

# 2021

## ANNUAL REPORT



Nashville  
Public Education  
FOUNDATION

Every child  
deserves to thrive  
in school.

# You are making a difference for children and youth.



Dear Friends of Public Education,

We are so thankful that conditions allowed our students to return to in-person classes and continue to remain in awe of our amazing teachers and educators who consistently go above and beyond in support of our students.

We believe that ALL students can thrive in our public schools, but we also know that access to rigorous and quality learning opportunities continue to be challenges. We believe we must push for enlightened public policy that centers equity at its core. We believe the district needs support from strategic partners to build capacity and increase innovation. We believe we need a new narrative about what is really happening in our schools every day. And we believe we all have a role to play to ensure our students are thriving.

This is where the Nashville Public Education Foundation comes in. We serve as an advocate for change, pushing for student-centered policies. We support the district as a critical friend and strategic consultant to build capacity. We celebrate the great things that are taking place in our schools. And we push for collective action that leverages the skills and insights of all community members to drive toward solutions for our kids.

The Nashville Public Education Foundation serves a critical role in our community, working alongside the district, our community partners - including you - to remove barriers to success for our students. By supporting our work and our public schools, you are making a difference for Nashville's children and youth. Thank you for your support as we strive to ensure all students can thrive in our public schools every day.

With gratitude,

A handwritten signature in blue ink that reads "C. Anthony Heard".

Tony Heard  
NPEF Board Chair

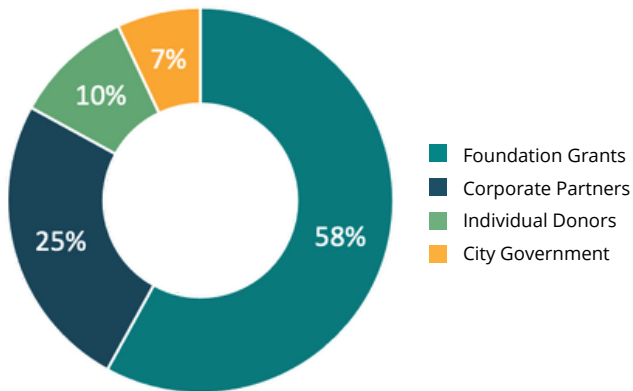
A handwritten signature in black ink that reads "Katie Cour".

Katie Cour  
President and CEO

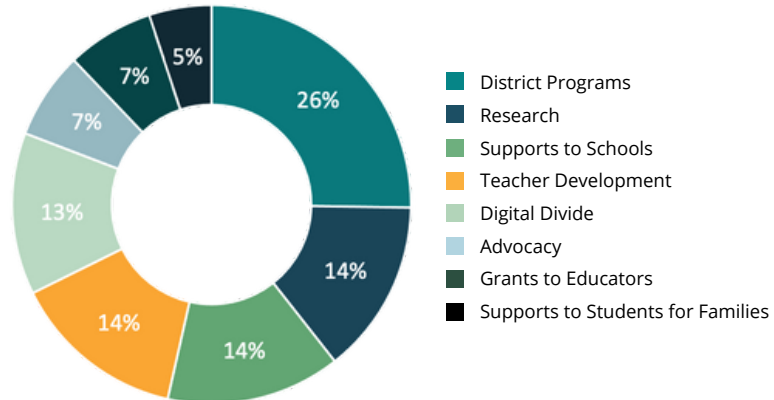


# Year in Review

## WHERE OUR FUNDING COMES FROM



## WHERE OUR FUNDING GOES



## 2021 HIGHLIGHTS



*Launched a documentary on the history of public schools*



*Partnered with the Mayor's Office to make MNPS teachers the highest paid in the state*



*Invested deeply in teacher leadership through three innovative programs*



*Convened nearly 2,000 stakeholders to raise awareness and discuss education challenges*



*Led dozens of discussions advocating for changes to our BEP state funding formula*



*Recognized and awarded over 60 teachers and organizations making a difference for kids*

# We remove barriers to success by **ADVOCATING FOR CHANGE**

We believe all students can thrive in our schools, but we also know that systemic barriers are preventing some students from excelling.

That's why we work to **identify and dismantle inequities** baked into our policies that prevent too many of our students from thriving. Every student should have access to the same opportunities - great teachers and school leaders, rigorous courses, and personalized supports.

We also **advocate for resources** that support and align to the responsibilities we have placed on schools to educate and nurture the whole child equitably and justly.

***"NPEF has become a leading voice in advocating for equitable policies. From pushing for funding reform to assessing inequities in district policy, NPEF is paving the way for a better future for our students."***

Brenda Wynn, Davidson County Clerk and  
NPEF Board Member

## Advocacy Highlights from 2021



Led the study on teacher compensation that resulted in the Mayor's \$49 million investment to **increase teacher salaries**



Published our fourth annual **Bridge to Completion** report, which examines MNPS students' college access and success and provides recommendations for moving forward



Raised awareness about why our state needs to overhaul the way it **funds public education** and led discussions about potential solutions





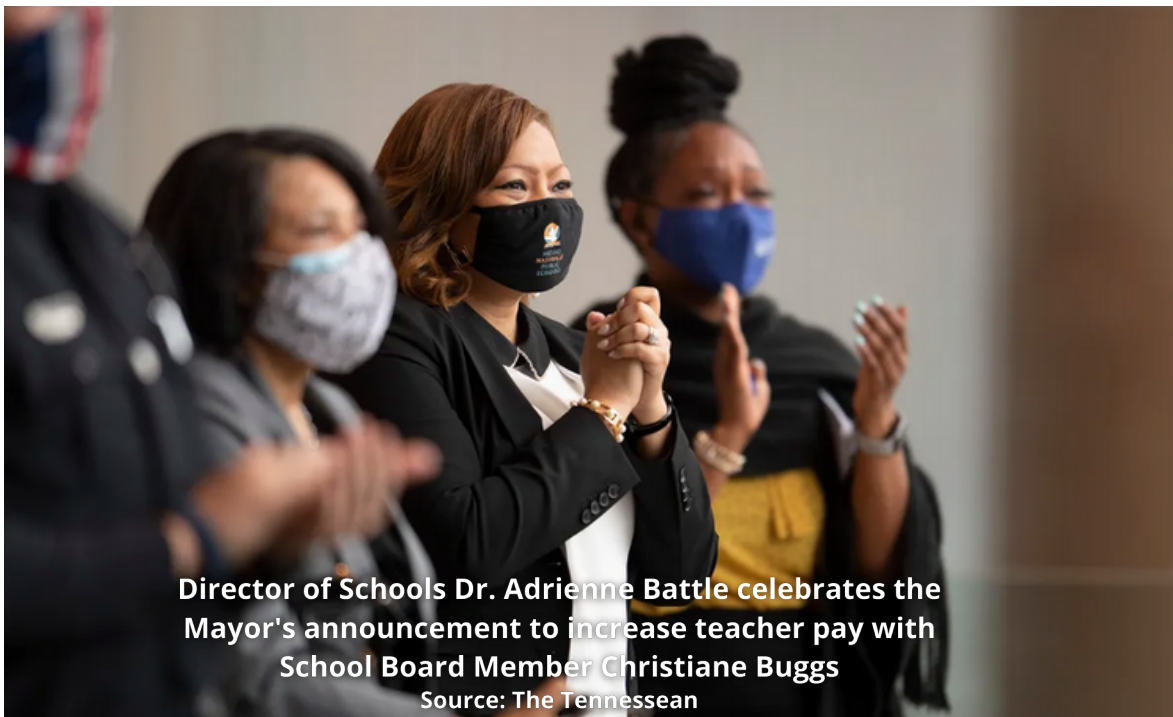
# How did a compensation study lead to the district's biggest teacher pay raise in decades?

Teachers are the most important part of a high quality education and yet our prior salary structure failed to recognize their **deep commitment to our students**. In fact, a teacher did not reach the living wage in Nashville until 18 years of teaching under the prior system.

Our teacher attrition data reinforced the need to change the way we recognize and pay our teachers, with early and mid-career teachers leaving the district at higher rates than our peer districts.

In recognition of these facts, NPEF, in collaboration with the Mayor's office, engaged Education Resource Strategies to analyze the structure and **make recommendations for teacher pay increases**. Based on the results, Mayor Cooper allocated roughly \$50 million to make MNPS teachers the best paid in Tennessee.

If we want to retain our teachers and see substantial growth for our students, we need to begin by recognizing their importance.



Director of Schools Dr. Adrienne Battle celebrates the Mayor's announcement to increase teacher pay with School Board Member Christiane Buggs

Source: The Tennessean

ADVOCATE  
FOR CHANGE

## How does a city come together to support students' college dreams?

In today's evolving labor market, it's more important than ever that MNPS graduates have pathways to career opportunities that are fulfilling and financially rewarding. To support MNPS graduates' postsecondary aspirations, NPEF, in partnership with the Tennessee College Access and Success Network, began researching where our students were going after high school and which paths were more likely to lead to successful credentials and degrees.

Building on this finding, NPEF has helped Nashville State and MNPS form a formal partnership, called Better Together, to support seamless matriculation and success. Nashville's approach to college access and success has attracted national attention and brought more than \$30 million in investments to accelerate our postsecondary efforts.

Now in the 5th year, our Bridge to Completion reports have helped identify gaps and opportunities, including the realization that one in five MNPS graduates matriculates to Nashville State each year.

***"NPEF's support for our strategic initiatives has been invaluable in moving our district forward in staff support and development as well as thinking about new ways to improve the academic opportunities and pathways available to all students."***

Dr. Adrienne Battle, Director of Schools,  
Metro Nashville Public Schools





# We remove barriers to success by SUPPORTING DISTRICT STRATEGY

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We believe Metro Nashville Public Schools can provide a high-quality public education, but needs **strong collaboration with outside partners** to ensure creative solutions and quality implementation to drive continuous improvement.

NPEF helps MNPS find solutions and implement strategies to some of the district's toughest challenges. We serve as **consultants, thought partners, and critical friends**, driving strategic discussions and leading district initiatives. Our expertise in teacher and leader quality, college access and success, and other key education areas helps infuse innovative, research-driven ideas into district strategies.



## Supporting Strategy Highlights from 2021



Facilitated **Better Together** collaboration between MNPS and Nashville State Community College, with the goal of supporting student success in college and beyond



Supported coaching and mentoring for principal supervisors and implementation of **principal quality** initiatives



Collaborated on multiple **teacher leadership opportunities** to retain our great teachers, including the Teacher Leadership Institute and the College Access Champions Fellowship

# We remove barriers to success by CELEBRATING EXCELLENCE

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We believe that solutions exist to even our toughest problems and that great things are happening in all of our schools every day. We work to **shine a light** on the people and practices that are driving success for our children and youth. We do that by celebrating amazing teachers and leaders in our district, sharing success stories, funding creative solutions, and advancing innovation.

We know that teachers and school leaders are best positioned to drive change in their schools, so we also work to elevate teacher voice and **accelerate educator-developed solutions**.

## Celebrating Highlights from 2021



Launched **Teacherpreneur**, a program to harness and scale educators' innovative solutions to systemic inequities



Promoted and funded **innovative organizations** and educators making a real difference in our schools



Honored 50 **Blue Ribbon Teachers** for their exceptional work in equity, student engagement, and teacher leadership

***"Teachers are heroes, and yet they often don't get the recognition they deserve. One of the most important things NPEF does is honor and celebrate our great teachers."***

Janet Miller, CEO and Market Leader for Colliers International  
and NPEF Board Member





# Catching Up with a Few of our Hall of Fame Innovation Awardees



The Educators Cooperative, a 2018 Inspiring Innovation Award winner, brings teachers from traditional public, private, and charter schools together in an active **community of support and development** to share practices and learn together. Since 2016, the organization has doubled in size and has expanded programming to include EdCo Collaborates, a series of open workshops to share best practice, and the Antiracist Teaching Panel, discussions by and for teachers to discuss how to undue the harm of systemic racism.

Since 2015, UniCycle, a 2019 Inspiring Innovation Award winner, has grown a systemized, **volunteer-run program that collects and distributes school clothes** in Metro Nashville Public Schools. In 2019-20, UniCycle distributed 20,000 items of clothing and is on track to double that number during the 2021-22 school year. For the last several years, UniCycle has supplied nearly all school clothing needs for the 3,000-4,000 students experiencing homelessness in Nashville each year.



EXCELLENCE



BRAT

## Why a Documentary about Nashville's Public Schools?

We started with a simple question – why are our schools the way they are and **what's preventing some of our students from thriving in school?**

While we had some theories about those questions, we began to realize that we didn't have a solid understanding of why certain policies and decisions were put in place decades ago and the effect of those policies and decisions on our students today.

Fast forward two years and hundreds of conversations later and *By Design: The Shaping of Nashville's Public Schools* was born.

With this one-hour film, we hope to establish a shared understanding of our history and **generate community conversations** about how we can better prioritize ALL children and youth now and into the future.



Audience members listen to a discussion about where we go from here following the premiere of *By Design: The Shaping of Nashville's Public Schools*



# We remove barriers to success by **CONVENING STAKEHOLDERS**

We believe everyone has a role to play in ensuring ALL kids can thrive in schools. And it's clear we must **collaborate to identify, design, and implement solutions** to education's toughest issues.

Convening people isn't just about getting people in a room. It's about identifying stakeholders who aren't being heard, **driving the right conversations**, and inspiring solutions.

To drive **collective action**, we convene stakeholders across the city, elevate voices to ensure inclusive policy-making, and facilitate community-driven solutions for ALL children and youth.

***"NPEF not only brings together diverse perspectives but also connects people in influential roles who can make change for our city."***

Gini Pupo-Walker, State Director for Tennessee,  
Education Trust, and MNPS School Board  
Member

## Convening Highlights from 2021



Hosted 2,000+ Nashvillians at screenings of ***By Design: The Shaping of Nashville's Public Schools*** and facilitated discussions about next steps



Facilitated webinars, discussions, and events with **hundreds of stakeholders** on creating equitable and just schools



Conceived and launched a series of **town halls** to elevate Nashville's diverse voices in an effort to drive new community solutions



# On the Horizon

*In 2022, NPEF will focus on improving school conditions by leveraging teacher leaders, infusing innovative approaches in high schools, and supporting district-college partnerships.*

## Reimagining Ed



Exploring practices that have the potential to transform the way we do school in a post-Covid world

## Better Together



Expanding and deepening the Nashville State Community College/Metro Schools partnership, Better Together

## Teacher Leadership



Naming our Teacherpreneur cohort and expanding our teacher leadership work through the Teacher Leadership Institute

## Research to Practice



Supporting the formal PEER partnership between Vanderbilt and MNPS to use research to inform practice



# NPEF's Strategies for 2022

*Our work to eliminate systemic inequities will focus on elevating community solutions, removing barriers to college success, increasing district pay for support staff, and pushing for progressive school funding reform.*

## Community Voice



Launching a series of town halls to gather feedback from the community about breaking down systemic barriers to school success

## College Success



Releasing our 5th annual Bridge to Completion college access and success report and supporting a districtwide college-going strategy

## Salary Strategy



Partnering with the Mayor's Office to analyze and make recommendations for improving the district's salary structure for critical, non-teacher roles in our schools

## School Funding



Advocating for a weighted student funding formula and a substantial increase in the state allocation for public education

...plus it's our **20<sup>th</sup>** anniversary !

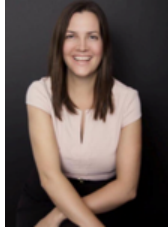
*Keep an eye out for special moments and celebrations throughout the year!*



# NPEF's Board of Directors



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Meg Harris  
Vice-Chair



Ashley Cook  
Secretary



Rob McNeilly  
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Past Chair



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Thomas J. Sherrard  
Gail Williams  
Jerry B. Williams  
D.J. Wootson



NPEF Board Chair Tony Heard with NPEF President and CEO Katie Cour and NPEF Board Members Jerry Williams and Howard Gentry

## NPEF's Team



Katie Cour  
President and CEO



Colleen Gilligan  
Manager,  
Advocacy and  
Communications



Jennifer Hill  
Vice President,  
Policy and  
Programming



Melinda Judd  
Vice President,  
Development  
and Outreach



Terri Totty  
Director of  
Operations



Tashaye Woods  
Director,  
Policy and  
Programming



Tashaye Woods and Jennifer Hill  
celebrating after an event



# Thank You to our Incredible Partners Who Make our Work Possible

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## Innovator Partners

AllianceBernstein  
Amazon  
Country Music Association  
Foundation  
Metropolitan Government of  
Nashville and Davidson County  
Scarlett Family Foundation  
SCORE

## Collaborator Partners

Belmont University  
Boedecker Foundation  
Annette Eskin  
Johanna A. Favrot Fund  
First Horizon Foundation  
Google Fiber  
Ingram Charities  
Susan and Rick Mattson  
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Debbie and Joey Hatch  
HCA Foundation

HCA Healthcare/TriStar Health  
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J. Graham Inc  
Robin and Bill King  
Lipman Brothers/R.S.  
Lipman Company  
Lipscomb University  
LP Foundation  
Dan and Margaret Maddox Fund  
Memorial Foundation  
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Nashville Electric Service  
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Regions Bank  
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Dorothea Severino  
Sherrard, Roe, Voigt & Harbison  
Sony Music  
Synovus  
The Enchiridion Foundation  
Truist Foundation  
Judy and Steve Turner  
Karen Weeks  
Jerry and Ernie Williams

## Trailblazer Partners

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Chandra and Harry Allen  
Barbara and Gregory Burns  
Bone McAllester Norton PLLC  
Sheila Calloway  
Caterpillar Financial  
Cathy and Mark Cate  
Judith and Joe Cook

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Dell Corporation  
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Wanda and Jerry Lyle  
Terri and Michael McConnell  
Tracy and Ted McCourtney  
Carolyn and Rob McNeilly  
Gilbert Merritt  
Nashville State Community  
College Foundation  
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Tiny Mighty Communications  
Studio Bank  
Tennessee Tribune  
Aleta and Byron Trauger  
Trauger & Tuke  
Gail Williams  
D. J. Wootson  
Brenda and Emmett Wynn

***And the hundreds of Friends  
of Public Education who have  
supported us this year.***





Nashville  
Public Education  
FOUNDATION

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