Focus Area One: School Conditions

Effective School Leadership

We believe that effective school leaders are foundational to creating thriving schools.

RECOMMENDATIONS
Improve the quality of school leaders by:

- Supporting a robust and diverse leadership pipeline
- Providing strategic leadership development investments to build and support a robust principal pipeline
- Implementing principal succession planning

SUCCESS IS WHEN

historically underserved students have the same quality and experience of principals as their peers

Ambitious Instruction

We believe that ambitious instruction and cultures of teacher collaboration are critical in driving student success.

RECOMMENDATIONS
Improve the quality of instruction by:

- Improving teacher pay
- Implementing innovative and sustainable teacher recruitment strategies
- Equitably distributing teachers
- Increasing protected collaborative planning time available to teachers during the school day
- Investing in teacher leadership pathways that allow educators to remain in the classroom
- Ensuring access to advanced academics

SUCCESS IS WHEN

historically underserved students are held to the same high expectations as their peers, and teachers in schools serving historically underserved students have positive and collaborative work environments at the same rates as their peers

Engaging and Inclusive Cultures

We believe that students need engaging educational experiences and inclusive and supportive school cultures in order to thrive.

RECOMMENDATIONS
Improve school and learning culture by:

- Providing training on diversity, equity, and inclusion
- Increasing social workers/mental health professionals in all schools and ensuring equitable access to college and career counseling
- Implementing restorative justice practices in all schools
- Including representative and culturally relevant curricula
- Supporting families where they are and welcome them into the school community

SUCCESS IS WHEN

historically underserved students are experiencing the same positive culture as the their peers

Focus Area Two: City and State Systems

City Equity

We believe we must identify and dismantle the inequities baked into our city policies that prevent too many of our students from thriving.

RECOMMENDATIONS

Design a city that prioritizes children and youth by:

- Ensuring city services meet student and family needs and removing the onus on schools to fill those needs
- Creating community conversations that assess how existing city structures, programs, and systems perpetuate inequities that prevent historically underrepresented students from thriving in school, including how residential housing patterns perpetuate school segregation
- Adopting equity goals, in collaboration with families and stakeholders, for our students, children, and youth

SUCCESS IS WHEN

historically underserved children and youth have the same access to opportunity in Nashville as their peers

Resource Equity

We believe resources must support and align to the responsibilities we have placed on schools to educate and nurture the whole child equitably and justly.

RECOMMENDATIONS

Ensure a state that appropriately funds and supports education by:

- Increasing school funding to meet student and community needs and match the onus we place on schools
- Adopting state policies that support equitable and just education for all students

SUCCESS IS WHEN

the percentage of state GDP going to K-12 education is equal to or greater than the national norm, the state has fully adopted BEP Committee recommendations, and the state adopts a student-based funding formula

Nashville Public Education FOUNDATION