

Forward **FOCUS**

A News Bulletin for Employees of Metro Nashville Public Schools

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MESSAGE FROM THE DIRECTOR

Dr. Shawn Joseph

I was honored to be a part of a very special luncheon last week where we celebrated employees who have been with the district for 30, 40 and even 45 years. I watched as almost 100 long-time employees and their loved ones gathered together to celebrate. I saw them reminiscing on their times at Metro Schools — some retiring this year, but most planning to share their talents with our district for many more years.

It is such a gift to have employees who have contributed decades of their lives to support the success our students. Although we look to always innovate and re-imagine our processes to give our best to the community, there is something to be said to those who have seen our challenges and victories of the past. Their knowledge is invaluable.

As I close out my first year as director of schools, I reflect on what you have taught me and the appreciation I have for your hard work for this district. Whether you are a new employee or a 45-year veteran, let's share our knowledge and experiences with each other to plan strategically for the years to come. To make MNPS a place where people want to work and build their lives, we must continue to build a culture of appreciation, encouragement and collaboration.

FEATURE STORY



EMPLOYEE WELLNESS CENTER OPENING IN MAY

26,000+ square-foot center incorporates wellness into work

When the new MNPS Employee Wellness Center opens this spring on the Bransford campus, employees will enjoy more than just a larger building and more parking. They will have access to a state-of-the-art facility with expanded medical, therapy and behavioral health services, a full-service fitness center, a fully stocked on-site pharmacy and a healthy food café.

"We are looking to provide a more holistic experience for employees, with a major

emphasis on wellness," said the Director of Benefits David Hines. "Enhanced clinical services is just one part of that. "The goal is to provide a broader range of services, making it easier for employees to access the care they need at a more affordable cost than they can likely get elsewhere. And it will address other needs, such as providing early morning and late afternoon/early evening hours to better serve teachers and staff

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Top: The nurse's station inside the Vanderbilt clinic.
Middle: The center's onsite pharmacy will be managed by Kroger. **Bottom:** The fitness facility features a full range of strength and cardio equipment.

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who want to visit the center before or after work," said Hines.

Two nurse practitioners (NPs) will be available at the center at all times to serve more patients than ever before. Care coordinators Bobbi Nickel and Laura Vanderpool will be based at the new facility, but will continue to assist employees throughout the district. A physician medical director will assist the NPs in a consultative and support role, and an onsite psychiatric nurse practitioner will provide a range of behavioral health services, from counseling to medication management. The center will

also have a referral coordinator. If a patient needs more services than the center offers, such as specialist care or imaging, the coordinator can expedite a referral.

The Employee Wellness Center is opening its doors officially on May 18 with a grand opening celebration. Depending on the success of this center, more facilities could be possible in the future — providing convenient access to employees who live and work in other areas of the county. The Employee Wellness Center is funded by the Insurance Trust.

OFFERINGS

Clinic | MNPS Vanderbilt Clinics serve all employees, retirees and their dependents with comprehensive healthcare services.
Hours: Weekdays 7 a.m.–7 p.m., Saturday 8:30 a.m.–2 p.m.

Physical Therapy | Physical therapy services will be provided at the center with no copay and no limits. (PT is also covered outside the center, but copays and limits may apply.)

Pharmacy | The center's onsite pharmacy, managed by Kroger, will stock a full range of prescription and over-the-counter drugs.
Hours: Weekdays 7:30 a.m.–7 p.m., Saturday 8:30 a.m.–2 p.m.

Fitness Center | Another exciting feature of the 26,000+ square-foot facility will be its fitness center. An elevated walking track overlooks an exercise floor featuring a full range of strength and cardio equipment, including:

- Treadmills, ellipticals, stationary and recumbent bikes, Alpine trainers, rowers and more
- Strength training machines, all fully adjustable for a full-body workout
- Bar and dumbbell weights
- TRX suspension trainers that use body weight to develop strength, flexibility and balance
- Medicine and stability balls
- Yoga equipment

Staff will be on hand to help visitors use the equipment.
Hours: Weekdays 5:30 a.m.–8 p.m.

Café | The café will feature a full line of Starbucks beverages and a variety of grab-and-go items.
Hours: Weekdays 6:30 a.m.–3 p.m.

HOLT MOVES TO NEW ROLE FOR EMPLOYEE WELLNESS



In a month, Johnsie Holt will hold the first-ever coordinated staff wellness position, a role that was created to support the new MNPS Wellness Center at Berry Hill. Holt was previously in

the coordinated school health department, a program that promotes healthy environments for students. She spent seven years filling in gaps by rallying around PE teachers with funds or manpower to implement necessary health programs and activities. Now, she will work to promote healthy environments and habits for the adults in our district, so they can lead by example. When this first-of-its-kind opportunity was presented to Holt, she knew she could not turn it down.

"I saw this as an opportunity to make a bigger impact and to do more to serve our teachers," said Holt. "I am excited about what's to come."

It was a good fit for Holt. Along with her experience in coordinated health, she pursues hobbies related to fitness and health. She is a Tennessee Titans Cheerleader and a gardener. Holt enjoyed serving students, but looks forward to supporting wraparound services for her fellow co-workers. Aside from being a one-stop-shop for employee health needs, Holt hopes that the center will encourage positive social interactions between staff.

"Metro Schools didn't have a central gathering place where employees can get together to meet colleagues and make new relationships," said Holt. "Making those relationships can lead to greater collaboration at work."

The center will be an energetic environment that encourages employees to interact with new meeting spaces, conference spaces and unique spots like the coffee shop and walking track. You also may be surprised to see a co-worker at the front of class as a workout instructor. Although Holt is still enlisting outside help, many current employees have fitness certifications and are interested in being involved. The future of the Wellness Center is still being revealed, but Holt is excited to see it support and reward the great work of our staff by integrating wellness into work.

RECENT EVENTS & CELEBRATIONS

Metro Schools recently celebrated employee achievements and other school events.



2017 SPORTS HALL OF FAME INDUCTEES |

Metro Schools inducted eight athletes into the Sports Hall of Fame, including former students and coaches.

Read more: <http://bit.ly/2obDZP2>



30, 40 & 45 YEARS OF SERVICE | While any anniversary is a milestone, 84 employees were recently honored for their remarkable 30, 40 and 45 year anniversaries.

Read more: <http://bit.ly/2pHmtXz>

View photos: <http://bit.ly/2oUpRMO>



JOHN OVERTON HIGH SCHOOL PROGRESS PARTY |

School and district leadership and the community celebrated the progress of additions and renovations, including the recently-completed library and cafeteria. Remaining projects will be finished in 2018.

Read more: <http://bit.ly/2oU6Xoh>



MARTIN LUTHER KING, JR. MAGNET SCHOOL LIBRARY DEDICATION |

Martin Luther King, Jr. Magnet School celebrated its new library with a dedication ceremony in honor of Dr. Samella Junior-Spence, the founding principal and the first woman to serve as an executive principal in MNPS.

Read more: <http://bit.ly/2p9Sm8y>

STRATEGIC PLAN UPDATE

On Tuesday, April 11, Dr. Joseph introduced the Strategic Plan framework to the Board of Education. This plan will guide what we do for the next three years throughout four key areas: our students, our community, our organization and our people.

The following elements of the Strategic Plan will shape the next chapter of Metro Schools' story:

- Vision, mission and core value statements
- Student and school characteristics that define success on an aspirational level
- Four overarching goals and broad strategies to achieve them
- Key performance indicators (KPIs)
- High-level actions we will take to execute our goals and strategies

As employees, you were involved in every step of this process by submitting surveys and providing feedback. We want you to continue to be engaged. Visit www.mnps.org/strategicplan for a fully interactive version of the Strategic Plan.



CALENDAR

APRIL 26

Mayor Barry's State of Metro Address
10–11 a.m.

*Bridgestone Arena
501 Broadway
Nashville, TN 37203*

MAY 2

Glencliff Greenhouse Grand Opening
10:30 a.m.

*160 Antioch Pike
Nashville, TN 37211*

Teacher of the Year Banquet
5:30–8:30 p.m.

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

MAY 11

MNPS Graduations Begin
See complete list here:

<http://www.mnps.org/district-calendar>

MAY 18

MNPS Wellness Center at Berry Hill
Grand Opening
10:30–11:30 a.m.

*2694 Fessey Court
Nashville, TN 37204*

MAY 20

Junior League All Booked Up event
10 a.m.–2 p.m.

*Nashville Fairgrounds
500 Wedgewood Avenue
Nashville, TN 37204*

Learn more:

www.jlnashville.org/all-booked-up

MAY 29

Memorial Day

NEWS BRIEFS

Shoney's Fun Run and Festival

100 percent of the Shoney's Fun Run proceeds benefit the Metro Nashville Police Support Fund of the Community Foundation of Middle Tennessee. After the 5k there will be activities, over 1,000 in prizes and live entertainment. Register here: 5krun.shoneys.com.

WHEN: Saturday, May 13 at 8 a.m.

WHERE: Victory Avenue
Nissan Stadium, Lot T
(Adjacent to the Shelby Street Pedestrian Bridge)

Family Engagement Summit

The Department of Education will be hosting the second annual Family Engagement Summit on June 6 at the Embassy Suites in Murfreesboro. Dr. Jim Harris, associate director of the West Virginia Autism Training Center at Marshall University and owner of Opportunities Consulting Services, will be presenting at the conference. The summit will feature breakout sessions aimed at sharing promising practices in family and community engagement from around the state.

Download the registration form here: <http://bit.ly/2p0Xcrv>. The registration fee is \$30 and the deadline to register is **May 26**.

AP Exam Fee Assistance for Low-income Students

For 2017, the Department of Education will provide funds to maintain the subsidized fees for Advanced Placement, International Baccalaureate, and Cambridge AS and A Level exams taken by economically disadvantaged students. Additional details and deadlines:

ADVANCED PLACEMENT

Deadlines: <http://bit.ly/2nJnvCf>
Forms: <http://bit.ly/2orqdcA>

CAMBRIDGE AS

Deadlines: <http://bit.ly/2ow2Znv>
Forms: <http://bit.ly/2nJkJgn>

INTERNATIONAL BACCALAUREATE

Deadlines: <http://bit.ly/2oruhJV>
Forms: <http://bit.ly/2owhTdl>

Updates on the Physical Activity Law

The General Assembly recently approved legislation updating the physical activity law that was changed last legislative session. The new law requires 130 minutes of physical activity each week for elementary school students and 90 minutes of physical activity each week for middle and high school students. Visit <http://bit.ly/2pVX7S5> to access the memo containing the details and guidelines for implementation.

STAFF ANNOUNCEMENTS

RECENT AWARDS AND RECOGNITION:

- **Megan McGuire**, *Community Achieves Site Manager at Buena Vista Elementary School*: U.S. Attorney's Office Excellence in Public Service Award
- **Dr. Tonja Williams**, *Principal of Head Middle Magnet Prep*: TMEA Outstanding Administrator Award
- **Barbara Ewing**, *Transportation Bus Monitor*: Recognized for 10 years of perfect attendance
- **Dr. Amy Downey**, *Principal of Charlotte Park Elementary*: TN 2017 National Distinguished Elementary Principal Award from the National Association of Elementary School Principals



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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.