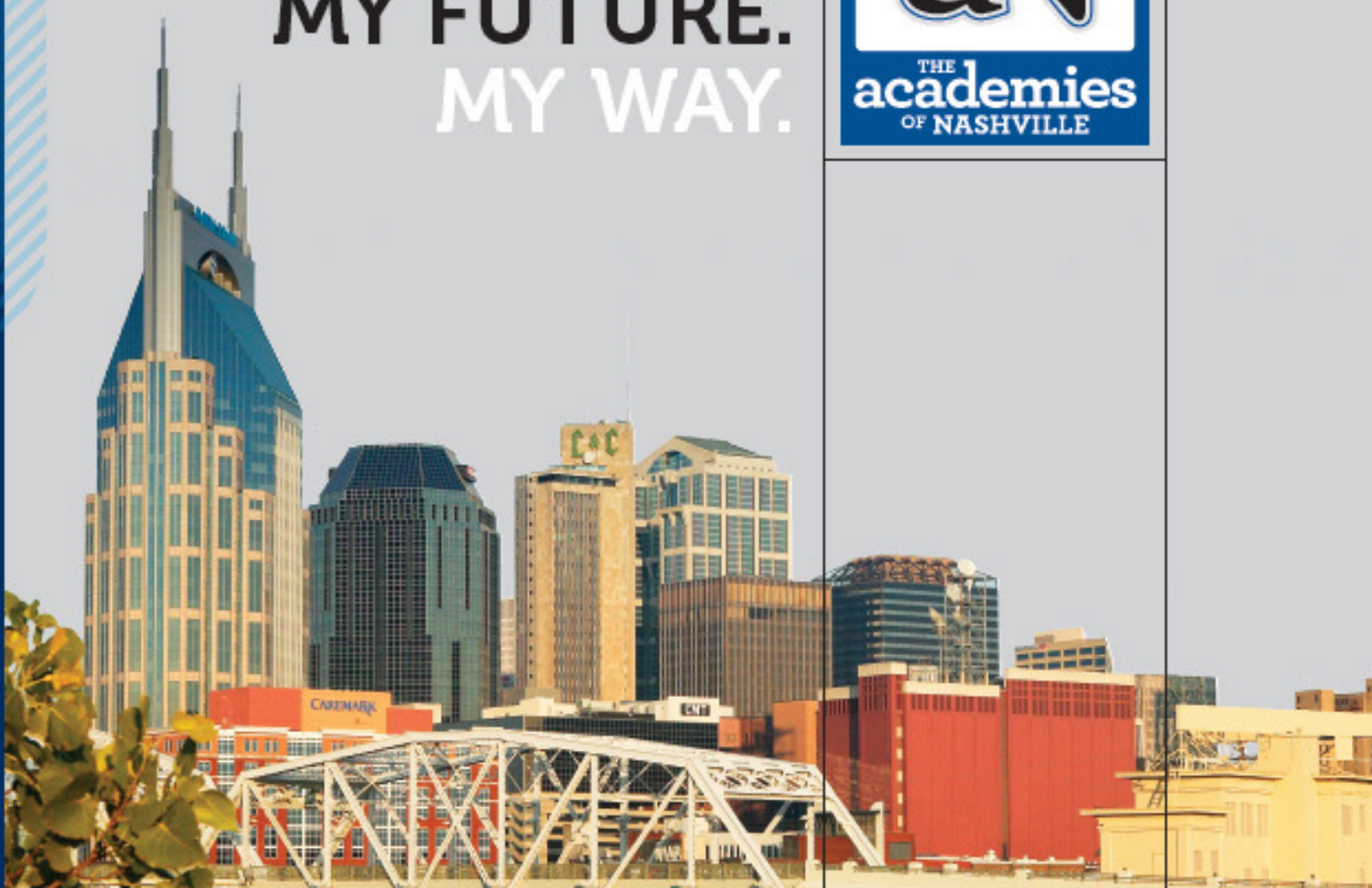




MY FUTURE.
MY WAY.



Economic Impact

LOCAL WORKFORCE NEEDS:

- The demand for a college-educated workforce is growing daily as demand for workers with a high school education or less is declining.³
- **86%** of the fastest-declining occupations require a high school degree or less.²

BY CUTTING THE DROPOUT RATE IN HALF, WE WILL GREATLY IMPACT THE LOCAL ECONOMY.

RETURN ON INVESTMENT:

- **\$30 million:** Annual increase in earnings by new graduates.¹
- **48%:** Percentage of new graduates who pursue some type of postsecondary education.¹
- **\$22 million:** Additional annual spending of new graduates.¹
- **\$3 million:** Increased state and local tax revenue due to increased earnings and a higher level of spending of new graduates.¹
- **250:** Additional jobs supported by the increased spending and investment of new graduates.¹
- **\$41 million:** Economic growth by the time these new graduates reach the midpoint of their careers.¹
- **\$3.8 billion:** The increase in personal income when the number of college and higher educated workers in Middle Tennessee increases by just 1%.³

1. Alliance for Excellent Education. "The Economic Benefits of Halving Nashville's Dropout Rate: A Boom to Regional Business." Jan. 2010.

2. Center for Regional Economic Competitiveness. "Labor Market Opportunities in the Nashville Economic Market Area." Executive Summary. Jan. 2008.

3. Arlik, Murat Ph.D., and Penn, David A. Ph.D. "Higher Education Institutions in Middle Tennessee: An In-Depth Analysis of Their Impact on the Region from a Comparative Perspective." Mar. 2007.

MNPS

The Academies are designed to prepare students for whatever life may bring them after high school, either college or career. Students will have a **strong academic** background, career skills and practical work experience. The Academies will equip students with the **necessary tools to succeed** in the global community.



Karl Dean
Mayor of Nashville

"Public education is my top priority, and we need the support of everyone in our community to ensure that all our students succeed. The business community is absolutely critical to the success of our school district. Our business and industry leaders can provide life changing experiences for our students. Let us all join together to make sure that our students in Metropolitan Nashville are ready for the work demands of the 21st Century."

WHAT ARE THE ACADEMIES OF NASHVILLE?



Metropolitan
Nashville
PUBLIC SCHOOLS

Metropolitan Nashville Public Schools (MNPS) began a district-wide high school redesign initiative based on the Small Learning Communities (SLC) model in 2008. All twelve zoned high schools have been restructured into smaller, more personalized learning environments called **THE ACADEMIES OF NASHVILLE**. Within The Academies, all students take required core academic subjects, electives and specialized courses in their career area to provide academic **RIGOR** that prepares students for college.

Academy teachers incorporate real-world examples from their career area into all academic and specialized courses to create **RELEVANCE** for students. Students move through their Academy in high school with the same team of teachers and their fellow students, building stronger **RELATIONSHIPS**. The Academy model and the active participation of business and community partners create student **READINESS** for postsecondary education and career.



Dr. Jesse Register

Director of Metropolitan Nashville Public Schools

THE ACADEMIES OF NASHVILLE OFFER STUDENTS:

- **RELEVANT AND RIGOROUS CURRICULUM**
- **21ST CENTURY SKILLS SUCH AS CRITICAL THINKING, INFORMATION, COMMUNICATION, AND TECHNOLOGY LITERACY, AND LIFESKILLS (WWW.P21.ORG)**
- **THE OPPORTUNITY TO FORM CLOSER RELATIONSHIPS WITH TEACHERS AND ADVISORS**
- **PRACTICAL WORK EXPERIENCE THROUGH JOB SHADOWING AND INTERNSHIPS**
- **THE POSSIBILITY FOR INDUSTRY CERTIFICATIONS**
- **THE OPPORTUNITY TO LEARN IN THE CONTEXT OF A PARTICULAR INDUSTRY OR SUBJECT THEME**
- **MORE ENGAGING CURRICULUM AND INSTRUCTION**
- **MOST IMPORTANTLY, PREPARATION FOR COLLEGE AND CAREER**

THE ACADEMIES OF NASHVILLE FALL WITHIN SIX BROAD INDUSTRY GROUPINGS:

- **ARTS, MEDIA & COMMUNICATIONS**
- **BUSINESS, MARKETING & INFORMATION TECHNOLOGY**
- **ENGINEERING, MANUFACTURING & INDUSTRIAL TECHNOLOGY**
- **HEALTH**
- **HOSPITALITY & TOURISM**
- **HUMAN & PUBLIC SERVICES**

"Our vision is to make Metro Nashville Public Schools the number one choice for families. Over the course of the past year and a half, through the significant changes this district has experienced, the new faces we've brought onboard and the incredible support we have felt from our community, I am more confident than ever that our vision will become reality. But it will take time; it will take steadfast determination and focus; and it will take the unrelenting support of our employees, our parents, our local business partners and our community.

I am proud to talk about the work our district is doing to improve education for all students. The work is impressive, particularly at the high school level. The academies that are being implemented, the programs and instructional techniques, and the overall quality of education our students are getting is on track to put our school system in the national spotlight. We are grateful to all of the businesses who are supporting our mission. You will be the difference in helping our district become great."

BUSINESS AND COMMUNITY ENGAGEMENT FOR STUDENT SUCCESS

Business and community involvement is critical to the success of The Academies of Nashville. Through donations of time, energy, and/or resources, local companies and organizations can have a significant and measurable impact on the lives of MNPS students. Specifically, we expect the Academy model to produce immediate improvements in the annual dropout rate and in student attendance. Longer term, the district will track progress toward the goal of 90% of students graduating on time and being college- and career-ready.

2008-2009 MNPS High School Attendance: **91.4%**
State of Tennessee goal: **93%**

2008-2009 MNPS Cohort Dropout Rate: **15.8%**
State of Tennessee goal: **10%**

2008-2009 MNPS On-Time Graduation Rate: **73.1%**
State of Tennessee goal: **90%**

THROUGH THE PENCIL FOUNDATION AND THE NASHVILLE AREA CHAMBER OF COMMERCE, SEVERAL AVENUES FOR COMMUNITY ENGAGEMENT HAVE BEEN ESTABLISHED:

CEO Champions is a group of local executives, the Mayor, and the Director of Schools convened by the Nashville Area Chamber of Commerce. The CEO Champions are committed to rallying the Nashville business community to support Metro's reform efforts around The Academies of Nashville.

- **INDUSTRY PARTNERSHIP COUNCILS PROVIDE A DISTRICT-WIDE PERSPECTIVE OF THEIR INDUSTRY AREA AND ASSIST IN PROVIDING QUALITY LEARNING EXPERIENCES AND RESOURCES FOR STUDENTS PARTICIPATING IN THE ACADEMIES OF NASHVILLE. EACH PARTNERSHIP COUNCIL IS COMPOSED OF VOLUNTEER BUSINESS LEADERS AND MNPS EDUCATORS WHO MEET REGULARLY TO IDENTIFY AND MATCH ACADEMY NEEDS WITH COMMUNITY AND DISTRICT RESOURCES. THERE ARE SIX PARTNERSHIP COUNCILS SERVING THE ACADEMIES OF NASHVILLE:**

- **ARTS, MEDIA & COMMUNICATIONS**
- **BUSINESS, MARKETING & INFORMATION TECHNOLOGY**
- **ENGINEERING, MANUFACTURING & INDUSTRIAL TECHNOLOGY**
- **HEALTH**
- **HOSPITALITY & TOURISM**
- **HUMAN & PUBLIC SERVICES**

THE academies OF NASHVILLE

THE ROLE OF A BUSINESS LEADER SERVING ON A PARTNERSHIP COUNCIL INCLUDES:

- **REGULAR ATTENDANCE AT PARTNERSHIP COUNCIL MEETINGS (TYPICALLY EVERY ONE OR TWO MONTHS)**
 - **COMMUNICATING THE WORKFORCE NEEDS, SKILLS AND QUALIFICATIONS OF THAT BUSINESS OR INDUSTRY**
 - **ADVISING MNPS OF SIGNIFICANT TRENDS, ISSUES OR CHALLENGES FACING THAT INDUSTRY THAT HAVE AN IMPACT ON FUTURE WORKFORCE**
 - **WORKING WITH INDUSTRY COLLEAGUES AND PEERS TO CONNECT BUSINESS RESOURCES TO THE ACADEMIES OF NASHVILLE**
 - **RECOMMENDING OR ASSISTING IN THE DEVELOPMENT OF NEW CAREER ACADEMY COURSES**
 - **WORKING WITH MNPS EDUCATORS ON THE COUNCIL TO ENSURE ALL ACADEMIES IN A GIVEN INDUSTRY HAVE ACCESS TO ADEQUATE INDUSTRY RESOURCES AND BUSINESS PARTNERS**
 - **ADVOCATING FOR THE ACADEMIES OF NASHVILLE IN THE BROADER COMMUNITY**
- **PENCIL PARTNERS ARE BUSINESSES, UNIVERSITIES, COMMUNITY ORGANIZATIONS, PROFESSIONAL ASSOCIATIONS, FAITH COMMUNITIES, GOVERNMENT DEPARTMENTS, AND OTHER GROUPS WHO AGREE TO PARTNER WITH AN INDIVIDUAL METROPOLITAN NASHVILLE PUBLIC SCHOOL. PENCIL PARTNERSHIPS ARE AN AGREEMENT BETWEEN A SCHOOL PRINCIPAL AND AN ORGANIZATION'S CEO TO WORK TOGETHER DURING A SCHOOL YEAR, AND ARE COORDINATED AND FACILITATED BY PENCIL FOUNDATION. FOR MORE INFORMATION, PLEASE GO TO WWW.PENCILFD.ORG.**
 - **ACADEMY PARTNERS ARE PENCIL PARTNERS THAT HAVE A FORMALIZED PARTNERSHIP WITH A HIGH SCHOOL ACADEMY. PARTNERSHIP ACTIVITIES VARY, DEPENDING ON THE ACADEMY'S NEEDS AND A BUSINESS'S INTERESTS AND RESOURCES. GOALS FOR PARTNERSHIPS BETWEEN BUSINESSES AND ACADEMIES ARE TO IMPROVE GRADUATION RATES, BUILD RELATIONSHIPS BETWEEN STUDENTS AND POSITIVE ADULT ROLE MODELS, AND SUPPORT POSITIVE OUTCOMES AFTER HIGH SCHOOL GRADUATION, INCLUDING FURTHER EDUCATION AND ENTRY INTO HIGH-WAGE, HIGH-DEMAND CAREERS. ACADEMY PARTNERS ARE ASKED TO:**
 - **COMMIT TO WORK TOGETHER FOR AT LEAST ONE SCHOOL YEAR.**
 - **IDENTIFY A PARTNERSHIP COORDINATOR WHO WILL BE THE CHIEF CONTACT FOR THE SCHOOL.**
 - **PARTICIPATE IN A PLANNING SESSION WITH THE SCHOOL'S ACADEMY ADVISORY BOARD TO DETERMINE HOW BEST TO WORK TOGETHER WITH THE SCHOOL AND WITH OTHER ACADEMY PARTNERS.**
 - **SUPPORT THE GOALS OF THE ACADEMY IN AT LEAST ONE ACTIVITY.**
 - **REPORT THE TIME YOUR ORGANIZATION SPENDS ON THE PARTNERSHIP THROUGH WWW.SCHOOLVOLUNTEERS.ORG.**



Marsha Edwards
CEO of Martha O'Bryan Center and a
member of the CEO Champions

"It's easy to assume that high school students don't want adults around because they're teenagers, but that's not really true. Our young people are looking for role models; adults who take an interest in their professional future. They want to hear from adults who are succeeding in the 'real world.' They want to see examples of what they can become in life."





HOW CAN I HELP?

Each Academy partnership is unique and is the product of a mutual understanding between the business and the partner school. Academy partnerships can focus on one kind of engagement activity, or several from the following list:

GUEST SPEAKERS

Bring real-world application to the classroom on a one-time or recurring basis.

CAREER MENTORS

Meet regularly over the course of the year with a group of three students, helping them explore and learn about career fields.

CURRICULUM ADVICE

Recommend Industry Certifications and help edit curriculum to meet industry standards.

FIELD TRIPS

Promote your career field and allow students to see your industry up close in ½ day or full day tours.

TEACHER EXTERNSHIP

Help teachers stay current and learn practical applications for what they teach. Host a team of academy teachers for 2-3 days in your business.

LOANED CLASSROOM INSTRUCTOR

Teach an industry or technical course for high school students.

JOB SHADOWING

Allow students to complete a job shadowing day in your business. Your employees possess a wealth of knowledge to share with future employees.

STUDENT INTERNSHIP

Select students will participate in a summer internship within a related business or industry. Internships may be paid or unpaid.

ACADEMY ADVISORY BOARD

Meet a minimum of two times a year with other academy partners to provide industry guidance to the program.



Mariam Girges

Academy of Medical Science & Research
at Glenciff High School

"The Academies give you an outlook of what you will do in the future. To me it meant that I got a real experience to see how my future will look. I have an idea of how my co-workers will be and what it will be like to work with patients."

Mariam shadowed at Vanderbilt in the Dayari Center. She has been in a program this year trying to qualify for an internship with DCL Inc.



Ralph Schulz

President & CEO, Nashville Area
Chamber of Commerce

"The success of Nashville's public school system will affect the future prosperity of not only the city, but our region. Businesses have wanted to support our high schools in the past, but there wasn't a natural connection—until now. The Academies need a variety of business partners in order to bring real-world relevance into the academy curriculum, while businesses can share the passion they have for their industry with the next generation."



Dr. Kevin Churchwell

CEO of Monroe Carell Jr. Children's Hospital at Vanderbilt and member of the CEO Champions

"Our students need to know that there are no limits to their future if they succeed in high school and move on to postsecondary education. Sometimes it takes somebody in the business or nonprofit community to come into the school and show them that, before they realize there are hundreds of careers they never even knew existed."

OTHER BUSINESS ENGAGEMENT OPPORTUNITIES

- ACADEMIC FAIR OR CAREER CLUB JUDGING OR SPONSORSHIP
- CAREER EXPLORATION FAIR IN THE FALL
- CLUB/COMPETITION JUDGING OR SPONSORSHIP
- COLLEGE PLANNING ASSISTANCE
- DONATE CLASSROOM AND LEARNING MATERIALS
- EMAIL MENTORING
- EMPLOYABILITY SKILLS TRAINING
- EVENT PARTICIPATION
- JOB SEARCH SKILLS (RESUME WRITING, COVER LETTERS, INTERVIEWING)
- PROVIDE EQUIPMENT OR SUPPLIES/MATERIALS
- PROVIDE EXIT EXAM AND ACT EXAM TUTORING
- TEACH EXPLORATORY/ENRICHMENT CLASS
- INCENTIVES FOR STUDENT PERFORMANCE
- LIFE SKILLS TRAINING
- MARKETING ASSISTANCE
- MOCK INTERVIEWS
- PART-TIME JOBS FOR STUDENTS
- PROVIDE PROFESSIONAL SERVICES TO SCHOOL
- PURCHASE BOOKS FOR LIBRARY OR CLASSROOM
- SCHOLARSHIPS
- SERVE ON SCHOOL COMMITTEES
- SHARE YOUR FACILITY FOR MEETINGS, TRAINING SESSIONS
- STUDENT PROJECT FACILITATION
- TECHNICAL TRAINING



Steve Turner

Co-Chair of the CEO Champions and CEO of Butler's Run

"If we're going to make real progress in public education, we need to change how teachers teach and how students learn. That's what The Academies can do. They integrate real-world challenges and experiences into the academic program, preparing students for college and career."





METROPOLITAN
Nashville
PUBLIC SCHOOLS

FOR MORE INFORMATION VISIT
WWW.MNPS.ORG
AND CLICK ON THE ACADEMIES OF NASHVILLE LOGO

THE ACADEMIES OF NASHVILLE ARE SUPPORTED BY:



PARTIAL FUNDING FOR THE ACADEMIES OF
NASHVILLE KICK-OFF EVENT WAS PROVIDED BY:



A COLLABORATIVE INITIATIVE OF



HIGH SCHOOL COMMITTEE