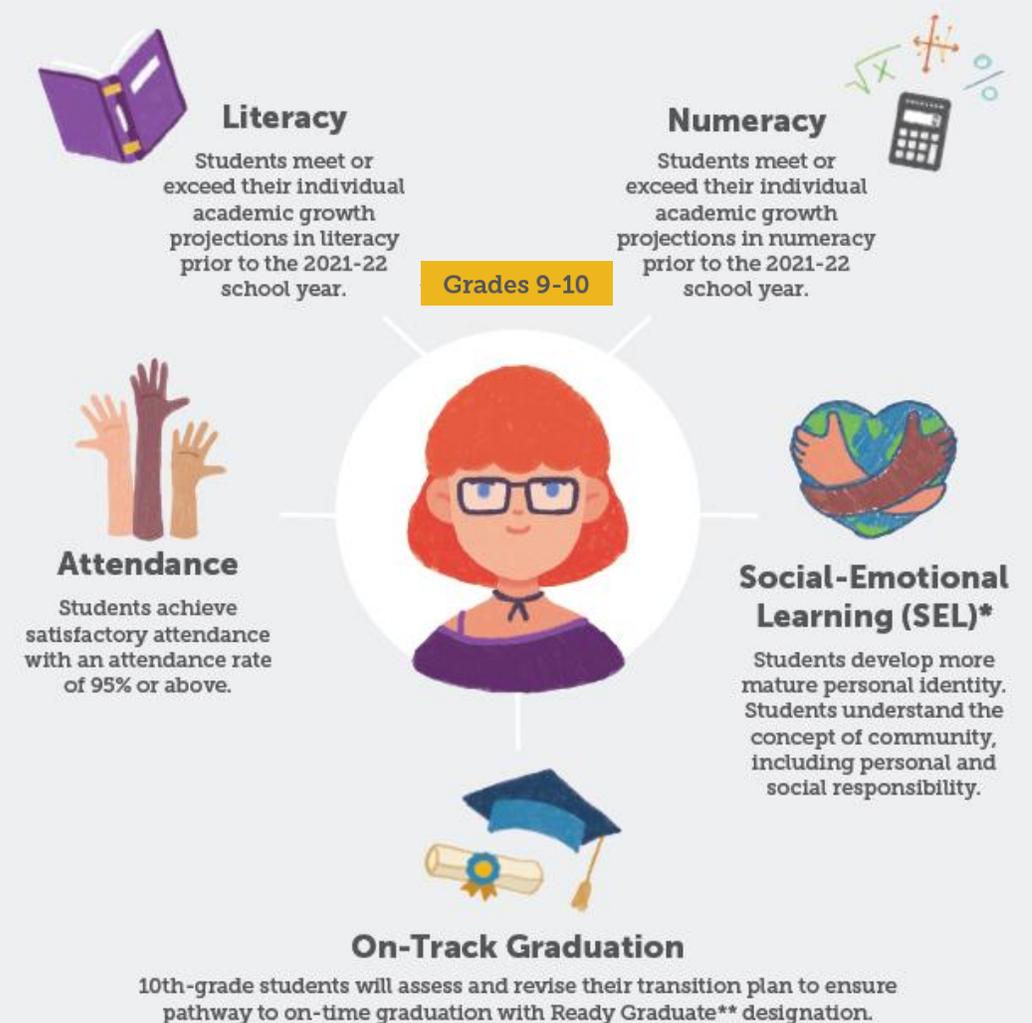
thus ensuring MNPS students the best chance of academic success by matching the learner with the most appropriate learning environment.

Intended Outcomes

- Increase the 6-8 experience to a comprehensive school of choice option including special area courses (fine arts, etc.)
- Include core curriculum for grades 4 and 5.
- Provide additional choices to the families of MNPS students that have experienced success in the virtual environment over the last year and would like to continue.

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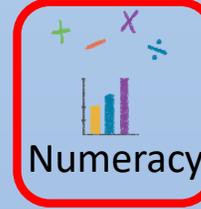
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Virtual Help Centers



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INFRASTRUCTURE AND TECHNOLOGY SUPPORT



HUMAN RESOURCES



SCHOOLS OF INNOVATION



COMMUNITY & PARENT ENGAGEMENT





Textbooks and Instructional Support

- **\$3,700,000 includes funding for:**
 - ELA adoption materials
 - Science and Social Studies textbooks
 - Supplemental materials for CTE and advanced academics
 - Integration between Schoology and Infinite Campus
- **Additional funds allocated through ESSER 2.0**



English Learner Teacher Certifications

- \$185,235

Metro Schools ReimaginED

- \$321,280

Course and Grading Alignment

- \$112,000

Transition Coordinator

- \$116,752

Numeracy Support

- \$342,075

Dyslexia Coordinator

- \$85,600

Reduce Student-to-School-Psychologist Ratio

- \$545,848

Theory of Action

If we invest in High Quality Instructional Materials and the support to implement them with quality, fidelity, intensity, and consistency;
teachers and school based staff will be able to focus on pedagogy, allowing them to reach learners on a personal, more rigorous level;
then students will be guaranteed access to a high-quality curriculum, delivered by a highly trained teacher;
thus eliminating existing inequities experienced by the use of varied, outdated, and poorly aligned curriculum.



Intended Outcomes

- Every teacher has access to a high-quality instructional materials (HQIM), aligned to state standards, and receives appropriate training to implement.
- By using HQIM in all grades and content areas variability is reduced while teacher autonomy is maximized and focused on pedagogy.
- The most basic and prevalent inequity (instructional variance) within MNPS will be eliminated.
- What Works in Schools: Translating Research into Practice, Marzano, 2003
 - A guaranteed and viable curriculum (GVC) ensures that all students have access to an effective or highly effective teacher, and access to the same content, knowledge and skills in each section or class.



Every Student Known

FOCUSED OUTCOMES TO SUPPORT A PATH OF SUCCESS FOR EVERY STUDENT



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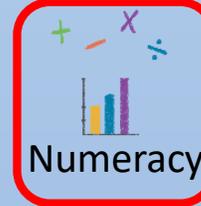
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Numeracy

Navigators



Central Office Support Hub



Metro Schools ReimaginED



Literacy Reimagined



Create and support engaging, rigorous and personalized learning experiences for all students

Identify and eliminate inequities



Transitions

Innovative Health Response



Khoaching with Khan



Leadership Framework



Promising Scholars



Equity Roadmap



Virtual Help Centers



Overview

Professional Development
Redesign

Expand Virtual School
Options

Textbooks and Instructional
Support

BUDGET PRIORITIES: STRATEGIES

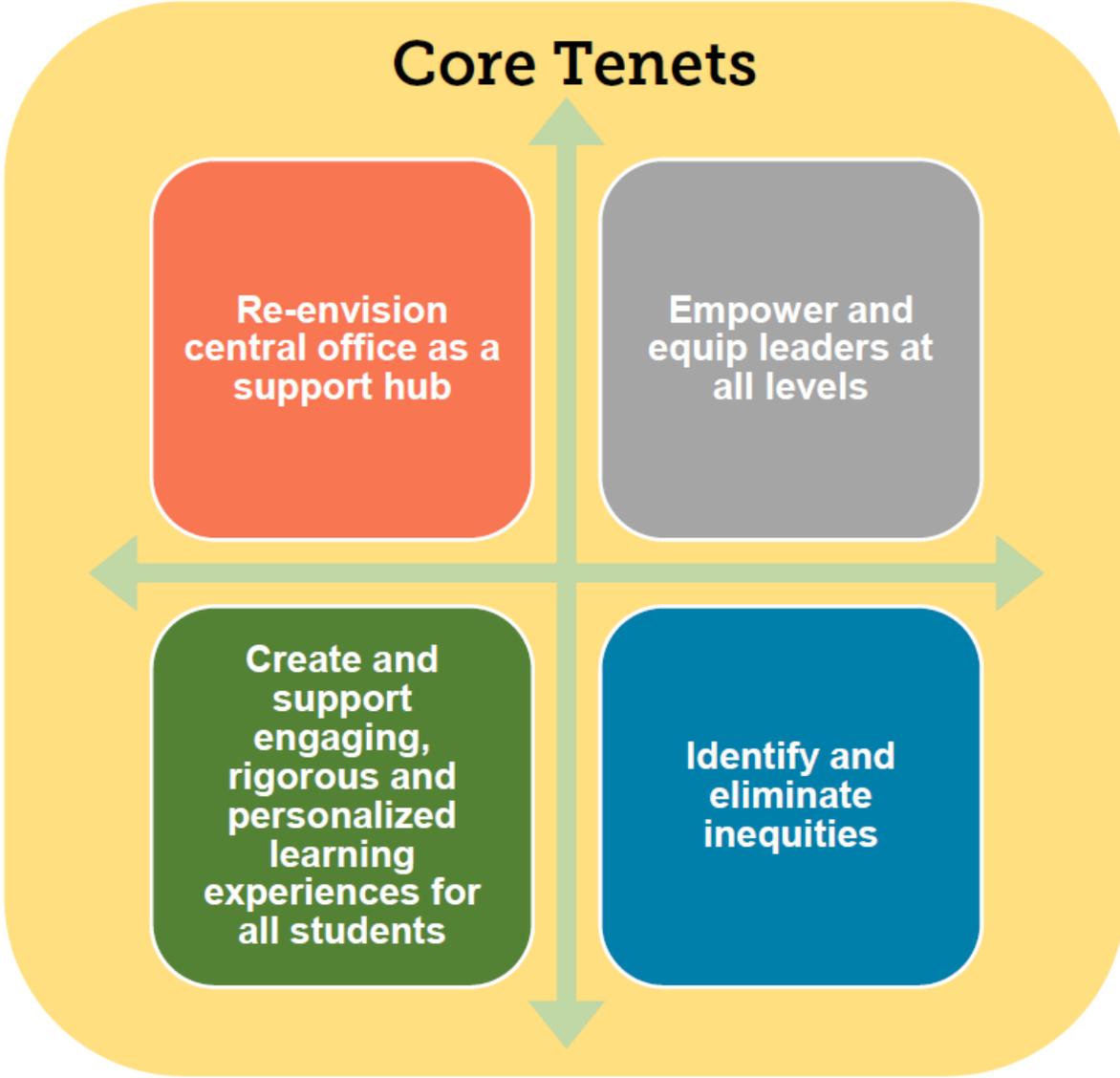
Staff Development
Leadership Pipeline
HR Support Hub



METRO
NASHVILLE
PUBLIC
SCHOOLS

Dr. Christopher Barnes, Chief
Human Resources Division
Metro Nashville Public Schools

Core Tenets



School Board's Budget Priorities

-  **EMPLOYEE COMPENSATION**
-  **ACADEMIC & SOCIAL-EMOTIONAL LEARNING INTEGRATION**
-  **INSTRUCTIONAL MATERIALS & IMPLEMENTATION SUPPORT**
-  **INFRASTRUCTURE AND TECHNOLOGY SUPPORT**
-  **HUMAN RESOURCES**
-  **SCHOOLS OF INNOVATION**
-  **COMMUNITY & PARENT ENGAGEMENT**

School Board's Budget Priorities



HUMAN RESOURCES





Staff Development and Leadership Pipeline

- \$407,909

HR Support Hub

- \$576,071

Theory of Action

If we invest in professional development and the leadership pipeline by employing staff members to create a robust, individualized professional development program;

Teachers and employees will have access to professional development that will empower educators and build their capacity as well as their leadership regardless if they are in year 3 or 33;

Thus our students will benefit from increased teacher and employee efficacy, be inspired and equipped to thrive in a changing world.

Intended Outcomes

- **More individualized professional learning that will engage employees throughout their career providing several paths to leadership development both in and out of the classroom.**
- **New educators will be equipped with the resources they need to lead all students, classrooms, and communities throughout MNPS.**
- **Comprehensive professional learning and support for employees in the first five years of teaching will improve retention and reduce turnover and transition.**

Theory of Action

If MNPS invests in creating a support hub within the HR department by expanding initial employee onboarding experiences, efficiently, consistently and agilely responding to concerns;

Employee and Teacher engagement, commitment, and willingness to refer MNPS to others will increase.

Thus we envision that HR will truly embody the strategy of customer-driven excellence and MNPS will be differentiated from all others and become an employer of choice.

- **Create a culture of customer-driven excellence, focusing on the needs of employees and implement strategies to increase organizational agility.**
- **MNPS HR will model “every employee known” by creating an environment of trust and transparency.**
- **Reduce wait time for problem resolution and increase supports for teachers and employees across the district, by increasing efficiencies and processes.**

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Metro Schools ReimaginED



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SEL

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Leadership Framework



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Equity Roadmap



Virtual Help Centers



**EVERY
STUDENT
KNOWN**

=

**EVERY
EMPLOYEE
KNOWN**



Overview

Staff Development

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