

Forward **FOCUS**

A News Bulletin for Employees of Metro Nashville Public Schools

IN THIS ISSUE: FAMILY PORTAL LAUNCH • DIGITAL PAYSTUB TRANSITION • PEDIGO COMMUNICATES IN A BIG WAY



MESSAGE FROM THE DIRECTOR

Dr. Shawn Joseph

Welcome back to a new year and the start of our second semester. I hope each of you had a restful and joyful holiday season.

This semester is going to be extremely busy. In the coming months, we will approve a new strategic plan and a new budget that will begin to move us on a new course for our school system.

Over the past six months, I have learned a lot about MNPS. I have never been more optimistic about the potential of a school system as I have been since I have been here. Your deliberate excellence, passion and commitment to our kids is going to be a game changer for this city. The toughest work in our journey is ahead of us, but our collective engagement and impact are going to create new opportunities for our children and families.

I encourage you to stay engaged as we move through the strategic planning process and as we move through the budget season. Our work is important, and our collective engagement is necessary. Thank you in advance for pushing a little harder and coming to work with a can do mindset. Your hard work and attitudes will inspire higher levels of excellence in MNPS.

See you soon!

FEATURE STORY



DEFINING THE FUTURE OF STUDENTS AND SCHOOLS

On Dec. 13, Chief Academic Officer Dr. Monique Felder and Chief of Schools Dr. Sito Narcisse presented the latest phase of the strategic planning process to the Board of Education: the characteristics of a successful student and the characteristics of a great school. The Board will further discuss these draft characteristics during a specially scheduled work session on Jan. 17.

District leadership used a variety of sources to create these documents including the draft mission, vision and core value statements, the current characteristics the district has previously identified, staff input and other research.

Dr. Joseph also explained that the

Transition Team's findings, released last month, identified the need for the district to increase the level of rigor within the district and that in order to do that district leadership must redesign curriculum. Creating characteristics for MNPS students and schools will help leadership shape the curriculum needed to create a successful MNPS student and great schools.

Just as you were invited to provide feedback on the draft vision, mission and core values, you will also be able to provide feedback on these new characteristics. Look for additional opportunities to share your input later this month.

See characteristics on page 2.

A SUCCESSFUL STUDENT

MNPS' Mission is to provide a world-class public education to every student, every day; its vision is to ensure that every student is prepared for success in college, career and life; and, its overarching goal is to Exceed Great Expectations! In order for MNPS' mission, vision and overarching goal to be realized the following student characteristics, at a minimum, must be evident at the end of each grade level.

PRE-K

- Demonstrates mastery of skills that lead to a strong foundation of reading, language and math competencies; demonstrates emerging mastery in at least one multiple literacy – computer literacy
- Emerging 21st Century Learning Skills
- Approaches learning with curiosity; emerging in his/her understanding of what it means to demonstrate a growth mindset
- Prepared academically, socially, and emotionally for kindergarten

K–GRADE 2

- Reading at or above grade level by the end of second grade; emerging mastery in writing, listening, speaking and using language effectively
- Demonstrates proficiency in mathematics at or above grade level
- Demonstrates emerging/developing mastery in a several multiple literacies including computer and technology literacy
- Emerging/Developing 21st Century Learning Skills
- Approaches learning with curiosity; emerging/developing understanding of what it means to demonstrate a growth mindset
- Prepared academically, socially, and emotionally for upper elementary grades
- Emerging in his/her ability to become a well-informed, responsible, service oriented, and engaged citizen in a more globalized world

GRADES 3–4

- Reading at or above grade level; developing mastery in writing, listening, speaking, and using language effectively
- Demonstrates proficiency in mathematics at or above grade level
- Demonstrates proficiency in 21st Century Learning Skills
- Demonstrates developing mastery in a variety of multiple literacies including technology, computer and digital literacy
- Able to form logical arguments and examine multiple viewpoints
- Demonstrates developing research and study skills
- Approaches learning with curiosity; demonstrates a growth mindset
- Prepared academically, socially, and emotionally for middle school
- Developing in his/her ability to become a well-informed, responsible, service oriented, & engaged citizen in a more globalized world

GRADES 5–8

- Reading at or above grade level; proficient in writing, listening, speaking, and using language effectively
- Demonstrates proficiency in mathematics at or above grade level
- Demonstrates mastery in 21st Century Learning Skills
- Demonstrates proficiency in a wide variety of multiple literacies including technology, computer, digital and information literacy
- Forms logical arguments and examines multiple viewpoints; exhibits abstract thinking
- Engaged in one or more service learning experiences
- Demonstrates proficient research and study skills

- Drafts a preliminary post-secondary education and career plan by the end of eighth grade
- Approaches learning with curiosity; proficiently demonstrates a growth mindset
- Prepared academically, socially and emotionally for high school
- Developing in his/her ability to become a well-informed, responsible, service oriented, and engaged citizen in a more globalized world

GRADES 9–12

- Reading at or above grade level; demonstrates mastery in writing, listening, speaking & using language effectively
- Demonstrates proficiency in mathematics at or above grade level
- Successfully completes at least one AP and/or Honors course
- Demonstrates mastery in 21st Century Learning Skills
- Demonstrates mastery in numerous multiple literacies technology, computer, digital, information, media and financial literacy
- Forms more sophisticated logical arguments and examines multiple viewpoints; exhibits abstract thinking
- Demonstrates mastery of research and study skills
- Approaches learning with curiosity; demonstrates a growth mindset
- Has one or more work-based/internship and/or service learning experiences
- Obtains college credit and/or a nationally recognized professional certification
- Has a fully developed plan for post-secondary education and career
- Achieves a 21 or higher on ACT
- Proficient in his/her ability to become a well-informed, responsible, service oriented, and engaged citizen in a more globalized world
- Graduates high school college and career ready in four years

A GREAT SCHOOL

FAMILY/COMMUNITY ENGAGEMENT

1. Create opportunities for family, community and business engagement to support school improvement

SCHOOL CLIMATE/CULTURE

2. Foster high expectations where teachers are coaches and all students are learners in a personalized environment
3. Create a safe culture of positive and trusting relationships through mutual respect
4. Model the principles of democracy, civility, and equity through culturally responsive environments

VISION FOR STRONG INSTRUCTIONAL LEADERSHIP

5. Share a clear focus connected to the district vision and unique school community
6. Align the work to the school mission and core values
7. Implement well-rounded, rigorous curriculum aligned with state standards which evokes student curiosity and love of learning
8. Promote environments where staff frequently share, evaluate, and monitor teaching and learning
9. Predict and monitor student progress through the use of formative assessments

PROFESSIONAL LEARNING

10. Leverage educator strengths by coaching for high performance and providing meaningful, relevant learning opportunities.

COLLABORATION/COLLECTIVE ACCOUNTABILITY

11. Develop high functioning school teams working where staff frequently share, evaluate, and monitor teaching and learning
12. Create high levels of collaboration and two-way communication among all stakeholders
13. Develop highly effective teachers and leadership who work together to ensure student mastery

RESOURCE MANAGEMENT

14. Deploy resources strategically to support teaching and learning
15. Implement clear and consistent structures and processes to maximize efficiency and productivity
16. Ensures appropriate facilities management



Bryan Pedigo, Sign Shop Technician

PEDIGO'S WORK IS VISIBLE ACROSS THE DISTRICT

Metro Schools is the second largest employer in Nashville with good reason, serving almost 88,000 students is no easy task. Teachers are the spirit of our district, but thousands of other talents are called upon to provide support to those educators and their schools. One of those support staff employees is Bryan Pedigo, a sign shop technician. He helps create and mount all of the signage that goes into our schools, events and offices. It is crucial to communicate with students, family and staff in the right place, in the right way, and Pedigo helps to achieve this.

Pedigo enjoys his job because it allows him to be creative and to use his technology expertise. Most of the time the sign designs are already mocked up, but sometimes they must be hand-made, which is a tedious and time-consuming task. He first learned about an opening at the district from his father, who also worked in the maintenance department.

"My dad told me simply to do your job and try to be here every day," Pedigo said — advice he follows and would share with others as they start any career.

When Pedigo joined MNPS, he was surprised by how his co-workers were willing to help in any way they could. Whether it was through words of encouragement, guidance or pitching in with a project, he always felt supported. Pedigo shows the same thoughtfulness with others, going above and beyond on his tasks.

"Working with Bryan and Virginold (another sign shop technician) was one of the best parts of organizing the School Choice Festival," said Community Engagement Coordinator Allison D'Aurora. "They are true collaborators, using their skills and expertise to create your vision. I am always impressed by the great care they take with their work and the genuine, infectious pride they have for MNPS."

FAMILY PORTAL IS NOW LIVE!

Family Portal, the parent-facing piece of Infinite Campus, is now live for all families! Families will begin receiving their unique registration code in the mail this week. Registration codes were mailed out in batches so some families may receive theirs earlier than others. Families that haven't received a registration code by mid-January should contact the Family

Information Center to get an update on the status of their letter.

If a parent or guardian has questions about using Family Portal, creating an email address, or the features of Family Portal, they may contact their school's Family Portal Liaison or visit www.mnps.org/familyportal.

PAYSTUBS MAKE DIGITAL TRANSITION TO ESS ON JAN. 13

FOLLOW THE STEPS BELOW TO LOGIN TO ESS FOR THE FIRST TIME:

GETTING STARTED

- Go to ESS.Nashville.gov to view and update personal info, W2s, benefits and paystubs. You will need your employee number to log in.

USER ID

- First letter of your first name and first letter of your last name, followed by the last four digits of your employee number. (Example: John Doe's employee number is 123456. His User ID is JD3456. Your ID is not case sensitive.)

PASSWORD (TEMPORARY ON YOUR FIRST LOGIN)

- The temporary password is TMP# + last four digits of your social security number. Once you have successfully logged in, you will be prompted to change your password to something that is unique to you. (Example: John Doe's Social Security Number is 123-45-6789. His temporary password is TMP#6789. The TMP must be in capital letters.) For complete instructions on how to change your password, visit www.mnps.org/employee-self-service-portal.

LOGGED IN BEFORE, BUT STILL HAVING TROUBLE?

This is not a relaunch of the ESS systems, and many individuals have already created a username and password. If you have previously logged in to ESS and can't remember your current password but did set up security questions, click "Lost Your Password – Reset it here" to reset your password. If you have logged in previously but cannot remember your password and you did not set up your security questions, please call the Metro ITS Service Desk.

QUESTIONS?

- For questions about logging into ESS, contact Metro Government's ITS Help Desk at 615-862-4357 or email ITHELPDESK@Nashville.gov. (Please note this is not the MNPS Help Desk.)
- For questions about the paystub transition: EmployeeResourceCenter@mnps.org or EmployeeCompensation@mnps.org



CALENDAR

JANUARY 4–31

Family Portal letters mailed out to families

JANUARY 10–12

Homework Hotline Nissan Nights
4–8 p.m.

Call (615) 298-6636 or toll-free at
(888) 868-5777.

JANUARY 12

Education Appreciation Night at Lipscomb
Free Basketball game and giveaways
6:30 p.m.

*Lipscomb University Allen Arena
1 University Park Dr, Nashville, TN 37204*

JANUARY 13

First paperless paystub

School Choice Application Deadline

JANUARY 16

MLK Day Holiday

JANUARY 17

FAFSA Deadline

JANUARY 20

Studio Nashville Public Library Salon@615
Featuring author Veronica Roth
6:15–8 p.m.

*Nashville Children's Theatre
25 Middleton St., Nashville, TN 37210*

JANUARY 24

Board of Education Meeting
5 p.m.

*Central Office Board Room
2601 Bransford Ave*



**METRO NASHVILLE
PUBLIC SCHOOLS**
Exceeding Great Expectations

2601 Bransford Ave • Nashville, TN 37204
615-259-INFO (4636) • WWW.MNPS.ORG

To submit to Forward Focus use this online form:
<http://bit.ly/2acUpTv>

The deadline for submissions is the end of the business day on Tuesday. Submissions received by this deadline will be reviewed for the following week's edition.

QUESTIONS? COMMENTS?

Email communications@mnps.org.

NEWS BRIEFS

School Choice Application Due on Jan. 13, Selection Day Now on Feb. 10

Families participating in the Optional Schools Application process for the 2017-18 school year will be able to view their selection results on Friday, Feb. 10. MNPS had to schedule a new date for Selection Day after extending the application deadline to Friday, Jan. 13. An updated calendar for the entire application process is available online at www.mnps.org and includes new dates for the acceptance letter deadline and waitlist pulls.

Submit Summer Camp Information for mnps.org

If your department or school is offering a camp this summer, please submit the information using this form (<http://bit.ly/2ibfWNW>) so it can be shared on mnps.org with families. All Metro Schools camps, Metro Government camps and other partners' camps will be compiled on our website for ease of access. (We do not include non-MNPS related camps on this site.)

Food for Fines at the Nashville Public Library

Between Jan. 7 and Jan. 22, exchange canned goods and other foods for library overdue fines to help Second Harvest Food Bank during Food for Fines at all Nashville Public Library locations. Learn more: <https://library.nashville.org/event/food-fines>.

Host a TN FAFSA Frenzy Event on Jan. 12

Completing the FAFSA opens the door to attending and succeeding in college by allowing students to access financial aid including TN Promise, Pell grants and the Hope Scholarship. In order to maintain eligibility for the

TN Promise scholarship, this year's seniors **must submit their FAFSA by Jan. 17.**

Visit www.tnfafsafrenzy.gov for event planning resources, webinars, and the most up to date FAFSA submission rates for their schools.

Education Appreciation Night at Lipscomb

Lipscomb University invites MNPS teachers to Education Appreciation Night at Allen Arena. MNPS staff will enjoy a free basketball game and giveaways. Dr. Joseph will be in attendance and will present the game ball at the start of the game. The giveaways include \$500 teacher drawing for classroom supplies and a \$2,500 grand prize awarded to a school.

WHEN: Jan. 12 at 6:30 p.m.

WHERE: Lipscomb University
Allen Arena
1 University Park Dr
Nashville, TN 37204

Application for the School for Science and Math now Available

The School for Science and Math (SSMV) at Vanderbilt application for admission is now available. The SSMV prepares students to engage successfully in college studies at an accelerated rate; promotes the pursuit of graduate, postgraduate, and professional study; and provides the strong foundation crucial for career success. All eighth graders who will attend MNPS high schools are eligible to apply. Applications and instructions are available at www.vanderbilt.edu/cso/ssmv

Applications are due Friday, Feb. 10 at 5 p.m.



YOU SPOKE, WE LISTENED

Before the holidays we asked you to give us important feedback on your Forward Focus newsletter. Of more than 1,000 responses, 83% told us you'd prefer receiving this newsletter in your inbox rather than a printed copy. Starting with this issue, please watch for Forward Focus each Tuesday in your email and take time to read the information and announcements inside. We will continue to print a few copies for those employees who do not have daily access to a computer.