

Vision for Metro Nashville High Schools

High School Redesign Plan



Vision

Metropolitan Nashville Public Schools will provide every student with the foundation of knowledge, skills and character necessary to excel in higher education, work and life.



Why Redesign the High Schools?

- Several Initiatives Ongoing – Different phases of implementation and pockets of greatness – No clear path
- 3 High Schools in Restructuring – NCLB
- High Student Failure Rate / Low Graduation Rate
- Low Student Achievement / Discipline and Truancy Issues
- Low ACT scores / Low Advanced Placement Passage Rate
- Low College Attendance Rate for MNPS Graduates

High School Vision

- Personalized small learning community
- Relationships
- Project-based, applied and integrated instruction
- Businesses, post-secondary institutions, and community
- World class schools
- Students are college AND career ready
- All students at the highest level possible



Adopting a Convergence Learning Model

- Rigorous Content
- 21st Century skills
- Career & Technical / Thematics
- Technology
- Project / Inquiry-based Learning
- Business & Community Engagement



FORD PAS 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

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Essential Practices

Teaching that is characterized by the Ford PAS Teaching Pillars:

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

Learning that embodies the Ford PAS 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

Every Graduate Has:

- ◆ a plan for postsecondary education and career
- ◆ at least a 21 composite score on the ACT
- ◆ a work-based or service learning experience, or a capstone research project
- ◆ at least one course completed online
- ◆ college credit, a nationally-recognized professional certification, or both

The Plan

1. Use the academy, alternative high school and magnet models - All smaller learning community models
2. Align offerings with targeted, high-skill high-wage careers in grades 10-12, Freshman academies
3. Align schools with business and post secondary partners
4. Align with TN Diploma Project (3 credits in a focused area)
5. Integrated and project-based instruction
6. Prescribe and reduce
7. Ensure programs are quality – enriched with technology and experiences – including virtual

The Plan

8. School identity – Business and Marketing plans
9. Student access to acceleration options – advanced placement and dual enrollment
10. Courses are global and available to all students regardless of academy membership – foreign language, arts, acceleration options, etc.
11. All 12 comprehensive high schools will implement in 2010-11 – Wall to Wall

Redesigning High Schools to Transform Teaching & Learning

Academies of Nashville Characteristics:

- Freshmen Academies
- Academies with career or thematic focus for grades 10-12
- Teacher teams with common planning time
- Project-based curricula combines College Prep with Career Prep
- Academy Assistant Principals , Academy Coach, counselors
- Aligned with Community Partners for college credit and professional certifications
- 10 National Standards of Practice for Career Academies

Key Components

Scheduling – Committee, common schedule, cohorts

Academy Coach – New job description

Integrated Curriculum with all core subjects

Programs of Study – 4 year plan (10 year plan)

Action Plans – Data driven decisions

Partnership – business and post secondary

ACT focus

Instructional Rounds – focus on instruction

Professional Learning Communities

Business Engagement Structure

Academy partners

Individual businesses or organizations that work with an academy during a school year through the PENCIL Foundation

Academy Advisory Board

Composed of an academy's partners and stakeholders to provide guidance

Academies of Nashville Partnership Councils

6 industry-specific councils convened by the Nashville Area Chamber of Commerce

Provide a district-wide perspective of their industry area and their related academies

CEO Champions

Committee of the Nashville Area Chamber of Commerce

Support the reform effort through advocacy—policy and community



Alignment Nashville facilitates the process for the High School Committee to align community organizations with resources for schools on every level.

Academy Partner Recruitment Process



Prospective Academy Partners can be identified in a variety of ways and at any level. Prospects are forwarded to PENCIL Foundation and the MNPS SLC Director to ensure that Partners are finding the most appropriate places to become engaged.

Assist

Academy

Academy Advisory Board

Needs of individual academies are assessed by the Academy Advisory Boards who:

- Ensure academy curricula meets industry standards
- Provide work-based learning opportunities for faculty and students
- Identify additional academy needs

This information along with related academy data is presented to the Partnership Councils.

Advise

Academies of Nashville Partnership Councils

Partnership Councils look across academy lines to:

- Ensure equitable academy resources
 - Ensure adequate academy resources
 - Identify untapped resources
 - Ensure workforce demands are met
- Partnership Council needs and successes are presented to CEO Champions.



The Nashville Area Chamber of Commerce supports the work of the Academies of Nashville Partnership Councils and convenes the Chamber CEO Champions.

Advocate

CEO Champions

Communicate needs and successes to the broader Nashville Area community.



Antioch High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
<p>Academy of Business and Hospitality (Credit union)</p>	<p>The Tennessee Credit Union Business and Finance Academy:</p> <ul style="list-style-type: none"> •Business Management •Business Financial Management and Accounting •Administrative Management <p>Event Planning Academy:</p> <ul style="list-style-type: none"> •Food and Beverage Service •Hospitality Management and Lodging Services •Plant Systems •Interior Design •Fashion Design
<p>Academy of Technology and Communication</p>	<p>Technology and Innovation Academy:</p> <ul style="list-style-type: none"> •Automotive Technology •Engineering and Technology •Science and Math (state area of focus) <p>Inspiration Academy:</p> <ul style="list-style-type: none"> •Graphic Communications •Journalism and Broadcasting •Communication Development •Web/Multimedia Management & Webmaster Design •Visual Arts •Performing Arts
<p>Academy of Leadership and Service</p>	<p>Culture, Leadership and World Studies Academy:</p> <ul style="list-style-type: none"> •Leadership Studies •JROTC •Humanities (state area of focus) <p>Health and Human Services Academy:</p> <ul style="list-style-type: none"> •Family and Community Services •Counseling and Mental Health •Teaching and Training Services •Medical Sciences

Cane Ridge High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Arts & Communication	<ul style="list-style-type: none">•Broadcasting•Visual Arts•Theater Arts•Dance
Academy of Architecture & Construction	<ul style="list-style-type: none">•Design & Preconstruction•HVAC•Electrical•Concrete•Carpentry
Academy of Human Services	<ul style="list-style-type: none">•Teaching/Training Services•Law Enforcement Services•Family Community Services
Academy of Business	<ul style="list-style-type: none">•Business Management•Interactive Multimedia
Academy of Wellness & Healthy Living	<ul style="list-style-type: none">•Movement Science & Physiology

Glenclyff High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Business with Ford Partnership for Advanced Studies	<ul style="list-style-type: none">• Business – Ford PAS• Business Management (phasing out)
Academy of Medical Science and Research	<ul style="list-style-type: none">• Diagnostic Services• Bio-Technology Research Development• Therapeutic Services• Social Services
Academy of Environmental & Urban Planning	<ul style="list-style-type: none">• Architectural/Civil Engineering• Environmental Engineering
The Academy of Hospitality, Entertainment Marketing & Salon Services “Developing Artistry and Expertise in the Industry”	<ul style="list-style-type: none">• Entertainment & Marketing• Culinary Arts• Personal Care Services• Multimedia/Web Design

Hillsboro High School

“International School”

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of International Fine Arts	<ul style="list-style-type: none">•Visual Arts•Performing Arts (Choral, Instrumental, Theatre)
Academy of the International Diploma Program	<ul style="list-style-type: none">•Refer to IB Pathway to Meeting TN Requirements
Academy of Global Communication	<ul style="list-style-type: none">•Design Communications•Journalism & Broadcasting
Academy of International Business	<ul style="list-style-type: none">•International Business with a Logistics focus•Chinese
Academy of Global Health	<ul style="list-style-type: none">•Therapeutic Services•Diagnostics Services•Food and Beverage Services

Hillwood High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Art, Design & Communication	<ul style="list-style-type: none">•Journalism & Broadcasting•Design Communications•Visual Arts•Theater Arts
Academy of Health	<ul style="list-style-type: none">•Diagnostic Services•Therapeutic Services•Therapeutic Services•Health Informatics
Academy of Business, Entertainment, Hospitality and Tourism	<ul style="list-style-type: none">•Business Management•Food and Beverage•Music Arts
International Baccalaureate	<ul style="list-style-type: none">•MYP•International Baccalaureate Programme

Hunters Lane High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Business & Marketing	<ul style="list-style-type: none"> •Business Management (Ford PAS) •Business Financial Mgmt & Accounting •Marketing Communications •Marketing Management
Academy of Hospitality	<ul style="list-style-type: none"> •Food and Beverage Services •Travel & Tourism
Academy of Health & Human Services	<ul style="list-style-type: none"> •Counseling & Mental Health •Family & Community Services •Therapeutic Emergency Services •Therapeutic Services
Academy of Design & Technology	<ul style="list-style-type: none"> •Electronic Publishing •Graphic Communications •Web/Multimedia Mgmt
Academy of International Baccalaureate (IB)	<p>Middle Years Programme (9th & 10th) Diploma Programme (11th & 12th)</p>

Maplewood High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Business Entrepreneurship	<ul style="list-style-type: none">•Business Financial Mgmt & Accounting•Banking & Finance•Interactive Multimedia•Business Management•Personal Care
Academy of Power & Light	<ul style="list-style-type: none">•Electrical•Energy Engineering
Academy of Automotive Technology	<ul style="list-style-type: none">•Automotive Technology
Academy of Health & Emergency Services	<ul style="list-style-type: none">•Therapeutic Services•Health Informatics•Therapeutic Emergency Services•Family Community Services

McGavock High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Digital Design & Communication	<ul style="list-style-type: none"> •Design Communications •Journalism & Broadcasting •Audio Technology •Web/Multimedia Management
Academy of Health Science & Law	<ul style="list-style-type: none"> •Diagnostic Services •Therapeutic Services •Therapeutic Emergency Services •Counseling and Mental Health Services •Law •Law Enforcement
Academy of Hospitality & Finance	<ul style="list-style-type: none"> •Food and Beverage Services •Hospitality Management & Lodging •Recreation & Entertainment •Personal Care Services •Plant System – Turf grass/Nursery Production •Banking & Finance
Academy of Aviation & Transportation	<ul style="list-style-type: none"> •Aviation Flight •Aviation Maintenance •Engineering & Technology •Collision & Repair

Overton High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Finance & Information Technology	<ul style="list-style-type: none">•Banking & Finance•Financial Planning•Interactive Multimedia•Webmaster•Networking Systems•Humanities
Academy of Biotechnology/Health Sciences	<ul style="list-style-type: none">•Biotechnology Research & Development•Diagnostic Services•Health Informatics
Academy of Engineering	<ul style="list-style-type: none">•Engineering & Technology•Science & Math•Environmental Science (GIS)•Automotive Technology•Advanced Mathematics

Pearl Cohn High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Entertainment Communication	<ul style="list-style-type: none">• Music Recording• TV Production• Radio Production – 2011-12• Sound & Lighting Engineering – 2011-12
Academy of Entertainment Management	<ul style="list-style-type: none">• Music Business• Personal Care Services – Stylist & Image Consultants• Marketing – 2011-12• Graphics – 2011-12

Stratford High School

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Science & Engineering	<ul style="list-style-type: none">•Biotechnology•Engineering
Academy of Entrepreneurship	<ul style="list-style-type: none">•Business Management-Ford PAS•Personal Care Services•Automotive Technology
Academy of Liberal Arts	<ul style="list-style-type: none">•Arts•Humanities

Whites Creek High School

“School of Community Health & Public Service”

ACADEMY	PATHWAYS / AREAS OF FOCUS
Academy of Community Health	<ul style="list-style-type: none">•Therapeutic Services•Therapeutic Emergency Services•Diagnostic Services•Business Management for Healthcare•Alternative Energy (eventually becoming a separate academy)<ul style="list-style-type: none">○Automotive Technology○Agriculture
Academy of Alternative Energy (Possible Future academy)	<ul style="list-style-type: none">•Automotive Technology•Agriculture
Academy of Public Service	<ul style="list-style-type: none">•Criminal Justice•Leadership•Teaching and Learning•ROTC-

How will we accomplish this?

Align and Focus Resources – Internally and Externally

1. Required schools to adopt common schedule
2. Review employment data / post secondary offerings
3. Federal, local and grant money aligned with goals
4. Establish process for program openings and closures
5. Review of curriculum offerings / pacing
6. Update technology – virtual offerings / alternative learning centers

How will we accomplish this?

Business Partnerships

1. Marketing Plan
2. Branding / Naming Rights / Business Plans
3. Enrichment –Teacher Externships, Student Work-based Learning, Executives in the Classroom
4. Open the classroom – Provide experiences outside the school walls



Marketing Plan

Brand Promise

At my academy I choose to learn in an innovative community where I belong, I'm engaged and I am prepared for college, career and the real world.

MNPS

an

THE
academies
OF NASHVILLE

The Tagline

MNPS



THE ACADEMIES OF NASHVILLE

ANTIOCH

THE TENNESSEE CREDIT UNION
ACADEMY OF
BUSINESS & FINANCE

MY FUTURE. MY WAY.

MNPS



THE ACADEMIES OF NASHVILLE

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MNPS



THE ACADEMIES OF NASHVILLE

CANE RIDGE

THE ACADEMY OF
ARCHITECTURE & CONSTRUCTION

MNPS



THE ACADEMIES OF NASHVILLE

GLENCLIFF

THE ACADEMY OF ENVIRONMENTAL
& URBAN PLANNING

MNPS



THE ACADEMIES OF NASHVILLE

HILLSBORO

THE ACADEMY OF INTERNATIONAL
STUDIES & BUSINESS

MNPS



THE ACADEMIES OF NASHVILLE

HILLWOOD

THE ACADEMY
OF HEALTH

MNPS



THE ACADEMIES OF NASHVILLE

HUNTERS LANE

THE ACADEMY OF
MARKETING & BUSINESS

MNPS



THE ACADEMIES OF NASHVILLE

MAPLEWOOD

THE ACADEMY OF
POWER & LIGHT

MNPS



THE ACADEMIES OF NASHVILLE

McGAVOCK

THE ACADEMY OF AEROSPACE
& TRANSPORTATION

MNPS



THE ACADEMIES OF NASHVILLE

OVERTON

THE ACADEMY OF
ENGINEERING

MNPS



THE ACADEMIES OF NASHVILLE

PEARL COHN

THE ACADEMY OF
ENTERTAINMENT MANAGEMENT

MNPS



THE ACADEMIES OF NASHVILLE

STRATFORD

THE ACADEMY OF
SCIENCE AND ENGINEERING

MNPS



THE ACADEMIES OF NASHVILLE

WHITES CREEK

THE ACADEMY OF
PUBLIC SERVICE

How will we accomplish this?

Post Secondary Partnerships

1. Align schools with colleges, universities, technical schools, apprenticeship programs
2. Establish articulation agreements – college credit
3. Increase college dual enrollment – on and off campus
4. Increase advanced placement offerings and passage rate

How will we accomplish this?

Transform Teaching & Learning

- 1. Focus the curriculum on student interests – reduce and prescribe
- 2. Develop integrated, project-based curriculum – teacher externships
- 3. Teaming – Professional Learning Communities
- 4. Community enrichment

Teacher Externships 2010

- CMT and McGavock High School
- **Tennessee Credit Union** and Antioch High School
- **Lee Company** and Cane Ridge High School
- **Shoney's** and Glencliff High School
- **Holiday Inn Vanderbilt, Hutton Hotel and Belle Meade Plantation** and Hillwood High School
- **HCA** and Hillwood High School
- **Dollar General Corporation** and Hunters Lane High School
- **Vanderbilt** and Stratford High School
- **The Vanderbilt Medical Center** and McGavock High School
- **LP Corporation** and Overton High School



How will we accomplish this?

Accountability

1. Establish non-negotiables and norms
2. Model behavior – all meetings are instructionally based
3. Remove barriers – Procedures, Policies, Personnel
4. Monitoring – Internal and external reviews
5. All decisions support the vision
6. Hold all people accountable – Action Plans

Aligning with our Vision

Metropolitan Nashville Public Schools will provide every student with the foundation of knowledge, skills and character necessary to excel in higher education, work and life.



This is a “Journey”

Community Effort

Metro Nashville Public Schools

Chamber of Commerce

College / Universities

Community Organizations / Foundations

National Partners

Parents / Students

Teachers / Principals

