

Public Plan - *Federal Relief Spending*

In response to COVID-19, the US Congress passed several pieces of legislation that sent billions in relief funding to states. Tennessee received \$4.2 billion for K-12 funding to be spent before 2024. This is the district's plan for spending, in compliance with federal law.

General Information

LEA Name	Metro Nashville Public Schools	Director of Schools	Dr. Adrienne Battle
Address	2601 Bransford Avenue; Nashville, TN 37204		
Phone #	(615) 259 - 4636		
District Website <i>(where plan is posted):</i>	https://mnps.org/about/budgets/esser		

Students & Enrollment

Mission & Vision	Mission – We deliver a great public education to every student, every day. Vision – Metro Nashville Public Schools will be established as the premier large school district in Tennessee and beyond by ensuring every student is known.				
Grades Served	PreK - 12	# of Schools	160	Total Student Enrollment	80,486 (5.25.21)
Race/ Ethnicity	American Indian/Alaska Native	0.1%	Asian	3.8%	
	Black/African American	38.1%	Hispanic	29.8%	
	Native Hawaiian/Pacific Islander	0.1%	White	25.5%	
	Multiracial	2.6%			
Economically Disadvantaged	41.8%	English learners	26.5%		
Students with Disabilities	12.2%	Foster	0.5%		
Students Experiencing Homelessness	2.8%	Students in Military Families	0.05%		
Migrant	0.09%	Students with High-Speed Internet at Home	48%		

Accountability

View the District Report Card:	https://reportcard.tnedu.gov/districts/190/profile
--------------------------------	---

Funding

ESSER 1.0 Allocation	\$26,007,293	ESSER 2.0 Allocation	\$ 123,220,824	ESSER 3.0 Allocation	\$ 276,736,466
ELC Allocation	\$22,191,244	Students Experiencing Homelessness Allocations:		\$2,300,584	
TOTAL ESSER 1, 2, & 3 ALLOCATIONS:					\$ 425,964,583
Possible Infrastructure Allocation (projected as of May 24, 2021 as 80% of ESSER 2.0*):					\$ 98,576,659

Summary of Requirements

	Yes	No
District Applied for TDOE Planning Grant to meet federal requirements (\$125,000 - \$200,000)?	●	
Community Engagement Template submitted and posted on website?	●	
Health and Safety Plan submitted and posted on website?	●	
Needs Assessment submitted and posted on website?	●	
Translations of Health and Safety Plan, Needs Assessment, and Public ESSER Plans posted?	●	
Spending Plan submitted in ePlan and available to public?	●	

How will the district plans to meet the requirement to spend 20% of ESSER 3.0 on direct services to students to address learning loss? *Note: If the district is fully participating in TN ALL Corps, then just write "TN ALL Corps Tutoring Program."*

TN ALL Corps Tutoring Program, additional counselors and social workers, after-school and summer programming, Tier II and Tier III intervention programs, instructional materials

Introduction

The federal relief funding is a significant opportunity for school districts in the state to **accelerate student achievement**. Outcomes achieved over these four years can set a policy and investment foundation for years to come. Tennessee is fortunate that public education did not face state budgetary cuts during the pandemic, instead experiencing a significant amount of additional state investment during the same time period. As such, we have a collective responsibility to invest strategically, monitor implementation, and report on quantifiable outcomes transparently.

The department believes that in order to demonstrate strong growth at the state and local levels, it remains important to **invest in a small number of high-impact items**, within a cohesive and aligned strategy. These investments should be rooted in research and best practice as the most critical for long-term student success.

The department’s strategic plan, **Best For All**, outlines the critical and researched areas that must continue to be strengthened if all students are to continue to grow and thrive.¹ The department strongly encourages all LEAs to capitalize on this moment to create generational impact, lasting legacy, and a roadmap for investments that can and should be made in the future.

BEST FOR ALL
We will set all students on a path to success.

ACADEMICS
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS
TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS
TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

¹ LEAs have the responsibility to allocate funds within the policies and rules set forth by the U.S. Department of Education.

Summary

ACADEMICS			
		\$151,188,477	36%
	Amount Spent	Percentage of Total	
Tutoring Programs	\$29,952,547	7.03%	
Summer Programming (Supplement to State Funding)	\$29,250,000	6.87%	
Early Reading (Pre-K – 5th)	\$12,581,587	2.95%	
6-12 Literacy Materials and Supports	\$4,271,600	1.00%	
Pre-K-12 Multi- Content Materials and Supports	\$5,521,247	1.3%	
Pre-K-12 High Quality Math Materials and Supports	\$14,132,177	3.32%	
Instructional Supplies	\$1,100,000	0.26%	
Adaptive Intervention Platforms for math and literacy	\$11,513,553	2.70%	
Interventionists	\$9,095,400	2.14%	
School-Level Instructional Software	\$3,052,026	0.72%	
Consultants for school-level instructional supports	\$6,550,131	1.54%	
Academic Feedback Support	\$1,236,000	0.29%	
Benchmark Assessment Development	\$700,000	0.16%	
Numeracy Learning Acceleration Position	\$336,225	0.08%	
Schools of Innovation Academic Support	\$834,250	0.20%	
Leveraging Athletics to Accelerate Academics	\$500,000	0.12%	
Accelerating Academics through the Arts	\$4,000,000	0.94%	
Charter/Non-Public	\$16,561,734	3.89%	

STUDENT READINESS			
		\$61,299,079	14%
Topic	Amount Spent	Percentage of Total	
AP and Dual Credit/ Enrollment Courses	\$600,000	0.14%	
High School Innovation	\$4,255,200	1.00%	
Advocacy Centers (elementary)	\$4,010,038	0.94%	
Mental Health Counselors	\$9,222,000	2.16%	
Social Workers	\$4,590,000	1.08%	
Restorative Practice Assistants (middle and high)	\$6,076,611	1.43%	
Expansion of Community Achieves and In-School Partnership Support Models	\$6,990,000	1.64%	

Alternative Learning Center Redesign	\$1,050,000	0.25%
Parent University	\$1,500,000	0.35%
Translation and Interpretation Services	\$2,454,720	0.58%
IEP Compliance Supports	\$1,430,000	0.34%
Navigator Data System and Supports	\$560,000	0.13%
Transition Coordinator for Exceptional Education Students	\$350,256	0.08%
School Counseling Coordinator	\$300,000	0.07%
Work-Based Learning Coordinator	\$258,000	0.06%
Graduation Success Coaches	\$240,520	0.06%
Postsecondary Transition Support	\$750,000	0.18%
Personalized Student Dashboard Support	\$100,000	0.02%
Charter/Non-Public	\$16,561,734	3.89%

EDUCATORS		
	\$63,247,478	15%
Topic	Amount Spent	Percentage of Total
Strategic Teacher Retention- Teacher Bonus	\$4,237,128	0.99%
Grow Your Own	\$3,679,989	0.86%
Class Size Reduction	\$8,400,000	1.97%
Hire Forward (strategic staffing)	\$2,750,409	0.65%
English Language Endorsement for Educators	\$4,087,923	0.96%
Substitutes and Innovative Staffing Solutions	\$2,346,039	0.55%
Professional Development and Planning Day Stipends and Support	\$20,378,806	4.78%
Professional Development Redesign	\$735,450	0.17%
Signing and Retention Bonus for School Psychologists	\$70,000	0.02%
Charters/Non-Public	\$16,561,734	3.89%

FOUNDATIONS		
	\$150,229,549	35%
Topic	Amount Spent	Percentage of Total
Technology: Student Laptops	\$ 12,296,000	2.89%
Technology: Teacher Laptops	\$3,600,000	0.85%
Technology: Classroom Instructional Equipment	\$8,874,413	2.08%
Technology: Software to support 1:1 technology	\$1,076,190	0.25%
Technology: Support Services	\$2,921,466	0.69%

High-Speed Internet	\$10,155,270	2.38%
Academic Space: Facilities	\$ 30,379,000	7.13%
Innovation Transportation Staffing and Support	\$600,000	0.14%
Strategic Redesign: Resource allocation and continuous improvement support	\$1,500,000	0.35%
COVID Bonuses for Support Staff	\$4,428,830	1.04%
COVID Operations Support	\$778,000	0.18%
Nutrition Services Support	\$16,990,000	3.46%
Additional Nurses	\$14,745,000	3.46%
Community Support Hubs	\$600,000	0.14%
COVID Mitigation and School Support	\$18,000,000	4.23%
Personal Protective Equipment (PPE) and Mitigation Supplies	\$1,531,796	0.36%
Pulse Checks and Feedback System for Families and Staff	\$203,450	0.05%
Student Services Compliance Support	\$540,000	0.13%
Charters/Non-Public	\$16,561,734	3.89%
Monitoring, Auditing and Reporting (1% minimum recommended by TDOE)	\$2,592,000	0.61%
Grant Indirect Costs (ESSER 1 only)	\$1,856,400	0.44%

Note that MNPS is spiraling more than \$73,000,000 to schools to allocate to best serve their students and communities. These funds are allocated to schools based on the economically disadvantaged population of the school. The summary above includes estimated categories for these school-based funds.

ACADEMICS



All Tennessee students will have access to a high-quality education by learning to read and reading to learn with high-quality materials. This includes investments in Reading 360 (literacy) and TN ALL Corps (tutoring).

Description of strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district’s needs assessment:

MNPS is investing in high-impact tutoring, high-quality instructional materials with emphasis on literacy and mathematics, school-level positions focused on intervention and acceleration, and targeted professional learning experiences for staff in strategic areas. Through our needs assessment, MNPS identified the need for improving Tier I, II and III instruction and interventions. Over the next three years, MNPS plans to grow high-dosage, low ratio tutoring to more than 17% of our student population as outlined in the table below with strategic, research-based targeted grade levels and content areas. Please note that the estimates below represent only traditional MNPS schools and do not include information from charter partners. These numbers represent the maximum annual estimates of students served through high dosage, low ratio tutoring. They are not cumulative across three years.

High Dosage, Low Ratio Tutoring

Definition: Maximum ratios of 1:3 in elementary and 1:4 in high school, with at least 3 sessions per week

GradeBand	Number of Students	Percent of Students	Frequency per Week	Ratio Provided	Description of Services
1 st Grade	500	8%	3	1:1-1:3	Foundational literacy skills
2 nd Grade	2000	33%	3	1:1- 1:3	Foundational literacy skills
3 rd Grade	2000	31%	3	1:1-1:3	Foundational literacy skills
4 th Grade	1000	16%	3	1:1-1:3	Foundational literacy skills and comprehension
5 th Grade	1000	16%	3	1:1- 1:3	Targeted literacy and math
6 th Grade	500	9%	3	1:1- 1:3	Targeted literacy and math
7 th Grade	500	9%	3	1:1- 1:3	Targeted literacy and math
8 th Grade	1500	24%	3	1:1-1:3	Math
9 th Grade	1500	24%	3	1:1-1:3	Math
10 th Grade	500	9%	3	1:1-1:3	Personalized to student need
11 th Grade	500	9%	3	1:1-1:3	Personalized to student need
12 th Grade	500	9%	3	1:1-1:3	Personalized to student need

	Yes	No
* Participating in TN ALL Corps?	●	
* Plan to use free high school tutoring services through TDOE?	●	

ACADEMICS (continued)

Summer Programming

Brief Description of Summer Programming (Differentiate between [TN Learning Loss and Student Acceleration Act](#) and additional resources provided by the district):

MNPS is leveraging ESSER investments to supplement the TN Learning Loss and Student Acceleration Act funds to expand our summer camp programs to serve more students in 1st through 8th grades, as well as rising kindergarten and high school students. For high school, MNPS is offering both enrichment and college and career readiness programs, as well as credit recovery opportunities. High school students are also offered the opportunity to take dual enrollment courses or participate in innovative early college experiences like University You at Belmont University. In addition, MNPS partners with higher education institutions to offer summer bridge programs and supports for our graduating seniors.

Grade Band	# of Students Served	% of Total Students Served	Weeks per Summer	Hours per Week	Description of Services
Elementary K-5	10,098	27%	4	36.25	reading and math instruction and interventions, STREAM camp, physical activity
Middle 6-8	2,966	17%	4	35	reading and math instruction and interventions, STREAM camp, physical activity
High School 9-12	4,815	20%	4	20	credit recovery, college and career readiness, enrichment, dual enrollment, University You in partnership with Belmont University
HS Transition	134	2.7**%	3-9	28-35	bridge programs in partnership with Nashville State and TnAchieves (*participation in other programs not tracked)

Yes No

* Applied to TDOE for transportation grant?

●

Literacy and Math Supports

Link to TN Foundational Literacy Skills Plan:

https://p13cdn4static.sharpschool.com/UserFiles/Servers/Server_32970243/File/Learn/Academics/Curriculum%20and%20Instruction/Davidson%20County%20Approved%20FLSP.pdf

Grade Band	Spending Amount Planned on...		Description
	Approved Instructional Materials	Professional Development	
Pre-K	\$200,000	\$35,000	Creative curriculum and foundational skills supports and training
Elementary	\$9,811,686	\$2,534,901	Wit and Wisdom materials and training
Middle	\$1,842,000	\$124,000	MyPerspectives materials and training
High School	\$2,158,000	\$147,600	MyPerspectives materials and training

Yes No

* Participating in Reading 360 Summer Teacher PD (elementary)?

●

* Planning to participate in Reading 360 Advanced Literacy PD in Summer 2022 (secondary)?

●

* Participating in Reading 360 PK-12 Literacy Implementation Networks?

●

* Participating in Reading 360 Early Reading Implementation Networks?

●

* Participating in Ready4K with TDOE and the Governor's Early Literacy Foundation?

●

* Using the Reading 360 Foundational Literacy Skills Curriculum Supplement and supports?

●

* Provided families with information on FREE at-home decodables?	●	
* Using the free universal screener provided to districts?		●
* Considering use of free TDOE supplemental instructional materials for math (elementary)?		●
* Considering use of free TDOE math professional development, implementation support and networks?		●

ACADEMICS *(continued)*

Other: Academics

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Pre-K-12 Multi-Content Materials	\$5,521,247	Increased proficiency in content areas.	MAP, FastBridge, and course-level assessments in CTE, IB, Cambridge, AP.	Texts and materials for various grade levels and subject areas across tiers for both teachers and students including CTE, dual enrollment and dual credit courses, Cambridge, IB, AP, as well as physical education, and recurring elementary texts such handwriting workbooks.
Pre-K-12 High Quality Math Materials and Supports	\$14,132,177	Students meet or exceed their individual academic growth projection in math.	MAP, FastBridge and course-level assessments.	Programs and professional development to support math instruction, addressing Tiers I, II, and III. Supports upcoming math materials adoption in 2023-24.
Instructional Supplies	\$1,100,000	Students meet or exceed their individual academic growth projection in content areas.	MAP, FastBridge and course-level assessments.	Individualized instructional supplies such as paper, pencils, crayons, glue, notebooks, scissors, whiteboards, markers to support instruction and social-distancing guidelines.
Adaptive Intervention Platforms for math and literacy	\$11,513,553	Students meet or exceed their individual academic growth projection in literacy and math. Reduction in the number of students requiring intervention services.	MAP or FastBridge assessments	District-wide supports for interventions in literacy and numeracy that can be utilized during Personalized Learning Time for all students.
Math and Literacy Interventionists (school-based positions)	\$9,095,400	Students meet or exceed their individual academic growth projection in literacy and math.	MAP or FastBridge assessments	Staff to support Tier II and Tier III math and literacy interventions for students.
School-Level Instructional Software	\$3,052,026	Engaging, rigorous and personalized learning opportunities in a blended learning environment. Students meet or exceed their individual academic growth projection in	MAP, FastBridge and course level assessments.	Digital resources to support in-person and blended learning; Nearpod, Classlink, etc.

		literacy, math and all content areas.		
Consultants for school-level instructional supports	\$6,550,131	Students meet or exceed their individual academic growth projection in literacy and math.	MAP, FastBridge and course level assessments.	Contracted support for coaching, curriculum implementation and other key areas to support instruction. Identified by schools in their ESSER plan.
Academic Feedback Support	\$1,236,000	Improved academic advising and academic feedback for students and families.	Academic plans (including tier-to-tier transition plans) for every student. Increased graduation rate.	Improving course and grading alignment to alleviate school-level challenges and improve integration and implementation of existing systems (infinite Campus, academic planner) to better serve students and communicate with families.
Benchmark Assessment Development	\$700,000	Students meet or exceed their individual academic growth projections in core (literacy, math, science, social studies).	MAP, FastBridge and course level assessments.	Develop quarterly benchmark assessments in core content to provide additional information to educators, students, and families on student's academic progress.
Numeracy Learning Acceleration Position	\$336,225	Students meet or exceed their individual academic growth projection in math.	MAP, FastBridge and math course level assessments	Numeracy coordinator to close proficiency and achievement gaps in math.
Schools of Innovation Academic Support	\$834,250	Students in the priority schools meet or exceed their individual academic growth projections in core subject areas.	MAP, FastBridge and course level assessments	Additional and continuing academic support for the Schools of Innovation (Priority Schools).
Leveraging Athletics to Accelerate Academics	\$500,000	Students meet or exceed their individual academic growth projections in core (literacy, math, science, social studies). Attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	MAP, FastBridge and course level assessments. Attendance and SEL outcomes measures.	Providing additional support to schools for athletic programs shown to improve attendance and student outcomes, with a special emphasis on middle school athletics.
Accelerating Academics through the Arts	\$4,000,000	Students meet or exceed their individual academic growth projections in core (literacy, math, science, social studies). Attend school at least 95% of the time and demonstrate SEL competencies appropriate for	MAP, FastBridge and course level assessments. Attendance and SEL outcomes measures.	Increase visual and performing arts learning opportunities through in-school and extended learning opportunities as a research-based strategy to improve academic and SEL outcomes.

		their age.		
Charter/Non-Public	\$16,561,734	Improved academic outcomes as measured by TN Ready	TN Ready	Estimated allocation for charter allocations to Student Readiness through ESSER 1, 2 and 3 and non-public allocation through ESSER 1 funds.

STUDENT READINESS



Tennessee schools will be equipped to serve the academic and non-academic needs of all students by developing robust career pathway opportunities and connecting students to real-time support. This includes investments in articulated pathways for all students, innovative high schools linked to career opportunities and advanced coursework, and specialized supports for students who need them.

Description of strategic allocations to support **Student Readiness** and the **School-Related Supports** necessary to access high-quality instruction, including how allocations support the investments identified in the district’s needs assessment:

Student Readiness allocations represented in MNPS’s Every Student Known focus are investments in the whole student, families, special populations including English learners and exceptional education students, as well as investments to support postsecondary readiness and success. By supporting the needs of the whole student through elementary advocacy centers, expansion of community partnerships in schools and investing in mental health supports, and social workers, MNPS is working to create the conditions where students can learn and thrive.

MNPS is committed to strong, high-quality pathways for our students through the Academies of Nashville and MNPS Reimagined clusters. Through our Better Together partnership with Nashville State Community College and other postsecondary institutions, we are expanding dual enrollment, dual credit, and work-based learning opportunities, as well as early college models across our high schools. We are also committed to AP, IB, Cambridge and AVID programs that are designed to promote and support rigorous coursework that prepares students for college and career. MNPS has chosen to spiral ESSER 2 and 3 funds directly to high schools to support innovation. In addition, MNPS is investing in academic advising through positions, improved data systems and graduation success coaches in alignment with our postsecondary transition planning goals and focused outcomes. In planning and expanding these strategies, MNPS used data and our needs assessment to target and scale these strategic investments.

Middle and High School Opportunities

Item	Spending	Description of Services
AP and Dual Credit/Enrollment Opportunities	\$600,000	Funds for tuition and books for dual enrollment and dual credit courses

High School Innovation	\$4,255,200	Spiraled ESSER funds to high schools to support innovation centered on focused outcomes and signature initiatives
Restorative Practice Assistants	\$6,076,611	Establishing support for students experiencing behavioral challenges to increase time spent in classrooms and improve student outcomes in middle and high schools.
Graduation Success Coaches	\$240,520	School-level consultation and supports focused on improving graduation rate and postsecondary readiness
Work-Based Learning Coordinator	\$258,000	Launch and expand work-based learning opportunities where students earn credit toward graduation and learn valuable skills in a workplace setting.
Postsecondary Transition Support	\$750,000	Providing support to students in high school to ensure they are college and career ready.

	Yes	No
* Received an Innovative High School Grant? (<i>applied but not awarded</i>)		●
* Using or planning to use free ACT preparation courses?	●	
* Using or planning to use free and online AP Access for All?	●	
* Received an Early Postsecondary Expansion Grant?		●
* Received a Middle School STEM and CTE Grant?		●
* Received a STEM Designation?	●	
* Participating in the free Work Keys program?		●
* Using or planning to use free STEAM Resource Hub?	●	
* Received a Governor's Civics Seal Grant?		●
* Plan to participate in computer science networks and related grants?	●	

STUDENT READINESS *(continued)*

Special Populations

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Economically Disadvantaged	See description of services.	Economically disadvantaged students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	Academic, SEL and wraparound supports for economically disadvantaged students considered across all investments and strategies. Note that ESSER funds allocated directly to schools included \$450 per economically disadvantaged student enrolled.
Students with Disabilities	See description of services.	Students with disabilities meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	Investments include additional EE positions at school-level, curriculum, and professional development embedded in Academics section above. ARP IDEA Part B and Preschool Funds allocation of \$5,201,513 also budgeted to support students with disabilities.
Students Experiencing Homelessness	See description of services.	Students experiencing homelessness meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	ESSER allocations include supports that will benefit students experiencing homelessness. Additional funds through ARP 1.0 and 2.0 Students Experiencing Homelessness (\$2,300,584) provide even more targeted investments and supports.
Students in Foster Care	See description of services.	Students in foster care meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	ESSER allocations include supports that will benefit students in foster care along with Title funds that provide academic, SEL and wraparound supports for students in foster care.
Migrant	See description of services.	Migrant students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	ESSER allocations include supports that will benefit migrant students along with Title funds that provide academic, SEL and wraparound supports for migrant students.
English Learners: Translation and Interpretation Services	\$2,454,720	Increased engagement and support of EL students and families resulting in improvement in attendance and achievement for EL students.	Contracted services for translation and interpretation to meet the growing needs of our EL student and parent populations.
Students with Disabilities: IEP Compliance Supports	\$1,430,000	Students with disabilities meet or exceed their individual academic growth projection in literacy and math.	Contracted services to support schools with IEP compliance.
Students with Disabilities: Transition Coordinator for Exceptional Education Students	\$350,256	Increased supports for and placement of students with disabilities into post-high school experiences and opportunities.	Position to supervise and support school-to-work coaches and manage grants focused on the transition of exceptional education students from high school to the workplace.

	Yes	No
* Applied for and received a TDOE trauma informed school grant?	●	
* Will receive a supplemental grant for serving students experiencing homelessness?	●	
* Applied for and received the ELC grant to support health and wellness activities?	●	
* Planning to apply for mental health grants (\$100,000 - \$200,000)?	●	
* Applied for an IDEA Partnership Grant to support students with disabilities?	●	
* Plan to use attendance support to identify and re-engage missing students?	●	

Other: Student Readiness

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Advocacy Centers (elementary)	\$4,010,038	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age. Reduced discipline incidents and suspensions.	MAP and FastBridge, attendance and SEL data, discipline data	Facility and staff support to provide every elementary school with an advocacy center to help students process emotions and remain on track in their learning progress (14 advocacy centers are funded from ESSER with remainder in the operating budget)
Mental Health Counselors	\$9,222,000	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age. Reduced discipline incidents and suspensions.	MAP and FastBridge, attendance and SEL data, discipline data	Addressing the mental health needs of students caused by the pandemic, adverse childhood experiences, and daily life. Contracted services.
Social Workers	\$4,590,000	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age. Reduced discipline incidents and suspensions.	MAP, FastBridge, SEL measures, and student attendance data.	Caring adults trained in SEL practices who can ensure children and families have the support they need to be successful. Additional social and emotional supports to service the whole child. Contracted services.
Expansion of Community Achieves and In-School Partnership Support Models	\$6,990,000	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age. Reduced	MAP, FastBridge, SEL measures, and student attendance data.	Providing for the expansion of the Community Achieves program that provides wrap-around support to students and families with the help of community partners.

		discipline incidents and suspensions. Increased in number of students receiving services including case management.		
Alternative Learning Center Redesign	\$1,050,000	Students in the ALCs meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	MAP, FastBridge, SEL measures, and student attendance data.	Investing in our alternative learning centers to improve student outcomes for those in need of more intensive behavioral or academic support.
Parent University	\$1,500,000	Increased family engagement. Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	Family engagement activities with survey data. MAP, FastBridge, SEL measures, and student attendance data.	Re-establishing a Parent University program to empower families to take more active roles in their student's education.
Navigator Data System and Supports	\$560,000	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	Navigator check-in data including weekly SEL check-ins, attendance and SEL measures.	Extending the innovative Navigator program to ensure each student has a caring adult checking in on them to meet their social-emotional needs.
School Counseling Coordinator	\$300,000	Improved, coordinated academic advising and mental health supports for students. Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	MAP, FastBridge, SEL measures, and student attendance data.	Management and direction of school counselors to ensure alignment with district processes and following best practices for improved student academic advising and support.
Personalized Student Dashboard Support	\$100,000	Increased parent engagement. Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	Percentage of families accessing dashboard; MAP, FastBridge and course level assessments. Attendance and SEL outcomes measures.	Dashboard where students and families can monitor and track, outside of normal report cards, to see how their children are doing in the areas of literacy, numeracy, social-emotional learning (attendance and behavioral information), and transitions (moving between grade levels and onto college or a career).
Charter/Non-Public	\$16,561,734	Improved academic outcomes as measured by TN Ready	TN Ready	Estimated allocation for charter allocations to Student Readiness through ESSER 1, 2 and 3 and non-public allocation through ESSER 1 funds.

EDUCATORS



Tennessee will set a new path for the education profession. This includes investments in Grow Your Own programs, educator networks and pathways, and strategic compensation and recruitment efforts.

Description of strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district’s needs assessment:

MNPS is proposing a set of strategies to address ongoing staffing challenges as outlined in the needs assessment. Through Grow Your Own and teacher residency models, MNPS is working with educator preparation programs to address teacher shortages. In addition, MNPS continues to work across funding sources to support compensation and benefits packages that help attract and retain the best talent. One of the priority areas for investment is "Grow Our People." This work includes robust, personalized professional development and paid planning days. Because MNPS spirals ESSER funds to schools, school leadership teams can make choices about strategic staffing needs in response to the COVID-19 pandemic. In addition, MNPS is supporting EL and EE endorsement programs to support professional growth among our educators, as well as meet the needs of our English learners and special education students.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Strategic Teacher Retention- Teacher Bonus	\$4,237,128	Students will have access to high quality teachers. Students meet or exceed their individual academic growth projection in literacy and math.	Retention bonus paid to all full-time and part-time certificated teachers. The one-time stipend to employees is related to disruptions or closures resulting from COVID-19. Teachers and staff, at all levels, were required to work additional hours and complete additional tasks to transition to the virtual setting, including extensive lesson planning, learning to use new software and communication tools, adjusting and offering student supports for the virtual environment, additional efforts in family engagement and outreach, and preparing for in-person and virtual transitions.
Grow Your Own	\$3,679,989	Students will have access to high quality teachers. Students meet or exceed their individual academic growth projection in literacy and math.	Teacher residency program support (educational assistant pay for residents)

Class Size Reduction	\$8,400,000	Students meet or exceed their individual academic growth projection in literacy and math.	School-level funds being used for supplemental teaching positions which serve to reduce class size.
----------------------	-------------	---	---

		Yes	No
* Participating in Grow Your Own?		●	
* Participating in Aspiring Assistant Principal Network?			●
* Participating in Diverse Leaders Network?			●
* Participating in Rural Principal Network?			●
* Participating in Turnaround Principal Network?		●	
* Participating in Principal Supervisor Network?		●	
* Participating in TASL Academies?		●	
* Participating in TDOE Special Education and ESL additional endorsement grants?		●	
* Using the TN Teacher, Substitute and/or Teacher Job Connect and Job Board?		●	
* Encouraged participation in or actively utilized Best For All Central?		●	

EDUCATORS *(continued)*

Other: Educators

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Hire Forward (strategic staffing)	\$2,750,409	Continuity of learning and access to a qualified instructor or administrator during an extended absence or unfilled position.	MAP, FastBridge, course-level assessments	Hire a pool of key positions (teachers and administrators) to staff high-impact vacancies quickly to ensure continuity of quality teaching and learning for all students.
English Language Endorsement for Educators	\$4,087,923	Access to a high-quality teacher trained in effective EL strategies. Increased achievement in all content areas.	MAP, FastBridge and course-level assessments, graduation rate	Add-on endorsement for certified teachers
Substitutes and Innovative Staffing Solutions	\$2,346,039	Access to a qualified instructor during absence of classroom teacher.	MAP, FastBridge and course-level assessments.	Identifying and implementing innovative staffing strategies for support and instructional staff to ensure student needs are being met. Due to the pandemic, MNPS has experienced an increase in teacher absences. To ensure proper and adequate classroom coverage, additional substitute teachers are needed.
Professional Development and Planning Day Stipends and Support	\$20,378,806	Access to high-quality instruction. Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL competencies appropriate for their age.	MAP, FastBridge, SEL measures, and student attendance data.	Giving our educators and instructional support staff the time and resources needed to learn the latest best practices and prepare lessons that meet student needs. Stipend pay for teachers and staff (5 days per summer) to attend professional development sessions aligned with focused outcomes and signature initiatives. Stipend pay for instructional staff (5 days per summer) for school-based planning days to implement research-based, high-impact strategies in alignment with the focused outcomes and signature initiatives
Professional Development Redesign	\$735,450	Aligned and coherent professional development that supports high-quality teaching and learning. Access to high-quality instruction. Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time and demonstrate SEL	MAP, FastBridge, SEL measures, and student attendance data.	Aligning professional development to the needs of students in a way that provides for better academic and SEL outcomes.

		competencies appropriate for their age.		
Signing and Retention Bonus for School Psychologists	\$70,000	Increased capacity for students evaluations as identified through MTSS. Improved identification of students needed IEPs and other supports.	Clearance rate for referrals for evaluations	Increased support to schools under the MTSS structure and additional support to meet IDEA federal requirements for evaluations. Additional school psychologists were funded in the operational budget, but positions are difficult to fill.
Charters/Non-Public	\$16,561,734	Improved academic outcomes as measured by TN Ready	TN Ready	Estimated allocation for charter allocations to Educators through ESSER 1, 2 and 3 and non-public allocation through ESSER 1 funds.

FOUNDATIONS



Description of strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district’s needs assessment:

Our investments in Foundations are focused on building infrastructure, access, and capacity. These strategic allocations include investments in school nurses and COVID mitigation with an emphasis on safe and healthy schools and facility investments to improve indoor air quality and allow social distancing. Investments in technology support continuity of learning, as well as enhanced learning opportunities and tools to support high-quality and impactful instruction. These areas were identified as needs for our students and families in the district's needs assessment.

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Technology: Student Laptops	\$ 12,296,000	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	Number of students with access to a laptop; MAP and/or FastBridge assessments	Student laptops to support 1:1 technology providing more innovative and personalized blended learning opportunities
Technology: Teacher Laptops	\$3,600,000	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Teacher laptops to support 1:1 technology providing more innovative and personalized blended learning opportunities for students

Technology: Classroom Instructional Equipment	\$8,874,413	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Classroom-level technology to support engaging, blended learning. Includes Swivl classroom cameras, iPads, Promethean ActivPanels, etc.
Technology: Software to support 1:1 technology	\$1,076,190	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Software that will ensure computers are secure and up-to-date.
Technology: Support Services	\$2,921,466	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Staffing and support to maintain 1:1 student and teacher devices.
High-Speed Internet	\$10,155,270	Continuous access to technology and learning tools that also support continuity of learning; Students meet or exceed their individual academic growth projection in literacy and math.	Number of students with access to reliable, high-speed internet. Wifi access and quality in school buildings.	Hotspot data plans, upgraded Wifi infrastructure in school buildings
Academic Space: Facilities	\$ 30,379,000	Healthy and safe learning environments that promote a high-quality learning environment	Increased air quality and adherence to social distancing and other pandemic mitigation strategies resulting in students achieving satisfactory attendance with an attendance rate of 95%.	Improvements in HVAC and air handling systems, portables and building additions to relieve strain on facilities and allow social distancing and return of 5th grade to elementary to support academic growth
Monitoring, Auditing and Reporting (1% minimum recommended by TDOE)	\$2,592,000	Continuous improvement of strategies and improvements in focused outcomes for all students including	MAP and/or FastBridge assessments, attendance rates, SEL survey; monthly reimbursement	Staffing and supports for program evaluation, as well as staffing and supports for fiscal and programmatic monitoring and compliance

		meeting or exceeding their individual academic growth projection in literacy and math, attending school at least 95% of the time, and demonstrating SEL competencies appropriate for their age.	requests with auditable documentation	
--	--	---	---------------------------------------	--

	Yes	No
* Participated in the TDOE device grant program?	●	
* Participated in the TDOE connectivity grant?	●	
* Participating in the TDOE-T-Mobile partnership to increase high-speed internet?	●	

OTHER

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Innovative Transportation Staffing and Support	\$600,000	Reduced absences and tardies due to transportation challenges.	Student attendance rate	Recruiter to increase number of bus drivers and monitors with innovative retention and recruitment strategies.
Strategic Redesign: Resource allocation and continuous improvement support	\$1,500,000	Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Expert support for developing and implementing a strategic, multi-year plan to realize the goal of becoming the premier large school district in Tennessee and beyond
COVID Bonuses for Support Staff	\$4,428,830	Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Retention bonus paid to all full-time and part-time staff. Cleaning standards were changed as a result of the pandemic, and all staff shared responsibility for monitoring the detailed in-person requirements for social distancing, mask wearing, and other changes to classroom, hallway, and cafeteria procedures.
COVID Operations Support	\$778,000	Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge assessments	Due to the ongoing impact of COVID-19 in our community, MNPS will have significant shifts to its operations and needs to contract for senior-level leadership, expertise, and additional capacity for the team.

Nutrition Services Support	\$16,990,000	Access to consistent, healthy meals.	Student attendance rate, MAP and/or FastBridge assessment data, SEL outcomes	Throughout the pandemic, MNPS has worked to provide consistent, high-quality meals to students. Funds used to fund our nutrition services program and staff through the 2020-21 and 2021-22 school years and fill the gap created by loss of revenue.
Additional Nurses	\$14,745,000	Access to a safe and healthy learning and work environment.	Student and staff attendance data.	A nurse in every building supports safe and healthy schools and provides additional support for contract tracing. Nurses will be contracted through the Metro Health Department.
Community Support Hubs	\$600,000	Students and families have the easy access to needed supports (technology, etc.) to support continuous learning.	MAP and/or FastBridge assessment data	Extension of the Virtual Help Centers to provide support through community support hubs strategically located enrollment centers.
COVID Mitigation and School Support	\$18,000,000	Access to a safe and healthy learning and work environment.	Student and staff attendance data.	Partnership to monitor and support schools in safely reopening and staying open during the COVID-19 pandemic. The COVID Operations support team includes personnel at every school to provide monitoring and help with rapid testing and safety measures for 2020-21 school year.
Personal Protective Equipment (PPE) and Mitigation Supplies	\$1,531,796	Access to a safe and healthy learning and work environment.	Student and staff attendance data.	Personal protective equipment such as masks, gloves, disinfectants, hand sanitizer, and social distancing supports.
Pulse Checks and Feedback System for Families and Staff	\$203,450	Data for continuous improvement at school and district levels.	Pulse check response rates	Providing parents and staff with the opportunity to provide feedback that can be used to improve educational services and outcomes.
Student Services Compliance Support	\$540,000	Access to a safe and healthy learning and work environment.	Student and staff attendance data.	Two staff members to support Title IX investigations in the district to maintain a safe and equitable environment for the MNPS community
Charters/Non-Public	\$16,561,734	Improved academic outcomes as measured by TN Ready	TN Ready	Estimated allocation for charter allocations to Foundations through ESSER 1, 2 and 3 and non-public allocation through ESSER 1 funds.
Grant Indirect Costs (ESSER 1 only)	\$1,856,400			Indirect cost to administer grants

Contingency Plans: Infrastructure Bill Passes and/or Initiatives with Remaining Funds

If a federal infrastructure bill passes, LEAs could receive an amount similar to that received under ESSER 2.0. Should this pass, districts may need to shift funds previously budgeted for infrastructure in ESSER 1.0, 2.0, and/or 3.0 to this new funding source. Therefore, LEAs should have contingency plans for how they would spend the balance remaining in ESSER funds. This will provide transparency for decision-making and allow for LEAs to make changes quickly, having already communicated intent, and limit concerns related to reversion of funds. This could also be used as contingency funding for projects that are unspent or underspent.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Tutoring	\$20,000,000	Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge	Expand high-impact tutoring program to more students
Mental Health Supports and wraparound services	\$10,000,000	Students meet or exceed their individual academic growth projection in literacy and math, attend school at least 95% of the time, and demonstrate SEL competencies appropriate for their age.	MAP and/or FastBridge, attendance, SEL indicators	Increased mental health supports for students
Extended Learning	\$30,000,000	Students meet or exceed their individual academic growth projection in literacy and math.	MAP and/or FastBridge	Expanded extended learning opportunities during the school year including transportation services
College and Career Counseling and Supports	\$10,000,000	Increase in FAFSA, TnPromise and postsecondary matriculation and completion.	FAFSA, TnPromise, college application rates; postsecondary matriculation and completion rates	Contracted services and supports to promote college and career readiness
MNPS Reimagined and Cluster-focused strategies	\$300,000	Students meet or exceed their individual academic growth projection in literacy and math. Increase graduation and attendance rates, increase in students earning Ready Graduate status and postsecondary credentials while in high school. Increased college matriculation and completion.	MAP and/or FastBridge, ACT, Ready Graduate students, EPSO completion, college matriculation and completion rates.	Continue cluster-focused work to provide high-quality pathways with early postsecondary opportunities

Monitoring, Auditing and Reporting

The LEA should outline how they will actively monitor their allocations; how they will conduct interim audits to ensure an appropriate application of funds; how they will collect and manage data elements required to be reported; and how they will report this information to the community. As a note, the department will be releasing guidance for required elements at the state and federal levels once clarified by the U.S. Department of Education. The department recognizes that this will be a significant requirement and strongly encourages districts to allocate at least 1% of their funding capacity toward monitoring, auditing and reporting. LEAs should outline their plans for this work in the space below.

MNPS is committed to maximizing our ESSER investments for students. In order to ensure investments are strategic and impactful, MNPS works with the Research, Assessment and Evaluation (RAE) team to design program evaluation. Through ESSER funds, MNPS is hiring an additional data analyst and program evaluation position to add to the RAE team to focus solely on ESSER funded initiatives and strategies. In addition, MNPS is partnering with outside researchers for additional capacity. For example, Brown University is partnering with MNPS to evaluate and inform our high-dosage tutoring work. MNPS and Vanderbilt University are partnering to create a research-practice partnership which will also be leveraged to inform and evaluate ESSER funded initiatives. In addition, schools are encouraged to ensure alignment with their SIPs and needs assessments. There are multiple layers of oversight and internal controls in place to ensure that proposed expenses are reasonable, allowable, and necessary (as well as allocable). MNPS teams have created an ESSER guidebook for district and school leaders and provided access to training materials from Brusteine & Manasevit, TDOE, and internal teams. Internal cross-functional teams meet regularly to discuss ESSER-related topics and problem solve. In addition, MNPS reaches out to request guidance and assistance from TDOE staff as needed.

Family and Community Engagement

The LEA should outline how they plan to meaningfully engage with families and communities throughout the life of the ESSER and other relief fund.

MNPS leaders engaged in the following work to solicit input from a wide variety of stakeholders in different ways:

- Created and deployed a survey for our stakeholders (K-12 public school families in Davidson County, community organizations, and other Davidson County residents)
- Created messaging to help inform and invite our stakeholders to engage (social media, email, and our MNPS website)
- Hosted seven engagement sessions to capture feedback and input for the ESSER plan
- Used feedback from the engagement sessions and the survey to finalize our report and plan
- Met with members of the Principal Advisory Group, Student Cabinet, Support Staff Cabinet, and Teacher Cabinet as well as with parents, guardians, and representatives of community organizations

Additional information about the process and the results can be accessed at <https://www.mnps.org/cms/One.aspx?portalId=32970327&pageId=37373891> and in the summary section of the submitted Needs Assessment.

District leadership reviewed information from the various data points collected from the different types of engagement with stakeholders. We also referenced and considered needs identified from previous and on-going evaluations such as district and school improvement plans. Utilizing all of these varied information sources, leadership engaged in multiple rounds of review while also considering both updated guidance on topics (such as from the CDC in relation to COVID mitigation practices) as well as evidence-based interventions and supports (such as academic interventions and SEL services). We plan to continue these systems and processes for engagement over the life of ESSER and other relief funds.

