

Forward **FOCUS**

A News Bulletin For Employees Of Metro Nashville Public Schools

IN THIS ISSUE: A WORD FROM ANNA SHEPHERD • TLI 2016-17 COHORT • LEARNING FROM A MUSIC HALL-OF-FAMER



MESSAGE FROM THE DIRECTOR

Dr. Shawn Joseph

"We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there 'is' such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action." — Dr. Martin Luther King, Jr.

I have had the pleasure of speaking with thousands of families, staff and students over the last three months. It's clear that our community wants our children to succeed. Action is needed, and we are the people to do it. As Dr. King proclaimed in his I Have a Dream Speech, "Now is the time." This week, let's work with the sense of urgency that the time calls from us.

Our parents and students must feel our commitment to "Exceeding Great Expectations." This can't just be a tagline. It must be a way of life. We must work hard to show our community that we are the most compassionate, hardest-working public school employees in the country. I am thankful to work with such a committed group of individuals.

As our strategies continue to evolve, our ultimate goal is to provide you with the resources to execute a world-class experience for our families. Let's be known for our exceptional levels of service and performance. Stay encouraged and continue to uplift your colleagues and our students.

Here is a link to a speech Dr. King delivered to students in Philadelphia about having purpose in life. Just like Dr. King, you can inspire students through your words and actions.

<https://www.youtube.com/watch?v=ZmtOGXreTOU>

FEATURE STORY



PARENT, TEACHER & STAFF VOICE SESSIONS

District wants staff input on key issues

District employees have a unique perspective on what they believe is working, what is not working and what are potential strategies to improve student achievement and efficiency in Metro Schools. That is why the district is launching a series of staff and public meetings this week to gather input on 14 specific topics ranging from transportation to literacy, pre-K to school nutrition.

"We want to build a great school system with staff, not on top of staff," said Director of Schools Dr. Shawn Joseph. "To do that, we need their input — we need to know and understand their perspectives on key issues."

Joseph said information learned at these sessions will be used in strategic planning. Meetings are by topic, not by clusters or tiers unless specifically indicated, and sites were selected based on their central location and easy access. Staff is encouraged to attend all sessions that directly relate to their work with students.

The staff sessions are from 4:30-5:30 p.m. These will be followed by community voice sessions on the same topic from 6-7 p.m. Please see the full schedule on page 2 for locations and topics.



TEACHER AND STAFF VOICE SESSIONS

SHARE YOUR THOUGHTS WITH METRO SCHOOLS LEADERS

SESSION SCHEDULE | ALL SESSIONS ARE FROM 4:30-5:30 P.M.

**OCTOBER 10
ADVANCED ACADEMICS STAFF**
CARTER-LAWRENCE ELEMENTARY SCHOOL
1118 12TH AVENUE SOUTH
NASHVILLE, TN 37203

**OCTOBER 11
HIGH SCHOOL STAFF**
EAST NASHVILLE MAGNET HIGH SCHOOL
110 GALLATIN AVENUE
NASHVILLE, TN 37206

**OCTOBER 12
TRANSPORTATION SERVICE STAFF**
GLENCLIFF ELEMENTARY SCHOOL
120 ANTIOCH PIKE
NASHVILLE, TN 37211

**OCTOBER 17
MIDDLE SCHOOL STAFF**
MADISON MIDDLE PREP
300 OLD HICKORY BOULEVARD WEST
MADISON, TN 37115

**OCTOBER 18
NUTRITION SERVICES STAFF**
MEIGS ACADEMIC MAGNET SCHOOL
713 RAMSEY STREET
NASHVILLE, TN 37206

**OCTOBER 18
PRIORITY SCHOOLS STAFF**
PEARL COHN HIGH SCHOOL
904 26TH AVENUE NORTH
NASHVILLE, TN 37208

**OCTOBER 19
ELEMENTARY SCHOOL STAFF**
FALL-HAMILTON ENHANCED OPTION SCHOOL
510 WEDGEWOOD AVENUE
NASHVILLE, TN 37203

**OCTOBER 20
SPECIAL EDUCATION STAFF**
GRA-MAR MIDDLE PREP
575 JOYCE LANE
NASHVILLE, TN 37216

**OCTOBER 24
LITERACY**
ROSE PARK MIDDLE PREP
1025 NINTH AVENUE SOUTH
NASHVILLE, TN 37210

**OCTOBER 24
VISUAL & PERFORMING ARTS STAFF**
JOHN EARLY MUSEUM MAGNET MIDDLE PREP
1000 CASS ST, NASHVILLE, TN 37208

**OCTOBER 25
PRE-K STAFF**
HULL-JACKSON MONTESSORI SCHOOL
1015 KELLOW STREET
NASHVILLE, TN 37208

**OCTOBER 25
MAINTENANCE SERVICES STAFF**
WEST END MIDDLE PREP
3529 WEST END AVENUE
NASHVILLE, TN 37205

**OCTOBER 26
SCHOOL COUNSELORS & SOCIAL EMOTIONAL SUPPORT STAFF**
WAVERLY BELMONT ELEMENTARY SCHOOL
2301 10TH AVENUE SOUTH
NASHVILLE, TN 37204

**OCTOBER 27
ENGLISH LANGUAGE LEARNER STAFF**
GLENCLIFF HIGH SCHOOL
160 ANTIOCH PIKE
NASHVILLE, TN 37211

FOR MORE INFORMATION, CONTACT THE FAMILY INFORMATION CENTER 615-259-INFO (4636).

Teacher and staff voice sessions were scheduled separately from parent and community sessions in order to create an environment in which each group of participants feels free to provide feedback from

their unique perspectives. For this reason, we encourage teachers and staff to attend the community sessions if they are participating as a parent or community member.

MESSAGE FROM THE BOARD CHAIR

EFFECTIVE COMMUNICATION IMPROVES EFFICIENCY



Anna Shepherd
BOARD CHAIR
DISTRICT 4

Just a few short weeks ago I was honored and excited to be chosen by my School Board colleagues to serve as Board Chair. I have represented District 4 since 2010 and have also served as vice chair. I look forward to continuing the work we've begun under the leadership of Dr. Joseph and supporting you in your work with our children every day.

Part of that work is ensuring we have clear business processes, procedures and a common understanding of priorities and goals to unite our work. Recently, you received an email from Dr. Joseph outlining new protocols for board-staff communications. Metro Schools is a large organization with many great people in possession of great ideas, as well as questions or even concerns that can go unaddressed if they are directed to the wrong place. This protocol is designed to help Board members and employees alike by channeling questions and requests through the Director's office to ensure we monitor trends, prioritize requests and identify the right individuals

and departments for appropriate, accurate and timely responses.

During my time on the board and even before, I have developed many friendships and great working relationships with employees here in Metro Schools. The same is true for my Board colleagues. Many employees have strong working relationships with board members and we expect those to continue. We have established these new protocols not to diminish those relationships, but rather as a more effective and efficient means of doing business to achieve — and are able to focus on — our common teaching, learning and organizational culture objectives.

Again, I look forward to serving this year as Board Chair and appreciate the work you do every day on behalf of our students to ensure they are achieving beyond our greatest expectations. We value and appreciate all MNPS employee and teacher voices and are excited for a great year.



NSA EDUCATOR PERFORMS, PRODUCES AND TEACHES MUSIC

With a long career as a musician, Nashville School of the Arts teacher James Satterwhite incorporates real-life experiences into his everyday classroom lessons. He knows that making it in the music business does not only take talent, but constant networking, pluck and a good voicemail message.

Satterwhite leads classes and multiple groups ranging from a string band to an all-girl guitar quartet. He started playing music at an early age, learning to perform on a cheap guitar gifted to him in the 5th grade. Years later, he has mastered many instruments, including the mandolin, banjo, fiddle, lap dulcimer, viola and cello. Before his 30 years with Metro Schools, Satterwhite performed seven nights a week at Opryland. He has also toured and collaborated with many greats like Jerry Lee Lewis and Percy Sledge, leading to his recent induction into the Rock-A-Billy Hall of Fame. Even while teaching full-time, Satterwhite continues to work on his own music and is releasing a CD this year.

"I bring students to my professional jobs so they can see what goes into a show. It also allows them to trust that I might know what I am talking about," Satterwhite said. "In turn, it shows that I believe in them — I respect them enough to join me on the big stage."

Among other career advice, Satterwhite tells his students to get along with everyone, to network on a regular basis and to call, not text, because the music business is still done on the phone.

"It is a real joy to help push my students on to greater things," Satterwhite said. "My hope is that they surpass me!"

The NSA students are well on their way. They have already performed 12 times this school year, and are getting noticed nationally. NSA students have competed on *American Idol* and *The Voice*.

CONGRATULATIONS TO THE 2016-17 MNPS TEACHER LEADERSHIP INSTITUTE MEMBERS

Metro Schools is proud to announce the 2016-17 Teacher Leadership Cohort (TLI). This group marks the sixth cohort of teacher leaders who have been accepted into the program. TLI provides a year-long opportunity for third-, fourth- and fifth-year teachers who have a proven record of success and growth to expand their leadership capacity. The cohort will experience yearlong professional development sessions, culminating with the implementation of a teacher-designed project impacting what matters most: our students' classrooms, schools and communities. As emerging leaders, they will participate in experiences to maximize their talents and expand their leadership and networking skills with other district and community leaders. The curriculum is based on five standards: Setting a Clear and Compelling Direction, Shaping a Culture for Learning, Leading and Managing Change, Transforming Teaching and Learning and Managing Accountability Systems.

2016-17 COHORT MEMBERS:

Sarah Altmann, *Murrell School*
Carolyn Andrews, *Glenclyff High School*

Jon Auld, *Croft Middle Prep*
Brooke Beavers, *H.G. Hill Middle Prep*
Sarah Bixby, *Waverly Belmont Elementary*
Chaz Carothers, *Una Elementary*
Jennifer Cherry, *Stratford STEM School*
Madeline Chimka, *J.T. Moore Middle Prep*
Kirsten Clark, *J.E. Moss Elementary*
Chris Collins, *John Overton High School*
Allison Crandall, *Isaac Litton Middle Prep*
Katura Fennell, *Haywood Elementary*
Michelle Hill, *Smith Springs Elementary*
Theresa Jones, *Dan Mills Elementary*
Becky Knight, *Crieve Hall Elementary*
Hillary Maly, *Meigs Magnet School*
Douglas Mosher, *Whitsitt Elementary*
Jesse Neugebauer, *Sylvan Park Paideia Design Center*
Hope Oliver, *Whites Creek High School*
Diana Parmley, *Tusculum Elementary*
Alyssa Smith, *Apollo Middle Prep*
Amanda Smith, *Smith Springs Elementary*
Hannah Strickland, *Charlotte Park Elementary*
Jessica Trice, *Una Elementary*
Miller Wallace, *Neely's Bend Middle Prep*
Amanda Watson, *Haywood Elementary*
Heather Wikowsky, *Norman Binkley Elementary*
Kelsie Willingham, *Jere Baxter Middle Prep*

BOARD HIGHLIGHTS

SEPTEMBER 27, 2016

- Overton High School students were honored for earning the district's first Cambridge AICE Diplomas. Seven seniors have already completed all of the requirements to earn the prestigious Cambridge AICE Diploma. These students are, Mishgan Afzali, Meadya Doski, Tina Duong, Nguyen Nguyen, Alex Ralston, Gabino Transito and Julie Truong.
- Students from Maplewood High School shared their experiences at Maplewood and how their teachers and the Academies of Nashville model has shaped their education.
- Dr. Paul Changas gave an analysis on ACT scores, touching on these main points:
 - Test scores are highly correlated to socioeconomic status, but they are also correlated to ethnicity, independent of socioeconomic status. The exact reason is not clear, but further analysis may reveal the reason.
 - Nationally, only 13 states require all students to take the ACT as Tennessee does. Regardless, when plotting scores with socioeconomic status, there is a similar performance correlation in most districts nationwide.



CALENDAR

OCTOBER 10-27

Teacher & Staff Voice Sessions
4:30 - 5:30 p.m.
Various MNPS Locations

OCTOBER 11

Board of Education Meeting
5 p.m.
*Central Office Board Room
2601 Bransford Ave, Nashville, TN 37204*

OCTOBER 11

Last day to register to vote
www.GoVoteTN.com

OCTOBER 14

NAIA Pow-wow Fall Festival
10 a.m. - 2 p.m.
*Long Hunter State Park
2910 Hobson Pike
Hermitage, TN 37076*

OCTOBER 18

Bass Learning Center Career Fair
9 a.m. - 1 p.m.
*TN State Fairgrounds
500 Wedgewood Ave, Nashville, TN 37203*

OCTOBER 25

Board of Education Meeting
5 p.m.
*Central Office Board Room
2601 Bransford Ave, Nashville, TN 37204*

NOVEMBER 8

Deadline for Tennessee's top youth
volunteers of 2016 award
www.Spirit.prudential.com



**METRO NASHVILLE
PUBLIC SCHOOLS**
Exceeding Great Expectations

2601 Bransford Ave • Nashville, TN 37204
615-259-INFO (4636) • WWW.MNPS.ORG

To submit to Forward Focus use this online form:
<http://bit.ly/2acUpTv>

The deadline for submissions is the end of the business
day on Tuesday. Submissions received by this deadline
will be reviewed for the following week's edition.

QUESTIONS? COMMENTS?

Email communications@mnps.org.



NEWS BRIEFS

Free Happy Healthy Halloween

The Collegiate 100 Black Men of Meharry Medical College are holding their annual Happy Healthy Halloween at Meharry Medical College on Monday, Oct. 31 from 6 - 10 p.m. They will offer a free, safe and accessible place for parents and students to enjoy trick or treating, fun, activities and prizes at no cost, so come dressed in your best Halloween costume.

WHEN: Oct. 31
6 - 10 p.m.

WHERE: Meharry Medical College
New Alumni Hall
1005 Dr. D.B. Todd Jr. Blvd.
Nashville, TN 37208

ADMISSION: Free

Southern Festival of Books: Celebrate Written Word in Downtown Nashville

The Middle Tennessee University 28th annual Southern Festival of Books: A Celebration of the Written Word will be held at the War Memorial Plaza and Nashville Public Library Oct. 14-16 in downtown Nashville. Presented by Humanities Tennessee, the Festival celebrates more than 250 authors across literature.

Metro Schools Discount for On The List (OTL)

Metro Schools Faculty and Staff can receive 50 percent off any three month On The List (OTL) Nashville membership by applying coupon code EDUCATOR9. OTL members receive free show tickets to theater, music, comedy and more.
<http://onthelistnashville.com>.

Registration Opens for Family Engagement Summit on Oct. 15

This year's summit will be held Jan. 4 at Lipscomb University during a professional learning day so that teachers and school staff can engage in this critical dialogue. Participants will be invited to create New Year's Resolutions for family engagement practices aimed at impacting school culture and increasing student

literacy. Through differentiated workshop sessions, a luncheon keynote address and group planning time, participants will leave with increased capacity to engage families effectively.

No Insurance Deductions Taken on 10/21 for 10 Month Employees

If you are a 10 month employee, you will not have insurance deductions taken from your 10/21 paycheck. Ten month employees have their annual cost of insurance spread across 20 pay periods during the school year, while 12 month employees have their cost spread over all 26 annual pay checks. Twelve month employees will continue to have deductions on the 10/21 paycheck.

Union University Live Webinar Information Session

Union University Germantown, Hendersonville, Jackson and Online Ed.S./Ed.D. program directors are hosting a live webinar for prospective Ed.S./Ed.D. K-12 students Tuesday, Oct. 11, starting at 6 p.m. Email crbrown@uu.edu or sign up here: <http://bit.ly/2dqkVdN>.

Learn How to Become Nationally Board Certified at TSU

Come hear Peggy Brookins, president and CEO of the National Board of Professional Teaching Standards, on Oct. 27 at Tennessee State University. You will learn about the path to National Board Certification, network and entered to win door prizes.

WHEN: Oct. 27
5:30 - 6:30 p.m. with
reception to follow

WHERE: Tennessee State University
Avon Williams Campus
Main Auditorium
10th Avenue, North and
Charlotte
Nashville, TN 37203