

Focus Area One: School Conditions

Effective School Leadership



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

ACTIONS

Improve the quality of school leaders by:

- Adopting a research-based leadership framework that guides leadership strategy
- Supporting a robust and diverse leadership pipeline
- Implementing principal succession planning
- Equitably distributing effective principals across the district
- Clarifying policy around removing ineffective principals

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.

ACTIONS

Improve the quality of instruction by:

- Improving teacher pay and providing differentiated pay opportunities
- Implementing innovative and sustainable teacher recruitment strategies
- Equitably distributing teachers across the district
- Increasing protected collaborative planning time
- Investing in teacher leadership pathways
- Ensuring equitable 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.

ACTIONS

Improve school and learning culture by:

- Providing training on diversity, equity, and inclusion
- Increasing social workers/mental health professionals in all schools
- 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.

ACTIONS

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
- Assessing how city structures, programs, and systems 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
- Codifying a children and youth city strategy and establishing a division for 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.

ACTIONS

Ensure a state that appropriately funds and supports education by:

- Adopting a weighted student-based funding formula
- Increasing school funding to meet student and community needs
- Adequately addressing the high cost of living through resource allocation
- 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 and the state has adopted a student-based funding formula

