WHERE WE ARE: MNPS is developing a leadership framework that reflects best practice and is research-based. There is confidence that the identified competencies will drive high quality leadership, increase employee engagement, and improve student outcomes. However, the entire district has yet to embrace the framework as part of our institutional culture.

MNPS school leaders currently possess varying competencies identified in the framework, so there is opportunity to move every leader forward in exhibiting increased key behaviors associated with leadership excellence.

WHERE WE ARE GOING (April – Ongoing): MNPS will bring the Leadership Framework to life by immediately refining principal professional learning and performance management. Strong connections to the leadership framework’s roles, responsibilities, and key behaviors in these structures will drive best practice. Over time, this framework will inspire how MNPS attracts, recruits, on-boards, retains, develops, and off-boards school leaders.

Beyond the principal role, MNPS will institutionalize leadership roles and responsibilities as part of our culture, at all levels of the organization. Key Behaviors specific to the role may vary, but the core of leadership translates to classroom, school, and district leaders. By integrating the framework in leadership communications and performance management, MNPS will improve our capacity to lead our employees to a greater sense of confidence and belonging in the work.

MEASURABLE GOALS:

- MNPS will increase positive response rates related to engagement, culture and leadership in school staff surveys (Panorama, Tennessee Educator Survey, etc.)

- 100% of principals will receive professional development on the MNPS Leadership Framework and create aligned action plans prior to beginning of the 2021-2022 school year.

AT A GLANCE

- **Challenges:** MNPS has sought to create a framework
- **Opportunities:** Re-engage all staff in leadership development conversations, develop district-wide leadership culture
- **Outcomes:** Improved Student Achievement, Improved School Culture, Improved Employee Engagement
- **Partnerships:** All Central Office Teams, Nashville Public Education Foundation

INITIATIVE LEADS:

Dr. Chris Barnes, *Chief of Human Resources*

Dr. Mason Bellamy, *Chief of Academics & Schools*