



Nashville
Public Education
FOUNDATION

What we do: This Project

-  Advocating for Change

-  Promoting Excellence & Innovation

-  Supporting MNPS ●

-  Convening Stakeholders

What We Did:

NPEF collaborated with the Tennessee Education Research Alliance (TERA) to manage the initial 9-month Principal Quality Initiative, which began with TERA's analysis of current MNPS principal quality, distribution, turnover, and demographic data. Using these findings, NPEF then facilitated a series of in-depth workshops with district leaders to:

Principal Quality Initiative

What it is:

Working as a collaborative consulting partner, the Nashville Public Education Foundation (NPEF) engaged deeply with Metro Nashville Public Schools (MNPS) to support the development of a comprehensive strategy to attract, recruit, select, develop, and retain great leaders for our schools.

The resulting Principal Quality Initiative helped create a formally adopted definition of principal quality and a clear principal pipeline strategy, all grounded in a detailed analysis of the district's data.



Identify a set of values and beliefs about leadership.



Develop a leadership framework that defines the roles, responsibilities, and key behaviors of leaders.



Evaluate current leadership selection, recruitment, and development strategies and make recommendations for improvement.



Identify a set of metrics to measure success.



Highlight a set of pilot strategies that could be explored for enhanced impact.

NPEF continues to engage with MNPS to support the implementation of recommendations driven by the Principal Quality Initiative.



Principal Quality Initiative

The Impact:

The project culminated in the development of a shared definition of principal quality, adoption of the new MNPS Leadership Framework, and consensus around the district's point of view on both the role of the principal and the role of the district in supporting principals. NPEF developed a set of recommendations on the necessary foundations for leadership work in the district, building the bench of future school leaders, and selecting and developing current school leaders in MNPS. NPEF designed an Implementation Guide to continue the efforts of the project, and pilots around principal selection and development were put into place in an effort to jumpstart and accelerate the process.



Why it Matters:

Research continues to provide evidence for the critical role the school principal plays in developing people, creating an effective learning culture, and ensuring all students are on track to success. Yet we also know that MNPS, like many high-needs school districts, can face challenges in recruiting and retaining consistently high-performing principals for all schools. NPEF is dedicated to supporting MNPS as a consulting partner to facilitate conversations and provide feedback on some of the district's biggest challenges and to help advance shared goals. The Principal Quality initiative provided an opportunity for NPEF to serve in this way to help ensure school leaders have the supports, guidance, and pathways to drive positive change for their schools and students.

