



News

from the MNPS Public Information Office

Metropolitan Nashville Public Schools

Media Inquiries: 615/259-8405

Contact: Olivia Brown
Noelle Mashburn

Transformational Change at the Central Office

Nashville, Tenn. (April 28, 2009) – Tuesday, April 28, Director of Schools Dr. Jesse Register presented a new organizational chart for Central Office staff to the Metro Nashville Board of Public Education. This new structure will shift more than 200 positions from the Central Office into the schools. It is based on the simple philosophy of creating high quality instruction, strong leadership and support within all schools.

“The Central Office exists to support schools,” said Dr. Register. “We need a stronger support system in the schools that can provide immediate and direct assistance to teachers, staff, and students. Our strategy is simple; we want to put people where service and support are needed.”

Positions to be cut or reassigned will be across the board, and are not limited to the Bransford Avenue building. Newly created positions include consulting teachers, model classroom teachers, literacy and numeracy coaches, academy leaders, change coaches, and more. Employees whose current positions are affected will be notified in early May. The application process for these new positions will begin immediately.

“We want teachers and students to be able to walk down the hall and find the assistance they need,” Register said. “As a district, we want to provide the best teachers, the best instructional practices, and the best resources to help our students succeed. This means we have to provide a greater support system for our school staffs; we have to provide high quality professional development for all employees; and we have to provide the best pay to attract and maintain top teachers.”

Another key area of reform is Human Capital Development, which includes attracting and retaining top quality teachers. The district will be considering various performance-based pay initiatives and differentiated pay plans as incentives for current and prospective teachers. The district will be collaborating with the Metro Nashville Education Association to create an appropriate plan; discussions have begun with MNEA and will continue until an agreement is reached.

Human Capital Development also requires a strict focus placed on professional development and training for teachers. The district will work to make sure all employees receive the tools and training needed to be effective in the classroom. Principals will have options for additional support at each school depending upon their identified needs. Support options include: Consulting teachers, Graduation Coaches, literacy specialist, math specialists, and model classrooms. These professionals will serve as mentors to other teachers and also coordinate the school’s professional development opportunities.

“As a district, we have to get creative and find ways to attract and maintain the best teachers,” said Dr. Register. “Those employees in the classrooms are the ones with the greatest influence on our students and the most significant impact on student achievement. They need our support, they need continual training and development, and they need incentives.”

The Central Office Reorganization and Human Capital Development are two of eight areas of Transformational Change outlined by Dr. Register at a board retreat earlier this spring. The other areas of great need are: Performance of Students with Special Needs, Performance of Disadvantaged Students, Performance of ELL/LEP Students, Middle-High School Reform, Communications, and Informational Technology/Data Management. Through this reform effort, transformational leadership teams will be created around each area. The teams will be comprised of educators, community members, business professionals, and parents. They will work to evaluate existing practices, study best practices, offer new ideas, and provide leadership and support to each area of need.

Metro Nashville Public Schools provide a range of educational opportunities to more than 75,000 students in Nashville and Davidson County. The governing body for MNPS is the Metropolitan Nashville and Davidson County Board of Public Education, a nine-member group elected by residents of Metropolitan Nashville. For more information, please visit www.mnps.org.

###