

Mission, Vision and Core Values **DRAFT**

ORIGINAL PRESENTATION: Board Work Session
November 15, 2016

UPDATED PRESENTATION: Board MEETING
December 13, 2016



METRO
NASHVILLE
PUBLIC
SCHOOLS

MISSION

Provide a world-class public education to every student, every day.

We do this by: developing a culture that strives for excellence for all students; offering a rich, broad curriculum with enrichment opportunities for all students; using data to improve performance; delivering high-quality professional development and support for all employees; guaranteeing consistency in, and quality of, resources for all schools; and respecting and responding to the concerns of students and families.

VISION

Metro Nashville Public Schools is the fastest-improving urban school system in America, ensuring that every student is prepared for success in college, career and life – and that every school is a great school.

TAGLINE

“Exceeding Great Expectations”

CORE VALUES/BELIEFS

EQUITY

EXCELLENCE

RELEVANCE

TALENT

LITERACY

WHOLE
CHILD

DIVERSITY

INDIVIDUALIZED
LEARNING

INNOVATION

COLLABORATION

WE VALUE...

EQUITY

We believe public education exists to ensure equal access and opportunities for all students from early childhood through graduation.

EXCELLENCE

We believe all students benefit from rigorous instruction and high expectations in the classroom.

RELEVANCE

We believe students learn best when they are inspired by real-world challenges that promote critical thinking and problem-solving skills.

TALENT

We believe a robust teacher and leadership recruitment pipeline and effective teacher and leader retention efforts are essential.

LITERACY

We believe what research shows: A child who can read at or above grade-level by third grade is more likely to graduate and succeed in life.

WE VALUE...

WHOLE CHILD

We believe a well-rounded education means focusing on social and emotional learning, providing opportunities for mental and physical nourishment, and cultivating a safe and caring environment for all students.

DIVERSITY

We believe students from different ethnic, religious, language, cultural, and socio-economic backgrounds learn from, and inspire, each other.

INDIVIDUALIZED LEARNING

We believe in meeting each child at the point of need and maximizing individual limitless potential.

INNOVATION

We believe teaching and learning is enhanced through creative thinking in areas such as the arts as well as science, technology, engineering and math (STEM).

COLLABORATION

We believe our partnerships with parents and other stakeholders will lead to better outcomes for all of our students and benefit the broader Nashville community.

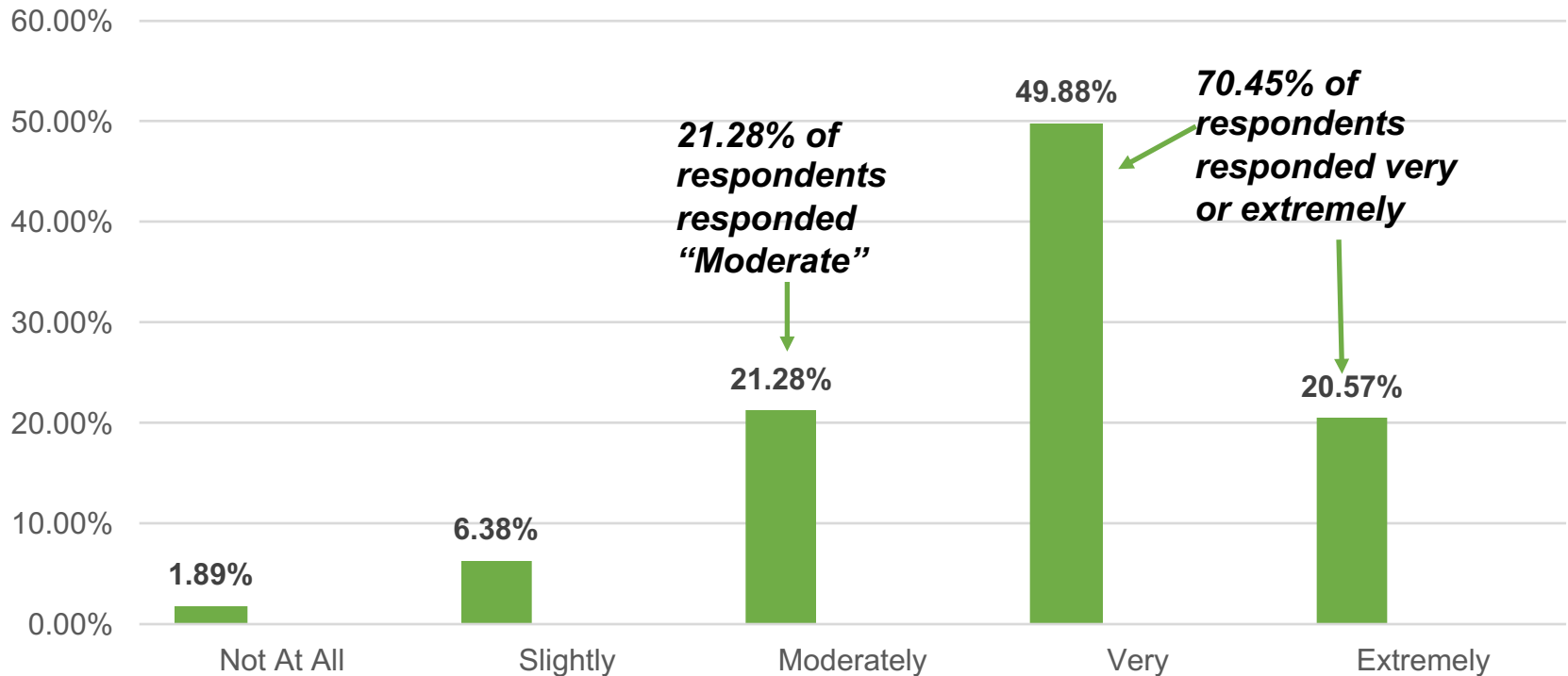
The background features a stylized, light blue and yellow graphic of a smiling face. The face has a white dot for an eye and a curved line for a smile. Below the face, there is a yellow book with a blue cover and a blue graduation cap (mortarboard) with a tassel. The entire graphic is set against a white background.

Mission, Vision and Core Values: *Feedback*

- Overall Positive Feedback
- Just 424 respondents
- Numerous suggestions regarding wording and areas of emphasis

Survey Results: Mission, Vision, Values

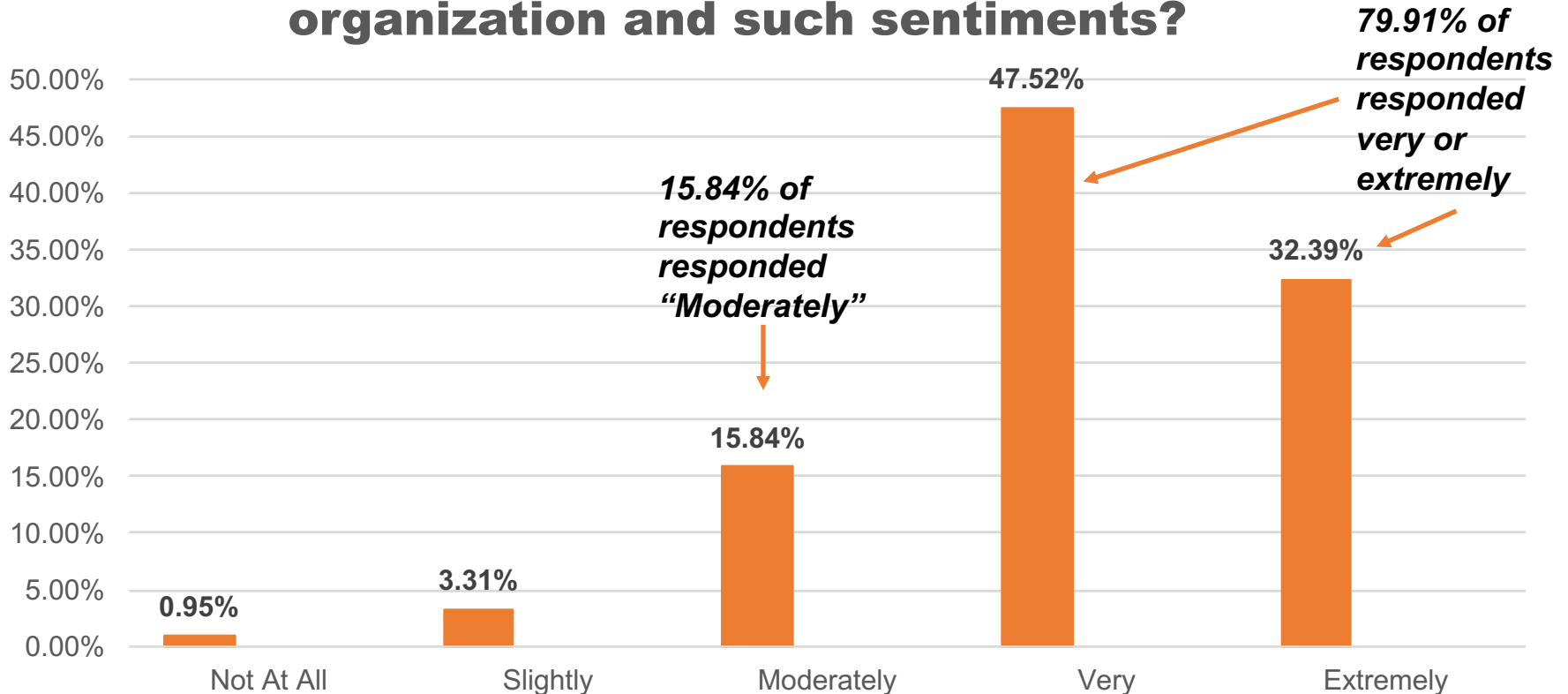
Q1: Do these statement reflect a rapidly improving organization?



423 Respondents

Survey Results: Mission, Vision, Values

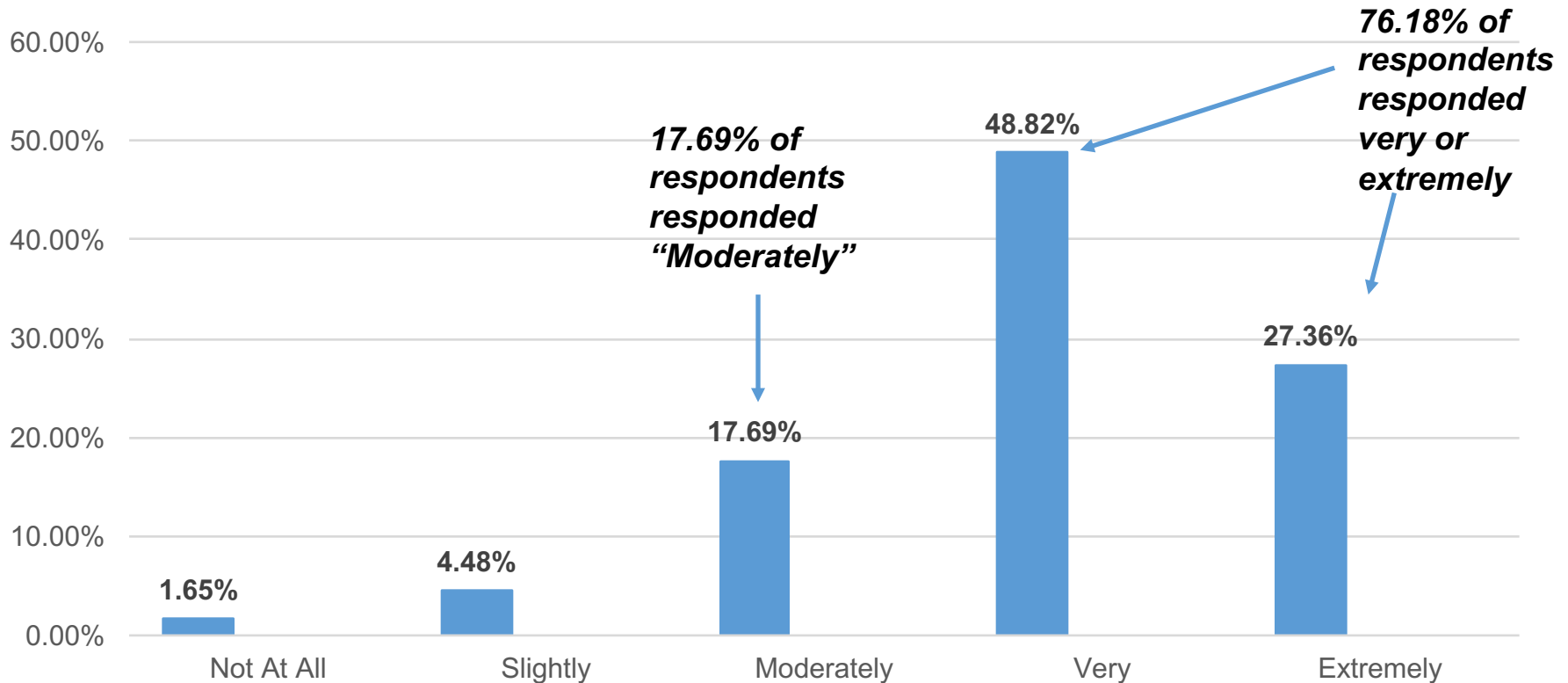
Q2: Would you want to be affiliated with such an organization and such sentiments?



423 Respondents

Survey Results: Mission, Vision, Values

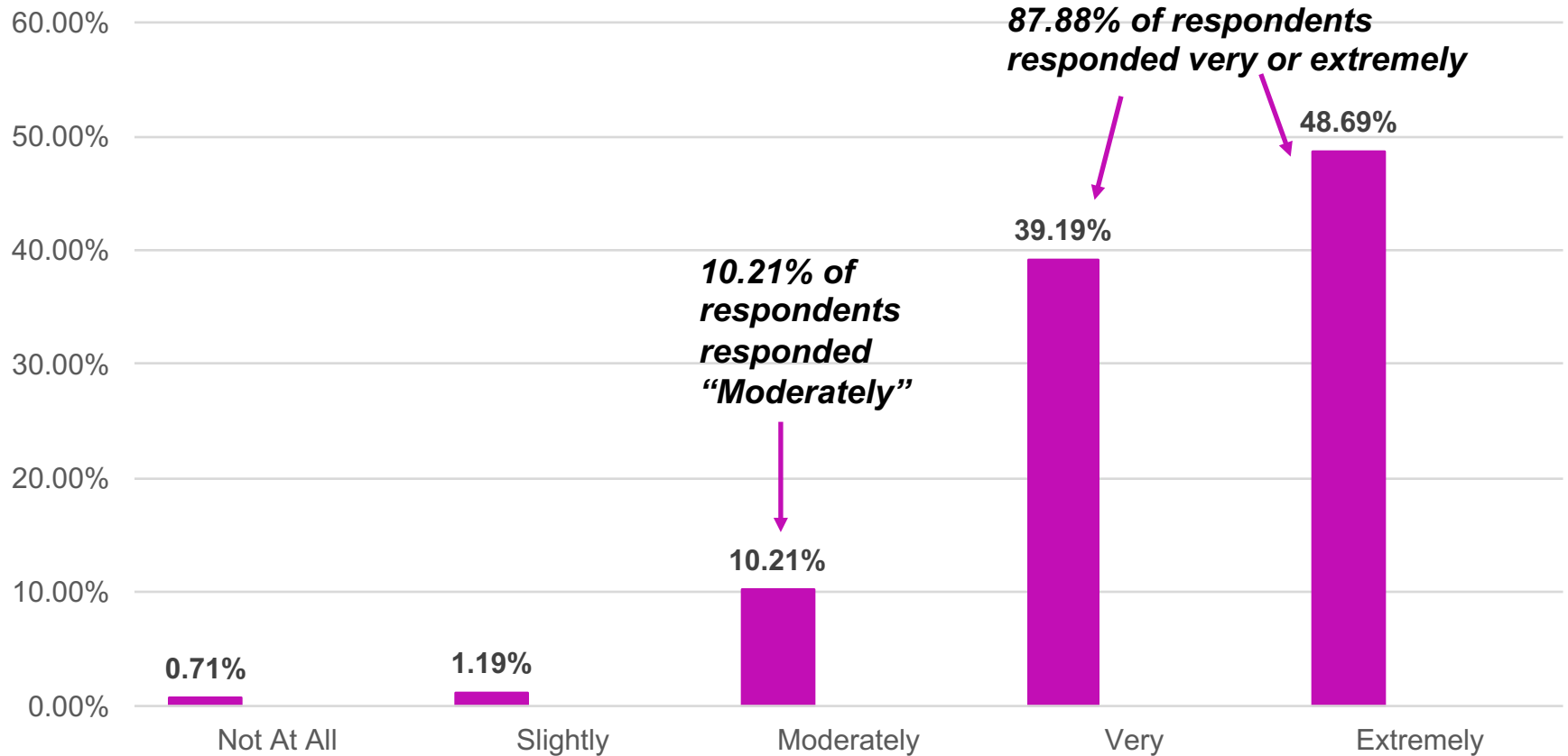
Q3: Do you believe the sentiments included in these statements provide a starting point for improving education for all students?



424 Respondents

Survey Results: Mission, Vision, Values

Q4: Do you understand these statements?



421 Respondents

Survey Results: Mission, Vision, Values

Q5: Are there aspects of the statements that you believe should not be included?

1. Reduce or combine core values
2. Shorten mission statement (eliminate or reduce phrases after the initial statement; include in strategies, etc.)
3. Correct wording of and simplify vision statement
4. Scrub for more straightforward language; e.g., “every school is a great school”
5. Strike “world class”
6. Concern that emphasis on “data” implies over testing
7. Use of the word, “guaranteeing” seems lofty and likely unattainable
8. Use of the term “rigorous instruction” sounds cold, stale, and uninspired
9. Use of phrase, “maximizing individual limitless potential” seems to over commit
10. Expand beyond outcome of “college, career and life” – what about career training or life long learning or global citizenship?
11. Several people did not like “fastest improving”

Survey Results: Mission, Vision, Values

Q6: Are there any additional or missing ideas that you would like to see included in these statements? [Highlights]

1. Parents and teachers are underemphasized
2. Collaboration *value* is not strong enough
3. Talent *value* too is vague and focused on “pipeline,” which is impersonal
4. Literacy *value* is too narrowly defined
5. Accountability, teacher training, and assessment aren’t sufficiently covered
6. Fiscal responsibility and stewardship are missing
7. Caring, kindness, respect is absent
8. Add definitions
9. Cultural competency and relevant pedagogy is appears to be unaddressed
10. Language on discipline and proper behavior appears to be omitted
11. Create a more robust and different definition (conceptualization) of "partnerships"

Survey Results: Mission, Vision, Values

Q6: Are there any additional or missing ideas that you would like to see included in these statements? [Highlights]

12. Several people were confused by current state language in vision
13. Equity *value* – doesn't address need for desegregation of schools
14. Emphasis on artistic expression, creativity, and multiple disciplines is missing
15. Vision needs more umph or heart
16. Add sexual orientation or gender differences to diversity
17. Create stronger innovation value to be more focused on research, testing, experimentation

Vision

DRAFT VISION		PROPOSED REWRITE
<p>Metro Nashville Public Schools is the fastest-improving urban school system in America, ensuring that <u>every student</u> is prepared for success in college, career and life – and that every school is a great school.</p>	<p>F E E D B A C K</p>	<p>Metro Nashville Public Schools will be the fastest-improving urban school system in America, ensuring that <u>every student</u> becomes a life-long learner prepared for success in college, career and life.</p>

Mission

DRAFT MISSION		PROPOSED REWRITE
<p>Provide a world-class public education to every student, every day.</p> <p>We do this by: <i>developing a culture that strives for excellence for all students; offering a rich, broad curriculum with enrichment opportunities for all students; using data to improve performance; delivering high-quality professional development and support for all employees; guaranteeing consistency in, and quality of, resources for <u>all schools</u>; and respecting and responding to the concerns of students and families.</i></p>	<p>F E E D B A C K</p>	<p>We deliver a great public education to every student, every day.</p> <p>We do this by: <i>developing a culture that strives for excellence for all students; offering a broad curricula with enrichment opportunities for all students; providing equitable resources for <u>all schools</u>; and listening to, respecting and responding to the concerns of students, families, staff and educators.</i></p>

Values

WHOLE LEARNER

ORIGINAL WHOLE CHILD: We believe a well-rounded education means focusing on social and emotional learning, providing opportunities for mental and physical nourishment, and cultivating a safe and caring environment for all students.

ORIGINAL INDIVIDUALIZED LEARNING: We believe in meeting each child at the point of need and maximizing individual limitless potential.

REVISED COMBINED: We believe in meeting each child at the point of need to maximize individual unlimited potential and success by: focusing on social and emotional learning; providing opportunities for mental and physical nourishment; developing interests, creativity, and abilities across many disciplines; and cultivating a safe and caring environment for all students.

WE VALUE...

EXCELLENCE

ORIGINAL: We believe all students benefit from rigorous instruction and high expectations in the classroom.

REVISED: We believe all students benefit from dynamic instruction and high expectations each year, in each subject, and in each classroom.

RELEVANCE

ORIGINAL: We believe students learn best when they are inspired by real-world challenges that promote critical thinking and problem-solving skills.

REVISED: We believe students learn best when they are inspired by real-world challenges that promote critical thinking, project-based- and hands-on-learning, creativity, and problem-solving.

WE VALUE...

LITERACY

ORIGINAL: We believe what research shows: A child who can read at or above grade-level by third grade is more likely to graduate and succeed in life.

REVISED: n/a

TALENT

ORIGINAL: We believe a robust teacher and leadership recruitment pipeline and effective teacher and leader retention efforts are essential.

REVISED: We believe in supporting, developing, respecting and compensating our staff and educators and aggressively recruiting, selecting, and preparing committed, creative, and talented educators.

WE VALUE...

INNOVATION

ORIGINAL: We believe teaching and learning is enhanced through creative thinking in areas such as the arts as well as science, technology, engineering and math (STEM).

REVISED: We believe teaching and learning is enhanced through creative thinking and experimentation in science, technology, engineering and math (STEM) as well as the liberal and creative arts.

COLLABORATION

ORIGINAL: We believe our partnerships with parents and other stakeholders will lead to better outcomes for all of our students and benefit the broader Nashville community.

REVISED: We believe engaging parents, community members, students and other stakeholders in the educational process leads to better outcomes for all of our students and benefits the broader Nashville community.

WE VALUE...

EQUITY

ORIGINAL: We believe public education exists to ensure equal access and opportunities for all students from early childhood through graduation.

REVISED: We believe public education exists to ensure equitable access and opportunities for all students from early childhood through graduation.

ORIGINAL: We believe students from different ethnic, religious, language, cultural, and socio-economic backgrounds learn from, and inspire, each other.

DIVERSITY

REVISED #1: We believe students, staff and educators from different ethnic, religious, language, cultural, gender identity, ability and socio-economic backgrounds learn from, and inspire, each other.

REVISED #2: We believe students, staff and educators from different backgrounds learn from, and inspire, each other.

