

2020 A-TEAM YEAR IN REVIEW

CHANGE TEAMS

Change Teams address systemic barriers and follow a reliable process to plan collaboratively, align community resources, evaluate, and plan for sustainability. Six of Alignment Nashville's eight current Change Teams were formed in an entirely virtual environment.

Attendance A-Team

The newly formed Attendance A-Team first convened in early 2020 and has continued to operate in an entirely virtual format. Throughout the year, the A-Team has reviewed attendance data, specifically related to COVID-19 and collaborated with the Data A-Team to develop strategies for locating students who haven't been engaged in virtual learning in MNPS. The A-Team has also added students to the team and begun investigating effective incentives for student attendance. The Attendance A-Team is currently planning for community conversations in 2021 to further their understanding of the issue.

Attendance A-Team Co-Chairs: Bradley Redmond (MNPS) & Magistrate Jennifer Wade (Juvenile Court)

Behavioral Health A-Team

Identifying a strategic need for additional support and professional development in the district & community, the Behavioral Health A-Team has focused much of 2020 reviewing and updating a Mental Health 101 training that has already begun to roll out in MNPS. The tactic included substantive plans for implementation and evaluation and aligns with the Behavioral Health Strategic Plan which was also updated by the team this year. In addition, the Behavioral Health A-Team helped to draft and submit a major grant to the US Department of Justice and provided support for the first-ever virtual Music City SEL Conference.

Behavioral Health A-Team Co-Chairs: Kyla Krengel (MNPS) & Kathy Gracey (Vanderbilt University Medical Center)

Data A-Team

Throughout 2020, the new Data A-Team focused on learning about the data-related needs of the district and community. This process of discovery began with the development and dissemination of a community partner survey about data access and utilization. The findings of this survey were shared with the Alignment Nashville Operating Board and helped the team to create an outline for trainings that would benefit community partners. The Data A-Team also partnered with the Attendance A-Team to locate students in MNPS who have been disengaged from virtual learning and has been supporting other A-Teams in effective use of data.

Data A-Team Co-Chairs: Laura Hansen (MNPS) & Anna Harutyunyan (Nashville After Zone Alliance)

Discipline A-Team

The Discipline A-Team, formed in 2020, is pulsing with energy around the issue of student discipline and its impact. This year, following a thorough review of existing data, discussions around root causes of discipline disparities, and listening sessions which offered valuable insights on the lived experiences of MNPS students, the A-Team began work on a problem statement that will guide their work forward and initiated discussion on possible interventions. To continue learning more about the problem, the Discipline A-Team has created workgroups that will begin facilitating community conversations in 2021.

Discipline A-Team Co-Chairs: Dr. Michelle Springer (MNPS) & Kathy Sinback (Juvenile Court)

2020 A-TEAM YEAR IN REVIEW

CHANGE TEAMS

Change Teams address systemic barriers and follow a reliable process to plan collaboratively, align community resources, evaluate, and plan for sustainability. Six of Alignment Nashville's eight current Change Teams were formed in an entirely virtual environment.

Literacy A-Team

The new Literacy A-Team, which also formed in 2020, has built an incredible foundation of knowledge from MNPS data sources to help them understand the needs of Nashville students. They also took a critical look at systemic barriers that contribute to literacy disparities and developed a "literacy landscape" of existing initiatives in Nashville. Moving forward to 2021, the Literacy A-Team will focus on maximizing underutilized resources, developing community partnerships to support positive reading culture, and engaging in community conversations with students about incentives and challenges.

Literacy A-Team Co-Chairs: Dr. Aliya Washington Smith (MNPS) & Stephanie Rodriguez (Nashville Public Library)

Math A-Team

Another team that launched this year and has continuously met virtually following the Explore Process of 2019, the Math A-Team has undertaken a substantial examination of the specific and unique challenges that exist for teaching and learning math in an online setting during the COVID-19 pandemic. The A-Team has already identified a number of existing, underutilized resources for parents and families and is working on plans to increase the utilization of these assets. Additionally, the Math A-Team will develop an outline for a new, online toolkit for parents and caregivers specific to math skills and resources.

Math A-Team Co-Chairs: Jessica Slayton (MNPS) & Dr. Tiffany Farmer (Natera)

Student Voice & Engagement A-Team

A unique addition to the roster of teams, the Student Voice & Engagement A-Team formed in 2020 and introduced a number of student members who are active and engaged in the work. This A-Team has weighed in on the proposal to add students to the MNPS School Board, an initiative led by a research team from Vanderbilt. The A-Team has also assisted with planning and facilitation of the first MNPS Student Voice Summit. Leading by example and understanding the critical role that it plays in all our work, the Student Voice & Engagement A-Team developed new protocols for student participation in other A-Teams.

Student Voice & Engagement A-Team Co-Chairs: Derrick Williams (MNPS) & Dr. Judy Freudenthal (Oasis Center)

Youth Equity & Sexuality A-Team

In 2020, the Youth Equity & Sexuality A-Team conducted a total analysis of their current strategic plan, taking inventory of what has been accomplished in recent years and what goals remain to be achieved. This process was informed by the review of Nashville's Youth Risk Behavior Survey data which helped to reprioritize the team's focus areas. In addition, the A-Team continued to support Metro Schools' CDC 1807 HIV-prevention grant and reviewed the Behavioral Health A-Team's Mental Health 101 training. Amidst all this work, the Youth Equity & Sexuality A-Team also welcomed two new co-chairs to lead the group.

Youth Equity & Sexuality A-Team Co-Chairs: Dr. Tina Bozeman (MNPS) & Del Ray Zimmerman (Vanderbilt LGBTQ Health)

2020 A-TEAM YEAR IN REVIEW

SUSTAIN TEAMS

Sustain Teams work to sustain successful collaborative initiatives by providing mechanisms for ongoing support and continuous improvement.

Academies of Nashville A-Team

The Academies of Nashville A-Team has had a big year, despite the challenges. The A-Team piloted Freshman Academy Advisory Boards at each high school. They also worked on a number of other valuable tools and resources to enhance the Academy experience, including an updated indicator tool for the Professionalism Rubric, a Business Engagement Playbook, and teaching through the lens at Overton using the Career Reading model. Additionally, the A-Team supported the first-ever Virtual Career Exploration Fair for freshman students. The Academies of Nashville A-Team also helped with succession planning for AON leadership roles.

Academies of Nashville A-Team Co-Chairs: Donna Gilley (MNPS) & Dr. Samantha Perez (Nashville Area Chamber of Commerce)

Community Achieves A-Team

The Community Achieves A-Team focused much of its energy this year on school-level Impact Teams. The A-Team was responsible for developing a plan for implementing, supporting, evaluating, and continuously improving Impact Teams, which were piloted at two schools during 2020. They are working on expansion plans for 2021. Especially relevant during COVID-19, the Community Achieves A-Team has worked on plans to operationalize and support school-based resource centers for families. They have also been busy researching and creating protocols and strategies for connecting with hard-to-reach parents and caregivers.

Community Achieves A-Team Co-Chairs: Alison McArthur (MNPS) & Tom Ward (Oasis Center)

Music City SEL Conference A-Team

Quick to adapt, the Music City SEL Conference A-Team was able to offer their annual event in a virtual format for the first time ever, with more than 630 attendees! Of those 630 participants, at least 421 were employees of Metro Schools and were able to attend the event free of charge! Due to the increased accessibility of a virtual event, many administrators, teachers, and support professionals who would normally be unable attend an in-person event were able to gain valuable resources & knowledge. The Music City SEL Conference A-Team is currently planning for 2021 and will have a new community co-chair – Rodger Dinwiddie, CEO of STARS.

Music City SEL Conference A-Team Co-Chairs: Kyla Krengel (MNPS) & Carrie Mason (Nashville Public Defender Education Rights Project)

Summer Reading Partners A-Team

The Summer Reading Partners A-Team was also successful in pivoting to a new virtual environment. During the summer, 18 sites across the city (representing approximately 1200 students) participated in Summer Reading Partners. Each camp was offered virtually-delivered training & additional resources, which included new SEL-related content around supporting children through trauma and engaging in a virtual community. 89% of participating students exceeded the 600-minute reading benchmark in 2020. Summer Reading Partners was also named a National “Bright Spot” by the Campaign for Grade Level Reading!

Summer Reading Partners A-Team Co-Chairs: Dr. Aliya Washington Smith (MNPS) & Elizabeth Atack (Nashville Public Library)