



Nashville Public Education FOUNDATION

What we do: This Project

Advocating for Change	
Promoting Excellence & Innovation	
Supporting MNPS	●
Convening Stakeholders	●

What We Did:

NPEF was responsible for organizing the cabinet logistics, managing the application and selection process, facilitating monthly sessions, and sharing cabinet feedback with policymakers. Each year, MNPS teachers representing a diversity of schools, grade levels, and experiences served on the cabinet to ensure a wide variety of teacher voices. Cabinet members brainstormed and presented on how to reimagine professional development and support, improve new teacher onboarding, and recruit new teachers, among many other topics.

Teacher Cabinet

What it is:

The Teacher Cabinet was initiated in 2016 by the Mayor’s Office in collaboration with the Nashville Public Education Foundation (NPEF) and Metro Nashville Public Schools (MNPS) to elevate the voices of MNPS teachers in education policy and practice decisions. Cabinet members provided critical, on-the-ground feedback regarding policy effects and challenges, giving input on a variety of education initiatives to the Mayor’s Office and MNPS.

Cabinet meetings featured presentations and discussions with special guests, including representatives from the Mayor’s Office, MNPS Director of Schools, and other MNPS leadership as relevant to the meeting’s topic. Teachers engaged in robust discussions sharing their perspective as educators, driving towards solutions on some of our district’s most pressing issues. Meetings resulted in policy memos containing specific recommendations from the Teacher Cabinet to MNPS or other stakeholders as pertaining to the focus issue. Recommendations informed discussions at all levels on ways to improve policies and practices.

Based on district needs and teacher input, the cabinet evolved into a cohort learning experience intended to create systemic change by designing pilot solutions around issues of talent and equity.



Teacher Cabinet

The Impact:

The work from each cabinet meeting generated valuable insights on ways the district and city can improve policies and practices that affect teachers and students. Specifically, feedback from the Teacher Cabinet was used to:

- Inform the way the district selects and hires principals
- Improve content and experiences for new teachers as part of the district's New Teacher Academy
- Develop recommendations for affordable housing for Nashville teachers
- Inform how the district determines and designs meaningful and effective professional development experiences for teachers
- Help prioritize the right school conditions to create positive climates and cultures
- Provide teacher insight on the logistical implementation of new district-wide academic initiatives
- Proffer creative teacher-designed solutions for improved teacher pay and professional incentives
- Outline necessary learning experiences and key knowledge for local higher-education institutions and other teacher preparation programs to prioritize



While the Teacher Cabinet is no longer an active program, its influence on how NPEF and MNPS gather and use teacher input on key decisions remains. In fact, Director of Schools Dr. Adrienne Battle ultimately decided to create a teacher cabinet of her own so she can garner more frequent feedback on critical district decisions, an excellent sign that teacher voice has become embedded into daily district systems.

Why it Matters:

NPEF, MNPS, and the Mayor's Office saw the value in strategic collaboration to provide a bridge between the voices of educators - working in classrooms with students each day - and those with the most influence over crucial policy and practice decision-making in our district. We have exceptional teaching talent in our district, and the Teacher Cabinet served not only as a way to authentically value the input of our teachers, but to provide them with ways to make a more systemic and deeper impact on our school system without requiring them to leave the classroom for leadership or district-level positions.

