



THE
academies
OF NASHVILLE

SUMMER INSTITUTE

20
18



JULY 18 AND 19

Trevecca Nazarene University Boone Business Center

WELCOME TO THE AON INSTITUTE



The Academies of Nashville began in 2006 with the implementation of smaller learning communities in Metro Nashville Public Schools.

Over the past 10 years, the Academies of Nashville has seen great success and growth. This success has been attributed to the academy structures that have been consistently followed and now are known as the Academies of Nashville foundation.

Whether you are a first-year teacher or 15-year veteran, we thank you for attending the AON Institute. This professional development supports the structures that have been tested and proven to be the backbone of our success, institutionalized and are a part of our culture.

DONNA GILLEY

Director of Academies of Nashville/CTE

A handwritten signature of Donna Gilley in black ink on a white rectangular background.

SCHEDULE OF EVENTS

DAY 1 / JULY 18

7:00 AM	Registration
8:00 AM	Welcome & Open Remarks
8:15 AM	Keynote
9:00 AM - 10:00 AM	Workshops
10:00 AM - 10:15 AM	Break
10:15 AM - 11:15 AM	Workshops
11:30 AM - 12:30 PM	Lunch
1:00 PM - 2:00 PM	Workshops
2:00 PM - 2:15 PM	Break
2:20 PM - 3:15 PM	Team Debrief & Planning

DAY 2 / JULY 19

7:00 AM	Networking and Refreshments
8:00 AM	Welcome & Open Remarks
8:30 AM - 9:45 AM	Workshops
9:45 AM - 10:00 AM	Break
10:00 AM - 11:15 AM	Workshops
11:30 AM - 12:30 PM	Lunch
1:00 PM - 2:00 PM	Workshops
2:00 PM - 2:15 PM	Break
2:20 PM - 3:15 PM	Team Debrief & Planning



Our Keynote Speaker

DACARI MIDDLEBROOKS



@Dacarij

Dacari Jarod Middlebrooks is an advocate for human development, and a chief catalyst for social, and cultural change. He received a bachelor's degree in Mass Communications with a concentration in Film, Radio, and Television from Morehouse College. He is also a graduate of Vanderbilt University where he studied and received his Masters of Divinity degree in the fall of 2010.

Dacari serves as the catalyst of innovation for Mount Zion Anywhere (Virtual Campus of Mount Zion Baptist Church of Nashville, TN) and the branding/marketing consultant for the Full Gospel Baptist Church Fellowship International. Dacari is an author, entrepreneur, social media advocate, radio personality, speaker, mentor, and member of Kappa Alpha Psi Fraternity, Inc. (Pi Chapter).

Throughout his eight-year tenure with Mount Zion Baptist Church, Dacari has built a reputation for developing business strategies, incubating new business models, and more importantly, developing leaders. Embracing core values of integrity, innovation, and growth, Dacari consistently ranks among the top 3% of employees in both organizations.

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Workshops - July 18 9 a.m. to 10 a.m.

NEW EDUCATORS

Business Partnerships and Experiential Learning

This session discusses business partnerships and experiential learning. It explains the role that partners, academy coaches, and teachers play in setting up meaningful experiential learning for students. Student testimonials will also be included. - **Room 106** - Presenters: *Mary York and Zachary Baker*

Focus Areas: *Business and Community Engagement: Building and sustaining partners, Experiential Learning*

MID-CAREER EDUCATORS

College and Career Readiness Strategies

This session discusses building a college culture so all students feel they have the opportunity and strategies to prepare students for college success.

- **Room 109** - (120 min.) Presenter: *Elaine Plummer*

Focus Areas: *Building Academy culture in your building, College and Career Readiness/Early Post-Secondary Opportunities, Freshman Academy*

MID-CAREER EDUCATORS

Freshman Seminar

This session will focus on Freshman Seminar and how it helps incoming 9th graders. Participants will learn how Freshman Seminar class can overlap and integrate with other content areas in Freshman Academy. - **Room 113** - (120 min.)

Presenter: *Karyn Ruth Dunn-Kiprotich*

Focus Areas: *Building Academy culture in your building, Embedding literacy in CTE, Freshman Academy*

NEW EDUCATORS

Global Teachers and the Academies: Unique Opportunities and Perspectives

This session will give global teachers an opportunity to explore ways to connect class content with the various academies their school offers. Topics include: thematic mapping, quick collaborations, and snapshot connections. Presenter will lead reflection through his own experiences.. - **Room 104** -

Presenter: *Thaddeus Bryant*

Focus Area: *Building Academy culture in your building*

NEW EDUCATORS

Highly Effective Teaming

We will discuss how and why the academy team model works, what it does and essential elements for a successful team. - **Room 115** - Presenter:

Jeremiah Davis

Focus Areas: *Building Academy culture in your building, Highly Effective Teaming*

MID-CAREER EDUCATORS

How Can Literacy Support Learning in Academies? Practical Suggestions for Implementing a School-Wide Literacy Plan

The workshop will describe how to implement a school-wide literacy plan in all subject areas and academies.

The presenters will share the implementation process from setting literacy plan goals and objectives to daily implementation and data collection. - **Room 102** -

Presenters: *Michelle Hendricks, Heather Idhe*

Focus Area: *Embedding literacy in CTE*

NEW EDUCATORS & MID-CAREER EDUCATORS

How to Move the Academy Team from Good to Great?

In this workshop attendees will learn some effective strategies to implement for improve academy outcomes culturally and academies. Attendees will leave with products and ideas to immediately incorporate into their academy structure.

Ultimately, this will assist with the academy preparation for accreditation. - **Room 110** - Presenter: *Kawonia Mull*

Focus Areas: *Highly Effective Teaming, Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content, Using Academy Data*

NEW EDUCATORS

Oorah Leadership

Leadership is the key to any successful school. The research is clear that leadership and vision casting is essential to excellence. This presentation takes participants on a journey of leadership, and how crucial it is to implement, lead and excel in the academy model. This journey also includes a inspirational piece on personal excellence, and how to achieve it to make you a better educator. Finally, OoRah Leadership will strongly encourage participants to reinvent themselves to better serve others and create amazing academies. - **Room 111** - (120 min.) Presenter: *Dr. Michael Steele* **Focus Area:** *Building Academy Culture in Your Building*

NEW EDUCATORS

Reasons to Love the Academy Model

Wondering what in the world is the Academy Model and why should you care? What are the benefits of this model? How can this model be used for true student success? How can the Academy Model address the needs of the whole child? This workshop will give you the practical applications of smaller learning communities and introduce you to the idea of effective teaming. - **Room 108** - Presenter: *Margaret Brady* **Focus Area:** *Highly Effective Teaming*

#AONInstitute18



Workshops - July 18 10:15 a.m. to 11:15 a.m.

MID-CAREER EDUCATORS

AVID and Academies

AVID (Advancement Via Individual Determination) is a MNPS program that provides scaffolded support that educators and students need to encourage college and career readiness and success. Attendees will learn AVID strategies, how to incorporate AVID strategies in content areas, as well as how to relate AVID to the Academy model. - **Room 110** - Presenter: Brent Dean and Lanedria Marshall

Focus Areas: College and Career Readiness/Early Post-Secondary Opportunities

MID-CAREER EDUCATORS

College and Career Readiness Strategies (Cont'd)

This session discusses building a college culture so all students feel they have the opportunity and strategies to prepare students for college success. - **Room 109** - Presenter: Elaine Plummer

Focus Areas: Building Academy culture in your building, College and Career Readiness/Early Post-Secondary Opportunities, Freshman Academy

NEW EDUCATORS

Designing Engaging Courses

Schoology is MNPS' official learning management system for grades 5-12. This dynamic online environment allows teachers to provide content, create assignments, facilitate discussion boards and deliver assessments. Participants will learn how to use this tool to enhance, improve, or create learning experiences. - **Room 102** - Presenters: Jason Bihler, Jeremy Atkins, Giumarra Duhart, Carrie Whittaker

Focus Areas: Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content

MID-CAREER EDUCATORS

Freshman Seminar (Cont'd)

This session will focus on Freshman Seminar and how it helps incoming 9th graders. Participants will learn how Freshman Seminar class can overlap and integrate with other content areas in Freshman Academy. - **Room 113** - Presenter: Karyn Ruth Dunn-Kiprotich

Focus Areas: Building Academy culture in your building, Embedding literacy in CTE, Freshman Academy

MID-CAREER EDUCATORS

Incorporating Literacy Into Your Content

Teachers will learn practical ways to incorporate literacy into the content area, as well as receive resources and databases to find content specific articles, case studies, documents, etc.

- **Room 104** - Presenters: Matthew Earls, Allison Ashley

Focus Areas: Embedding literacy in CTE

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Leadership is the key to any successful school. The research is clear that leadership and vision casting is essential to excellence. This presentation takes participants on a journey of leadership, and how crucial it is to implement, lead and excel in the academy model. This journey also includes an inspirational piece on personal excellence, and how to achieve it to make you a better educator. Finally, OoRah Leadership will strongly encourage participants to reinvent themselves to better serve others and create amazing academies. - **Room 111** - Presenter: Dr. Michael Steele

Focus Areas: Building Academy Culture in Your Building

MID-CAREER EDUCATORS

Social Justice and the Restorative Community

Using a circle format the participants will engage in an interactive discussion around social justice constructs and how building relationships and creating spaces for dialogue across diverse communities can enhance the culture and climate in schools. - **Room 106** - Presenter: Lorraine Stallworth and Melissa Gordon

Focus Areas: Building Academy culture in your building

MID-CAREER EDUCATORS

Teaching Content Through the Academy Lens

One of the scariest pieces of understanding the academy model is figuring out how it fits into a general education classroom. Attendees will leave the workshop with at least three ideas as to how to incorporate the academy lens into their general education classroom. - **Room 108** - Presenters: Dr. Emily Workman and Beth Wilson

Focus Areas: Building Academy culture in your building, Project-based learning best practices, Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content



Workshops - July 18 1 p.m. to 2 p.m.

MID-CAREER EDUCATORS

Creative Solutions for the Less Traditional Academy

Not all academies have traditional plug-ins between their students and their industry and community partners. Overton's Event Marketing and Music Performance Academy is a prime example. When the traditional paths for experiential learning and industry certification seemed elusive, we put our heads together to find creative solutions. We ask that participants bring their challenges so that the group can help brainstorm ideas. - **Room 113** -

Presenters: Michelle Newcomb, Jay Self

Focus Area: *Highly Effective Teaming*

EXPERIENCED EDUCATORS

Expanding Diversity in Advanced Academics

Representatives from Hillsboro High School and Overton High School present strategies for how they have collaborated with parents and parents to systematically build programs and initiatives to promote the inclusion and success of under-represented students in International Baccalaureate and Cambridge programs. Attendees will learn how to design advanced academic programs and initiatives to reflect the racial/ethnic diversity of your school, how to strategically collaborate with parents and partners to institutionalize culturally sensitive programs, and build a culture of inclusion for all within the academy. - **Room 104** - Presenters: Kenya L. Reese; Doug Trotter; Missy Humphrey; Shelly Wilkinson; Candace Ogilvie; Nyasha Justice; Roderick Belin; Kennedy Musgrave

Focus Areas: *Building Academy culture in your building, Business and Community Engagement: Building and sustaining partners*

MID-CAREER EDUCATORS

Make Mine Model

Tips for achieving NCAC model status. Attendees will receive suggestions for building and classroom appearance for accreditation visit, tips for saving and managing data and artifacts for NCAC downloads and tips for student and teacher panels for accreditation visit. - **Room 111** -

Presenters: E. Jane Fetters and Amy M. Jamison

Focus Area: *NCAC Accreditation and National Standards of Practice*

NEW EDUCATORS

Student Experiences with Business Partners in the Classroom and Workplace

This session focuses on various ways business partners can be used in the classroom setting to maximize student interactions with industry professionals. - **Room 106** - Presenter: Sally Spear

Focus Areas: *Business and Community Engagement: Building and sustaining partners, Experiential Learning, Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content*

NEW EDUCATORS

Supporting Academies Through Collaborative Inquiry

According to John Hattie (July 2015), leveraging collaborative expertise is imperative to supporting student success. In this session, MNPS Data Warehouse reports will be used for participants to engage in the collaborative inquiry process for making informed decisions. Upon leaving the session, participants will have practical strategies, structures, and principles fostering collaboration within their Academy.

- **Room 102** - Presenter: Dr. Margie Johnson

Focus Areas: *Building Academy culture in your building, Business and Community Engagement: Building and sustaining partners, Highly Effective Teaming, Using Academy Data*

NEW EDUCATORS

Teaching on the Block

In this workshop, we will discuss the common pitfalls of teaching on block scheduling, such as the appropriate amount to plan, how to create activities with meaning and of the appropriate length, differentiation for students of varying abilities, and how to connect lessons to empower student learning. We will also provide teachers with a concrete structure for their class following a format we've created at Hunters Lane called the Warrior Rainbow.

Additionally, we will provide teachers time to collaborate with regard to sharing instructional techniques for them to differentiate their instruction to reach all types of learners. - **Room 108** - Presenters: April Snodgrass and Ethan Hansen

Focus Areas: *Freshman Academy, Highly Effective Teaming*



Workshops - July 19 8:30 a.m. to 9:45 a.m.

MID-CAREER EDUCATORS

Freshman Seminar

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Focus Area: Building Academy Culture in Your Building

NEW EDUCATORS

PBL 101 and Interdisciplinary Instruction

Project-Based Learning is a teaching method in which students gain knowledge and skills by working for an extended period of time to investigate and respond to an authentic, engaging and complex question, problem, or challenge. In the session, teachers will examine their content standards across subject areas, identify real-world connections, learning how to launch and sustain the inquiry process and determine authentic products that will allow students the opportunity to show mastery of standards. - **Room 110 -** Presenter: Todd Wigginton

Focus Areas: Teaching through the Lens - Finding the connection between Career and Technical Education and General Education Content

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MID-CAREER EDUCATOR

The Tennessee ESSA Plan and its Implications for High Schools

This workshop will cover the new measures that are included on every school's report card under the new Tennessee ESSA Plan. The plan includes important changes to how schools are evaluated, and has a special emphasis on access to early post-secondary coursework. Attendees will learn about the new grading system and receive tools that they can share with their schools and networks on what the new system will mean for staff, students and families - **Room 115 (MBA Room) -**

Presenter: Gini Pupo-Walker of Conexión Américas

Focus Area: College and Career Readiness/Early PostSecondary Opportunities



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Focus Area: Building Academy Culture in Your Building

NEW EDUCATORS

PBL Showcase Across Academies

Workshop will be interactive between presenters and participants for planning and implementing an across academies PBL within a school setting. Participants will be shown unit plan of PBL, discussion of what does/does not work, facilitator/student expectations and participants outlining a PBL within a group during session.

- **Room 104** - Presenter: Dr. Theresa J. Diaz and Linda Wynkoop

Focus Area: Building Academy culture in your building

MID-CAREER EDUCATORS

Social Justice and the Restorative Community

Using a circle format the participants will engage in an interactive discussion around social justice constructs and how building relationships and creating spaces for dialogue across diverse communities can enhance the culture and climate in schools. - **Room 106** - Presenters: Lorraine Stallworth and Melissa Gordon

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Focus Areas: Highly Effective Teaming, Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content, Using Academy Data

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Focus Area: Highly Effective Teaming

NEW EDUCATORS

When will I ever need to know this?

Connecting Business Partners and General Education Teachers

"When will I ever need to know this?" This question is often asked by students in every classroom. This session will outline a process to connect general education teachers and business partners to develop lessons that help answer this frequently asked question. General education teachers and business partners will share their experiences. - **Room 106** -

Presenter: Donna Gilley

Focus Area: Highly Effective Teaming



Team Debrief & Planning
2:20 p.m. to 3 p.m.
Locations - July 18 and July 19

School	Room
Antioch	102
Cane Ridge	104
Glencliff	106
Hillsboro	108
Hillwood	110
Hunters Lane	111
Maplewood	113
McGavock	115
Overton	109
Pearl-Cohn	Convocation Area
Stratford	Convocation Area
Whites Creek	Convocation Area

TEAM DEBRIEF

GUIDING QUESTIONS

The Academy Coach and/or school leaders should lead a conversation with school teams during this time to debrief the AON Summer Institute.

AON FOCUS AREAS:

- Building Academy culture in your building
- Business and Community Engagement: Building and sustaining partners
- College and Career Readiness/Early Post-Secondary Opportunities
- Embedding literacy in CTE
- Experiential Learning
- Freshman Academy
- Highly Effective Teaming
- NCAC Accreditation and National Standards of Practice
- Project-based learning best practices
- Skills-based learning
- Teaching through the Lens - Finding the connection between Career and Technical Education and General Education content
- Using Academy Data

INSTRUCTIONS: Select any one of the AON focus areas above and answer the following with your school team:

What areas do you feel that you have experienced success in this topic? Both at the individual classroom level and academy/school level. How do you know? What impact has this had on our students or the academy as a whole?

What areas do you feel that you need to improve (either at classroom level or academy level)? What strategies will help us turn this area into a success? Who should lead these strategies? How will this impact students in our academy?

TEAM DEBRIEF NOTES



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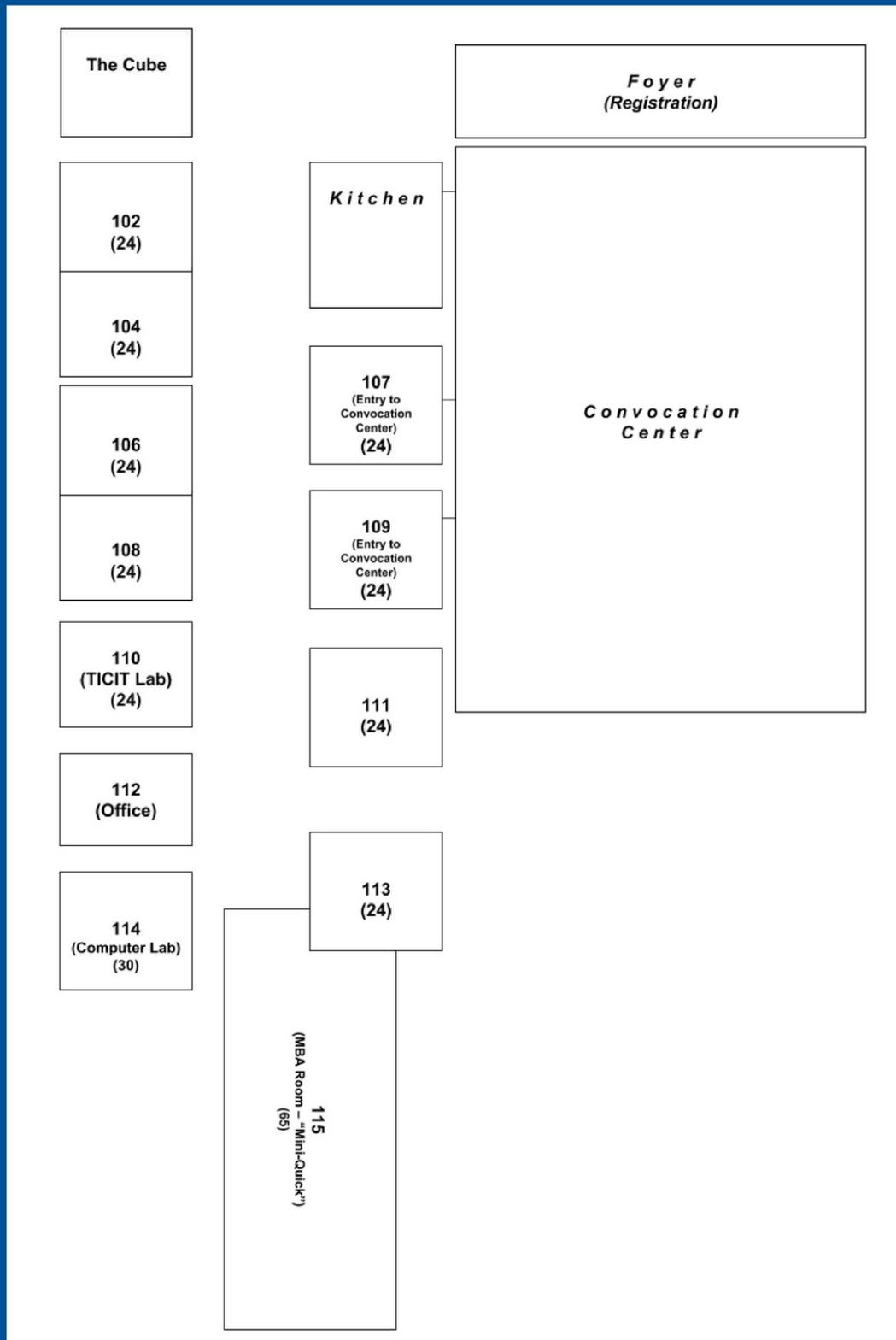
TEAM DEBRIEF NOTES



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Map of Boone Business Center





AON Guiding Principles

The Academies of Nashville began in 2006 with the implementation of smaller learning communities in Metro Nashville Public Schools. Over the past 10 years, the Academies of Nashville has seen great success and growth. This success has been attributed to the academy structures that have been consistently followed and now are known as the Academies of Nashville Foundation. These structures have been tested and proven to be the backbone of our success and will be followed in all academy high schools moving forward. The purpose of this guide is to clearly identify and define the Academies of Nashville Foundations that have been institutionalized and are a part of our culture.

- **AON Mission/Vision:**

Mission: The Academies of Nashville strive to provide students with more of the advanced skills they need to be successful, productive citizen in college, career and life.

Vision: All high school students will belong to a personalized smaller learning community engaged around interests where relationships are valued. Instruction will be project-based, applied and integrated where meaningful business engagement is evident, post-secondary institutions are involved and the community is supportive.

- **Academy Structure**—All academy schools will maintain the Academy Structure with each academy having a leadership team made up of an Academy Principal, Counselor, and Team Lead. The academy team of teachers and staff will be positioned together within a building as closely as facilities will allow. Each school will have an Academy Coach that serves as the business liaison and academy project manager, making sure all academies are working to maintain all academy guiding principles and work closely with the school leadership team. Each school should maintain the Academies of Nashville brand through consistent use of academy logos.
- **Teaming/Common Planning**—All academies will have common academy planning and content planning. All team leads should be trained in Highly Effective Teaming to better lead the team. The Academy Principal is ultimately responsible for the academy and helping develop the team leader. The Common Planning template will be followed to guide the meetings to include all necessary parts of an effective academy, including business engagement, student interventions, interdisciplinary planning, etc.



AON Guiding Principles (cont'd)

- **Business Engagement**—All academies will maintain positive relationships with their business partners and engage them in meaningful academy experiences to include but not limited to advisory meetings, experiential learning, curriculum development, externships, showcases/open house, and all academy planning sessions.
Freshman Academy—The Freshman Academy should be present in every school with teams of teachers working to support students to stay in school and prepare them for their academy. To allow for full student support, Freshman Seminar is a full year course. CTE electives can be offered in the 9th grade, but 9th graders should be associated with the Freshman Academy and not a career or thematic academy until their 10th grade year.
- **PBL/Interdisciplinary Teaching and Learning**—All teachers should engage in an interdisciplinary PBL project each semester. Teacher teams can be as few as two teachers up to including the entire academy in a project. If teachers have not been trained in PBL 101, each school should develop an on-site training alternative until a full PBL 101 training can occur to allow for all teachers to participate in an interdisciplinary project—not being trained in PBL does not exempt a teacher from participating in two interdisciplinary academy projects per year—one each semester. Academy Principals will monitor PBL projects and make sure all teachers participate. Each school should have a school level PBL showcase to determine which projects advance to MNPS PBL Expo.
- **Characteristics of a Graduate**—The academy structure maintains a solid foundation for both College and Career Readiness. The Five Characteristics of a Graduate drive our work as an academy and each academy strives to help students achieve all five characteristics. Ultimately, our goal would be to have 100% of students meet all five characteristics:
 - Have a plan for postsecondary education and career.
 - Achieve a minimum 21 composite score on the ACT.
 - Participate in a work-based or service learning experience or a capstone research project.
 - Complete at least one course delivered in an online or blended environment.
 - Attain college credit, a nationally-recognized professional certification or both.



AON Guiding Principles (cont'd)

- **Schedule**—The A/B schedule has allowed for a focus on interdisciplinary learning and provided the flexibility to offer academic support in double-dipping. The A/B schedule will continue with 30 minutes for advisory or RTI as needed (can be credit or non-credit bearing, but cannot offer a singleton that could result in inequality).
 - **Purity**—Both student purity and teacher purity allows for true “teaching and learning through the lens of the academy”. The following guideline will be the minimum expectation:
 - 9th grade: 90% Student Purity
 - 10th grade: 80% Student Purity
 - 11th grade: 70% Student Purity
 - 12th grade: 50% Student Purity
 - **Teacher Purity:** 50% of core team teacher schedule should be “in the academy”
- Program Modification**—Opening, closing or phasing in/out pathways (including any building/infrastructure changes) must be discussed with advisory board and program modification documentation submitted in the fall prior to the next school year. These changes must be aligned with workforce data and evidence of high skill, high wage and high demand career preparation. Flexibility will be allowed for unexpected changes such as a loss of a CTE/pathway teacher.
- **NCAC Accreditation**—All academies will collect documentation and work to maintain NCAC (National Career Academy Coalition) accreditation. The Academy Coach will serve as the project manager for all accreditation visits/evaluations.

In addition to the foundations listed above, each school should be prepared for a minimum of two Nashville Ford Hub Tour dates each year (fall and spring). Additionally, any tours with more than 10 guests highlighting your academies should be coordinated through the Academies of Nashville office and will be placed on a master AON Tours Calendar. This will allow us to keep accurate data and work to coordinate events for better organization and community exposure.



Tell us about your experience!

Please complete the conference survey:

<https://www.surveymonkey.com/r/AONInstitute18>



THANK YOU

Many thanks to our founding partners for continued support of the Academies of Nashville and making a difference in the lives of countless students in Metro Nashville Public Schools:





Stay Connected!

Share your experience!

#AONInstitute18

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