

ALIGNMENT OVERVIEW | 2013

Aligning Strategy and Resources for Successful Healthy Children

History
of
Alignment

Where
we are/
Results

Practices
and
Tools

An emerging
learning
community

ALIGNMENT
NASHVILLE
for successful, healthy children

Sydney Rogers, Executive Director
sydney@alignmentnashville.org

Metropolitan Nashville Public Schools (MNPS)

Total population in Nashville: 626,000

Total public school enrollment: 82,000 students

142 Schools

- 74 Elementary Schools
- 32 Middle Schools
- 22 High Schools
- 3 Alternative Schools
- 4 Special Education Schools
- 7 Charter Schools



- 2002**
 - Chamber study evaluates strengths and opportunities to support public education
 - Business and community consensus that alignment would create positive impact
 - Operating framework developed
- 2003-04**
 - Planning and launch of key strategic goals with school district goals
- 2005-06**
 - First set of pilot programs launched
- 2006-07**
 - High School Transformation project launched – led by school district (SLC grant)
Business engagement lead partners are the Nashville Area Chamber of Commerce and the PENCIL Foundation
 - Addition of Children’s Health and 16-24 year-old focus
- 2007-09**
 - Addition of Parent University and Refugee & Immigrant Support Services committees
- 2010-12**
 - Development of “Community Achieves” – Nashville’s Community School model

The mission of Alignment Nashville is to align community organizations and resources so that their coordinated support of Nashville's youth has a positive impact on public school success, children's health, and the success of our community as a whole.

A collective impact
organization

A P-20
Council

An intermediary
organization

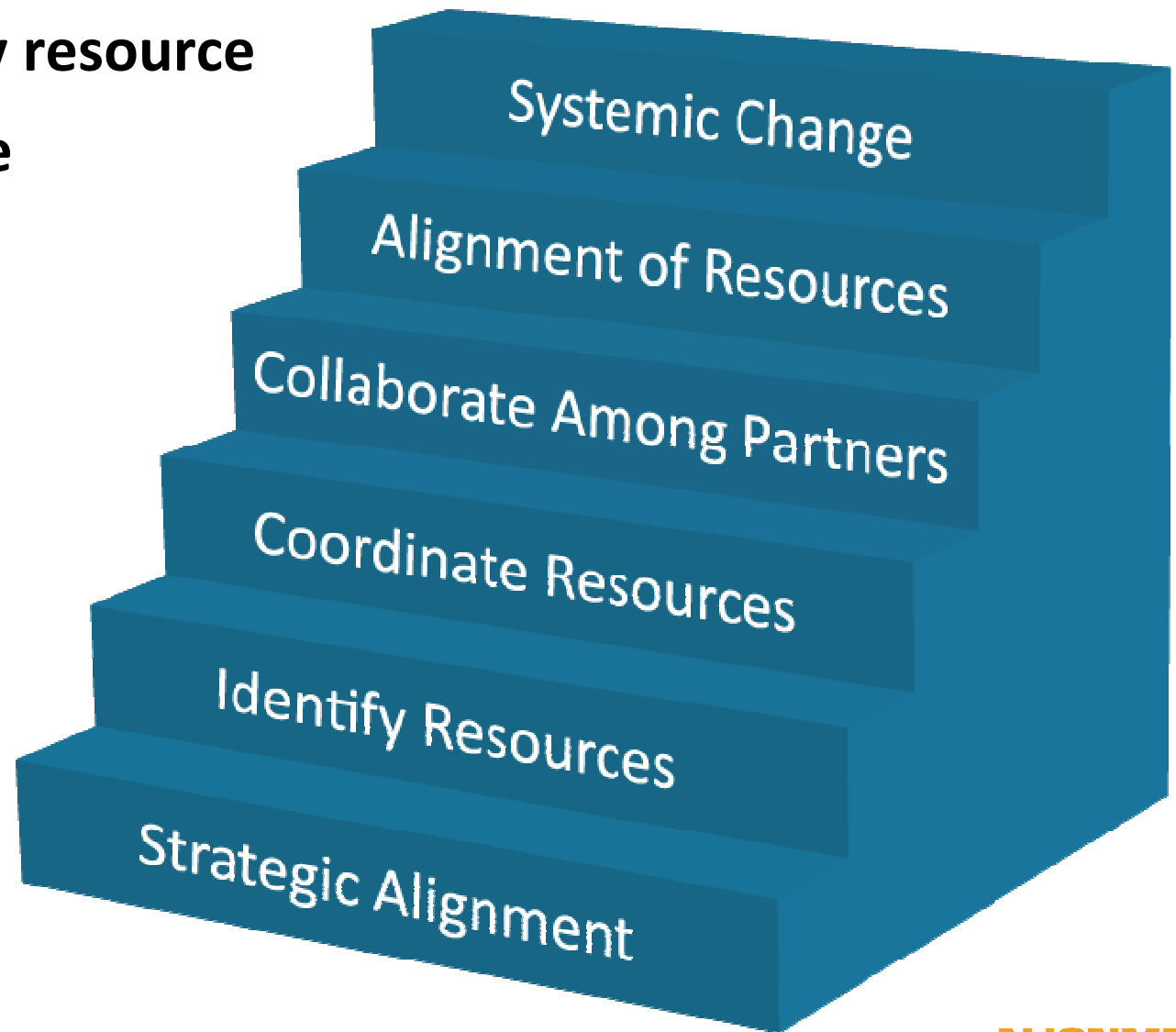
A structure for developing
cradle to career initiatives

A convener for community
alignment of strategic goals

A convener for community
alignment of existing resources

A framework for developing
community schools

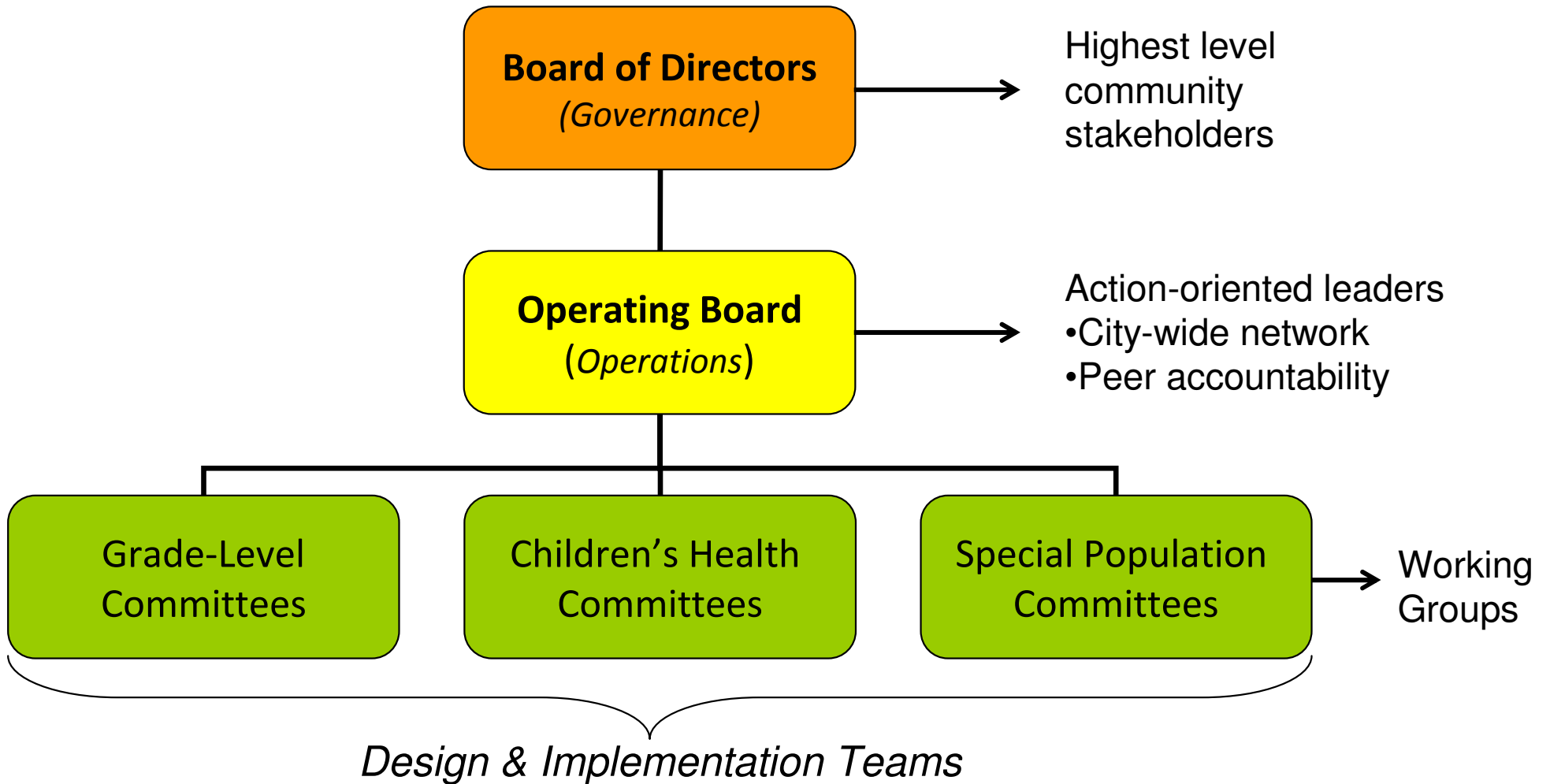
**Steps for community resource
alignment to achieve
system change**



Systematically integrated

- Principles
- Structure
- Process
- Technology

- The outcome of our work is to **enable children to be successful.**
- **Alignment with MNPS priorities** is for the welfare of the community's children.
- The work is designed to support the **MNPS Strategic Plan.**
- The work is **generational.**
- The work is **focused on those who most need support** in order to be successful.
- While we are targeting academics we are focusing on the **whole child.**
- The work is a **comprehensive and multifaceted approach** designed to enable student success.



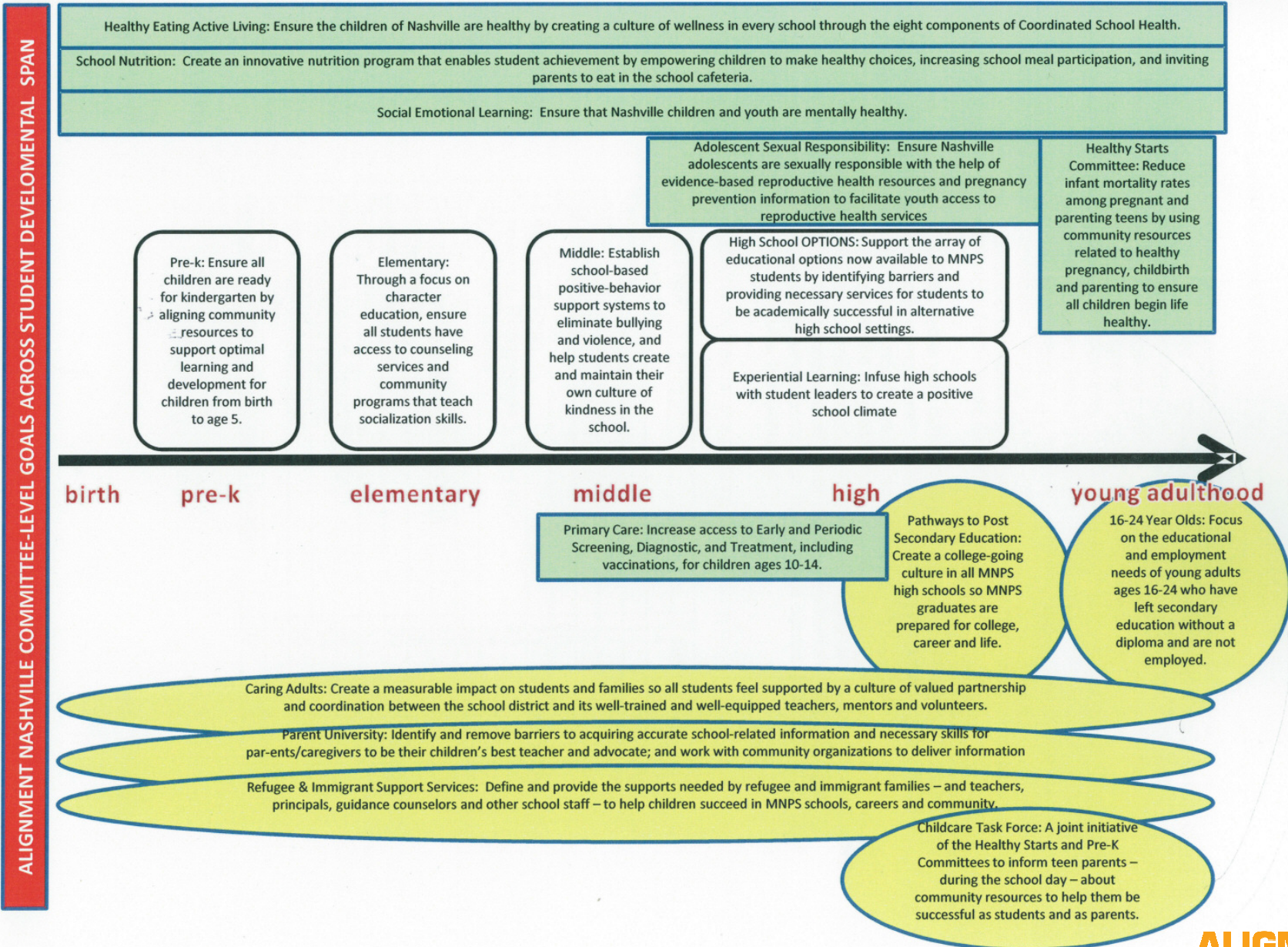
(design and implementation teams)

Long-Term
evaluation and
oversight



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for successful, healthy children



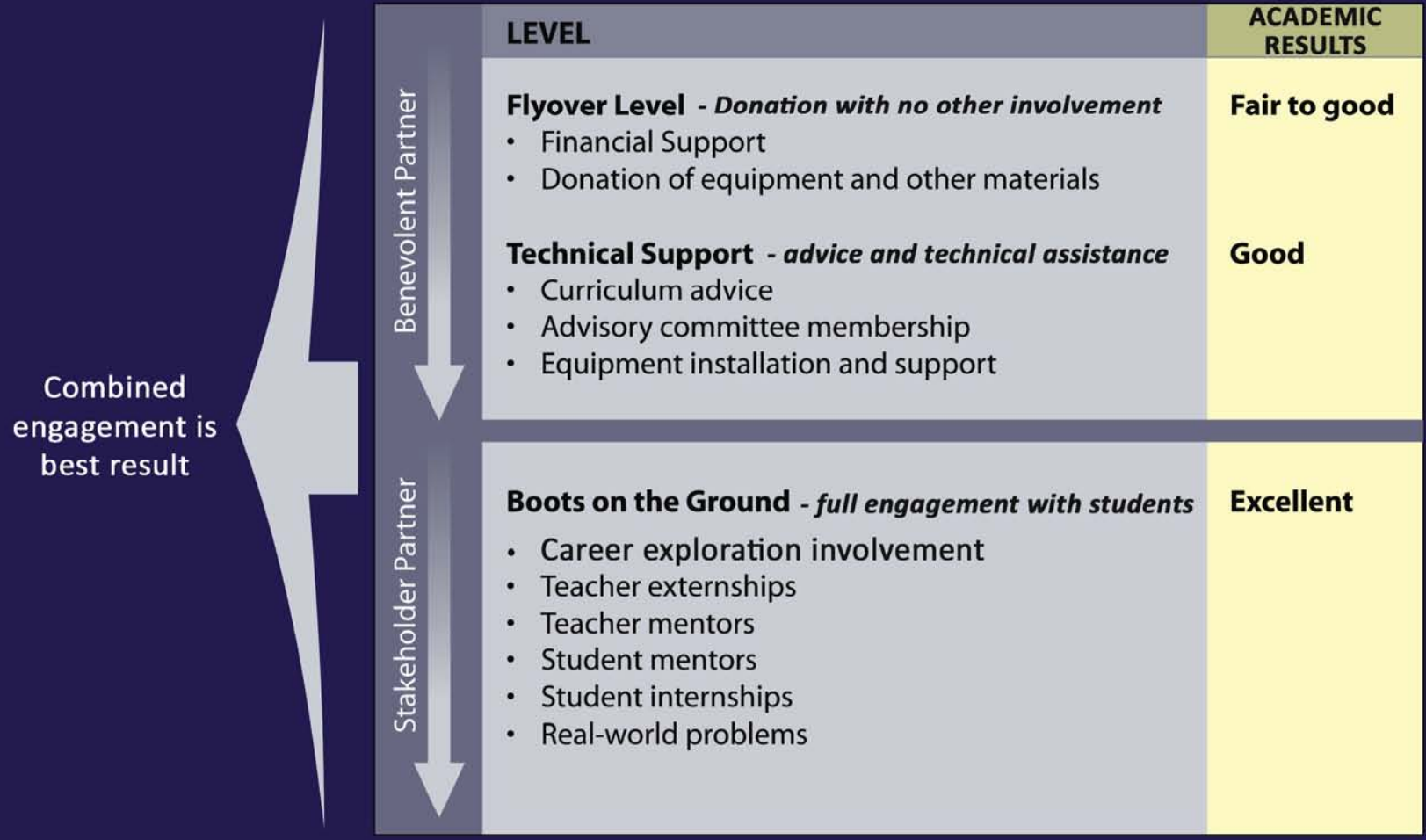
- Low achievement scores and graduation rates (68.8%)
- **Community support and perception of MNPS at an all-time low.**
- AN High School Committee identified need to implement large-scale change in the high schools; used the AN committee process to engage more than 60 community stakeholders in creating a **SHARED VISION** for **RIGOR**, **RELEVANCE** and **RELATIONSHIPS** in Nashville's public high schools
 - “Academy” model chosen as a way to build on the strong CTE programs already offered in the district and offer rigorous, blended college-prep & career-oriented instruction for ALL students

- Grant from DoE's Small Learning Communities program brought \$6.65 million to Nashville to fund redesign ("wall-to-wall" academies in all 12 zoned high schools)
- After grant was awarded, the High School Committee used the committee process again to engage the community in establishing a **sustainable business engagement structure**

What do we want to see in place in 3-5 years?

Small Learning Community Decision Making (Schools within Schools)	Adults & Students as Career Planning Architects	Dynamic Community of Learners/ Practitioners	Students Actively Engaged in Learning	Practical Real World Learning & Application	Entire Nashville Community Actively Engaged with Learners & Learning	Achievement of Expected Outcomes of All Stakeholders	A SAFE, Compassionate Student Community
Broad empowerment of small community of learners	Students create portfolio to highlight their knowledge/ skills	Continued, sustained professional development	Learning activities that respect learning differences	Financial literacy/ responsibility and basic economic understanding	Community (non-profits, businesses, churches) engaged in the schools	Adopting exit expectations to include social/ emotional learning	Students treating each other with respect
Learning teams	Innovative technology-based career guidance	Teachers leading innovation in teaching & learning	Focus on learning, not behavior management	Job shadow/ internships/ mentor programs for real world relevance	All stakeholders work together - student, teacher, parents, admin, business, etc.	90% attendance - teacher & students	Rewarding improvement students
Address barriers to learning	10 year plan for all students	Peer structures to energize & retain teachers	Students actively engaged in the learning process	Learning in context of real world relevance	Community engaged and supports schools	90% graduation rate	Students' voices heard and action taken
	College & financial aid consultants	All teachers are masterful of current pedagogy	Classes more interesting to prevent dropout	Students have relevant learning outside the classroom	Greater collaboration between parents and school	Youth with LOTS of ASSETS	Positive peer mentoring
		Teachers as coaches/ facilitators	Academic "buzz" permeates school environment	More rigorous curriculum for ALL students	Parents motivated to support their child		
		Teachers with renewed energy	Classes that are more interactive	Relevant learning	ALL stakeholders engaged		
		Rewarding improvement teachers	Students motivated to learn	Hands-on learning in all environments			
		Eliminate the "Dream Killers"	Student centered learning	Internship ops for students			
			Students wanting to be in school	Volunteerism ops for students			
			Hands-on n vs. traditional testing				

Stages and Impact of Business and School Engagement



*** Note: Boots on the ground model is best implemented with interdisciplinary teams of academic and career teachers and business partners.

* Academic result includes improved outcomes for testing, graduation rates, and employer satisfaction. Results based on findings from DOE/SLC, NSF/ATE, DOE Perkins and Tech Prep grants.

- CEO Champions
- Partnership Councils (based on six industry clusters)
- Academy Advisory Board/mentor team (one per Academy)
- Academy Sponsors – “naming rights”
- Academy Partners (two per Academy); roles include:
 - Teacher externship sponsor
 - Student work-based learning sponsor (job shadow, internship)
 - Problem-based/inquiry-based project development team
 - Guest classroom speakers/mentors
 - Career Exploration Fair



Character Education (Elementary School)

- Character Education resource guide
- FACE (Fun Adventures in Character Education) Camp

Creating a Culture of Kindness (Middle School)

- CDC grant to coordinate services to create a positive school culture

Social-Emotional Learning (district-wide)

- Grant from US DoE Mental Health Integration program
- Grant from CASEL to integrate SEL across the district and community

Civic Engagement through Service Learning (High School)

- Developing Community Leaders initiative for non-traditional student leaders
- Experiential Learning Committee to ensure all students have service learning, capstone research and/or workbased learning opportunity

Health and wraparound family services

- The Village – support for pregnant and parenting teens
- Healthy Nashville, Healthy Future resource guide
- Healthy Family Handbook
- Adolescent Sexual Responsibility – professional development for youth-serving organizations and educators
- Healthy Eating Active Living – increase healthy behaviors in schools

Positive behavioral interventions and supports

- Social Emotional Learning integration

Family engagement

- Parent University

Experiential Learning Committee

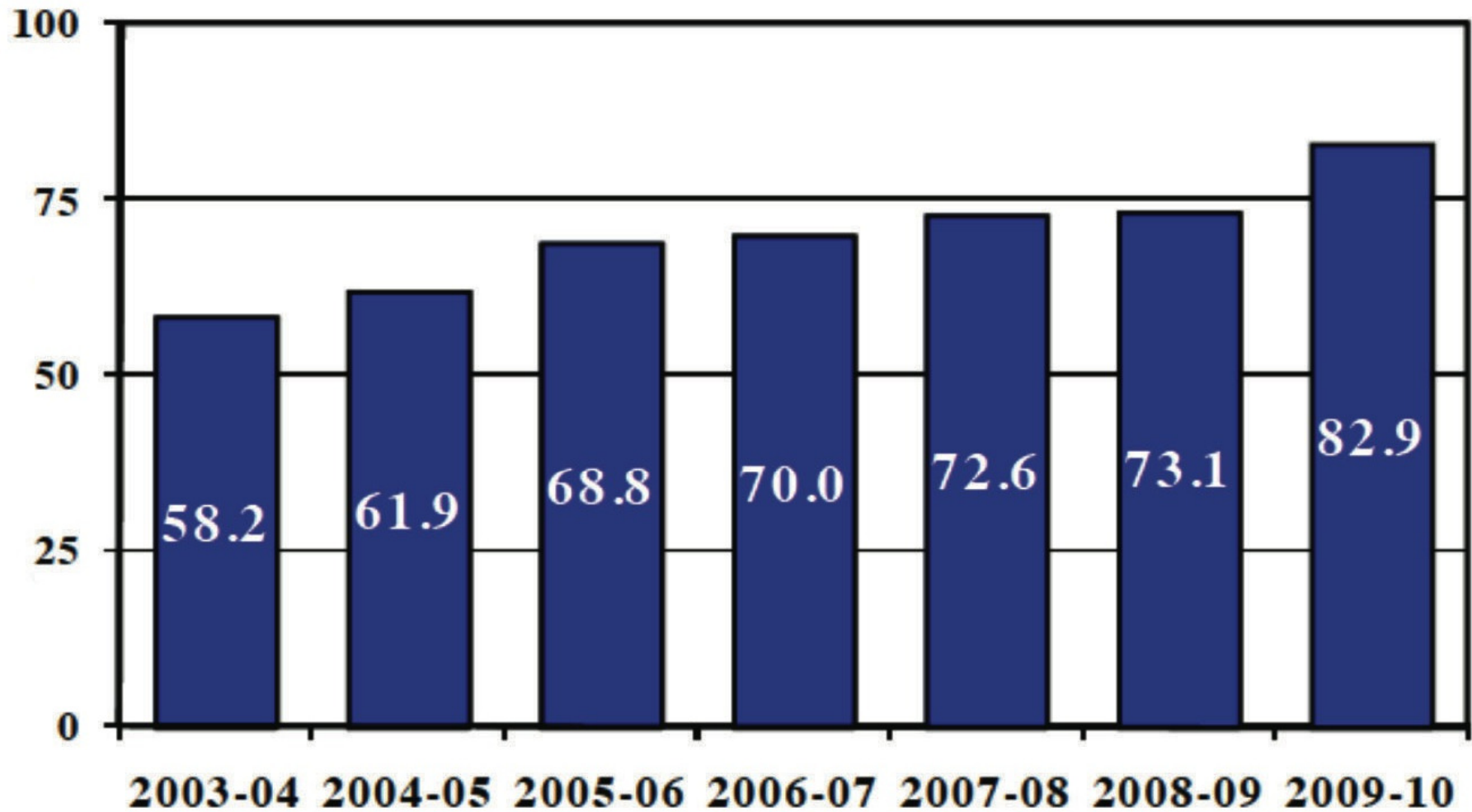
- Ensure all high school students have work-based learning, service learning, and/or capstone research project opportunity

Pathways to Postsecondary Committee

- Increase participation in dual enrollment opportunities
- Improve college-going culture in high schools (grant from TCASN)

Alternative Pathways and GED Pathway

- 16-24 Committee – professional development for GED providers
- Alternative High School Initiative (with Mayor's Office & National League of Cities)



GRADUATION

- Graduation rate at every zoned high school has increased
- District graduation rate up from 68.8% to 82.9% overall

ATTENDANCE

- 66% decrease in the number of students with >35 days absent
- 1.2% increase in average daily attendance (+230 students per day)

DISCIPLINE

- 40.7% decrease in OSS (out-of-school suspension) days
- 35.5% decrease in discipline referrals

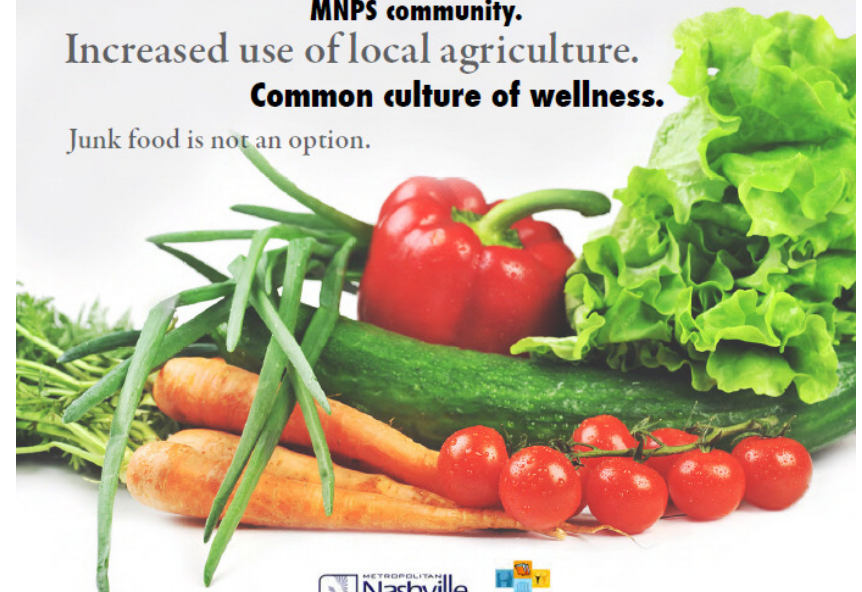
- Importance of children's overall health on academic achievement
- School Nutrition Committee's work to increase "cooking from scratch" and decrease processed foods served
 - 86% increase in the number of fresh produce items
 - 43% increase in the number of "scratch" items

A VISION FOR NUTRITION

Highly trained and supported cafeteria workers.
MNPS community models healthy choices.
Quality food preparation and presentation. Policy that enables, supports and sustains the vision.

Comprehensive nutrition education for the MNPS community.
Increased use of local agriculture.
Common culture of wellness.

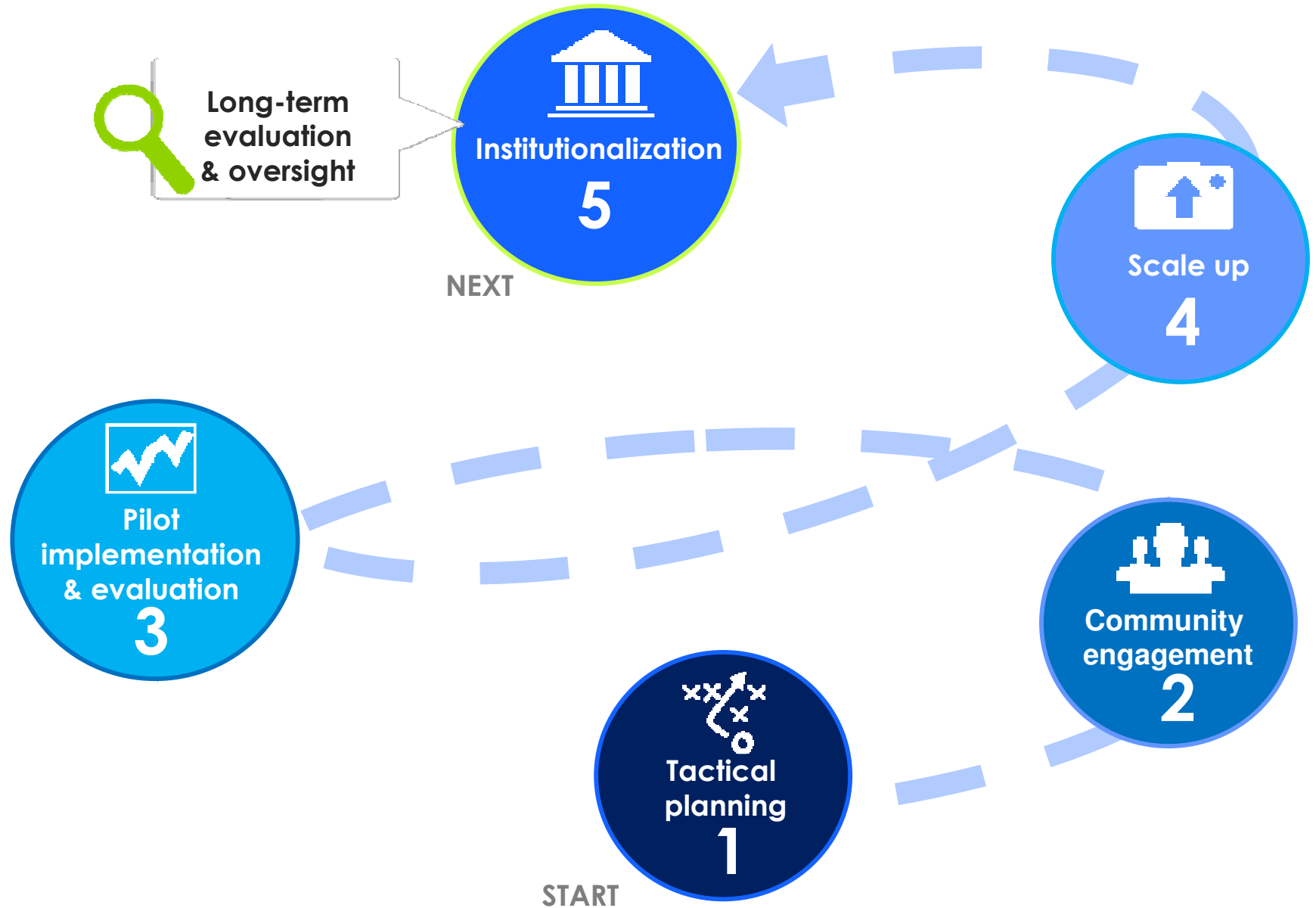
Junk food is not an option.



Alignment Nashville

IT'S **not just a website** ANYMORE

COMMITTEE PROCESS



NEW WEBS

living, user-generated content

immediate status

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Home About AN Resources Committee Work Events Calendar Outcomes

Alignment Nashville Home Events

Upcoming Events

Date	Time	Title
6/19/12	11:00 PM – 12:00 AM	School Nutrition Working Committee
6/21/12	12:30 AM – 1:30 AM	Secretary General Meeting
6/23/12	9:45 PM – 10:45 PM	Test Meeting

Welcome to Alignment Nashville

Alignment Nashville (AN) is a unique and scalable framework for developing community schools.

The mission is to bring community organizations and resources into alignment so that their coordinated support of Nashville's youth has a positive impact on public school success, children's health, and the success of our community as a whole.

Alignment Nashville has developed processes for collaboration that align the resources of these organizations to the Metro Nashville Public Schools (MNPS) strategic plan and to community strategic plans, aligning the city's resources toward common goals. AN was developed to ensure all the services children need are provided to them in an effective and efficient way that complements their education, health and well-being, and the goals of the public schools. [AQ>About Alignment]

Get Involved

Collaborate to ensure the success of children and young people who live in Davidson County. [Click here to learn more.](#)

Stay Informed

New Community Organizations Working in Metro Schools [click here to register!](#)

MacBook Air

New technology is:

collaboration portal

context aware

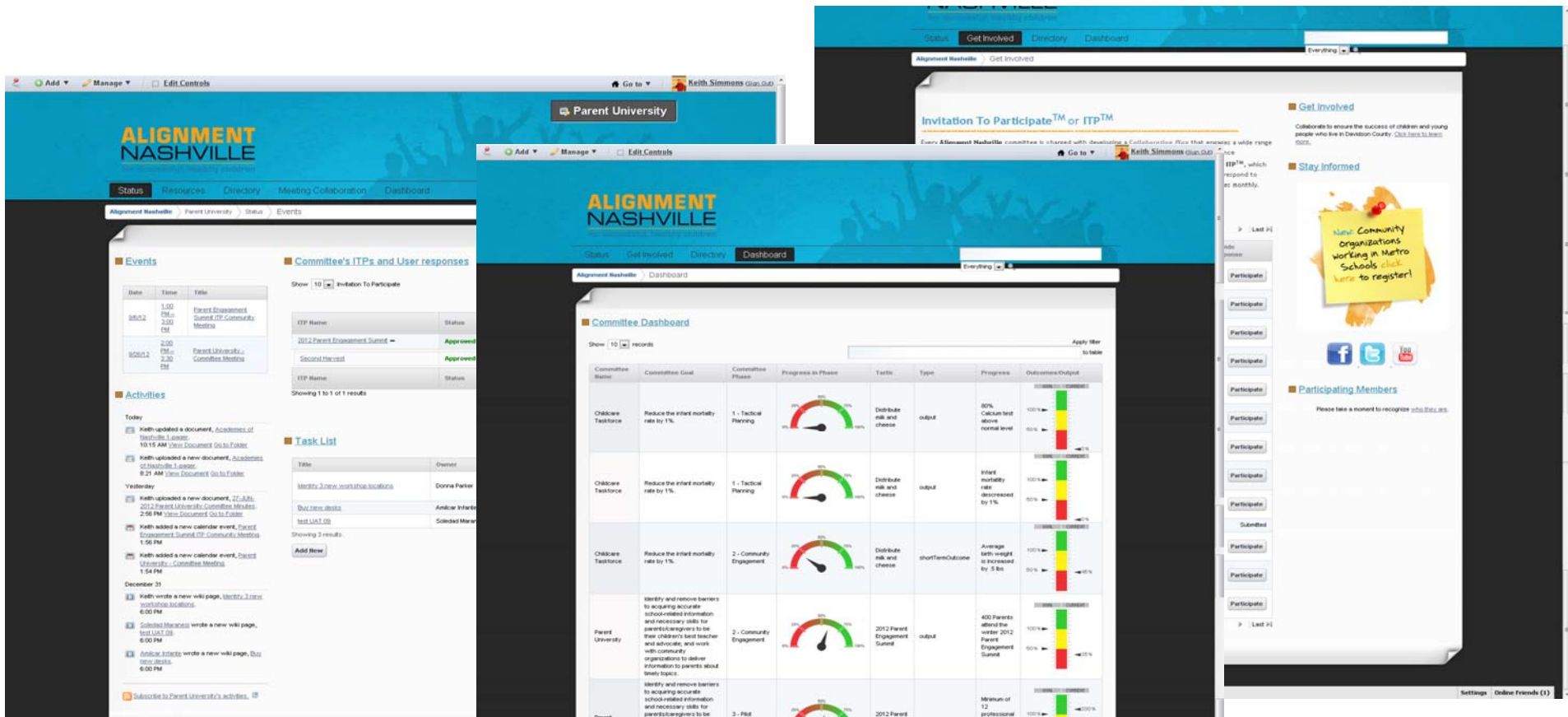
tagging categories

wiki conversations **comments**

integrated search

Each work group (committee) has its own site where they can...

- find calendar events and agendas
- share documents
- collaborate
- manage projects
- assess results



Find relevant information

(content, status, persons) about any committee or project quickly and easily



FORD NEXT GENERATION LEARNING



Next Generation Learners

- Prepared for success in college and the workplace
- Engaged, able to apply learning in the real world
- Possess critical 21st Century skills

Transforming Teaching & Learning

Transforming Teaching & Learning

Essential Practices

Teaching that is characterized by the Ford NGL Teaching Pillars:

- Academically rigorous and career-relevant
- Inquiry-based
- Project-based
- Real-world
- Performance-based
- Technology-rich

Learning that embodies the Ford NGL Learning Pillars:

- Flexibility in applying academic knowledge and skills
- Problem-solving
- Critical thinking
- Teamwork
- Communication
- Creativity and Innovation
- Global Awareness

Redesigning High Schools

Redesigning High Schools

Essential Practices

- Students have choices among high-quality career academies and similar career-and interest-themed programs
- District supports and sets expectations for school redesign
- Adults and students are accountable for results
- School leaders have flexible use of resources to support redesign
- School staff form a learning community committed to transforming their practice

Sustaining Change Through Business & Civic Leadership

Sustaining Change Through Business & Civic Leadership

Essential Practices

- Business, civic, and education leaders create a master plan for education transformation
- Business and civic leaders support and sustain the master plan
- Employers are actively engaged in guiding and supporting career academies and similar career-and interest-themed programs
- Career-and interest-themed programs address skilled workforce priorities
- The broader community is aware and engaged
- Stakeholders are mutually accountable for implementation of the master plan
- Parents and families are mobilized to support student aspirations and achievement





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Sustaining
Change Through
Business & Civic
Leadership

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- **United States Chamber of Commerce, Institute for a Competitive Workforce case study**
- **Harvard University Graduate School of Education case study**
- **America's Promise, Duke University case study**
- **American Youth Policy Forum case study**
- **White House Council for Community Solutions case study and tools**
- **Johns Hopkins University Press Progress in Community Health Partnerships (article by Maury Nation)**

www.alignmentnashville.org

Click on RESOURCES

2012 Annual Report with details about all committee work

www.alignmentrockford.com

QUESTIONS?

sydney@alignmentnashville.org