

ACTION REPORT

ACADEMIES OF NASHVILLE
STEERING COMMITTEE

24
25

The Academies of Nashville (AON) Steering Committee convened quarterly throughout the 2024–2025 school year to drive system-wide continuous improvement for career and college readiness in MNPS high schools. The committee focused on amplifying and sharing success stories from the Academies of Nashville and supporting the alignment of career pathways with high-skill, high-wage, and high-demand (H3) careers, student interests, and transferable skills.



Student ambassadors speak and guide tours at Overton High School during the spring 2025 Academies of Nashville Study Visit

ACADEMIES OF NASHVILLE STEERING COMMITTEE

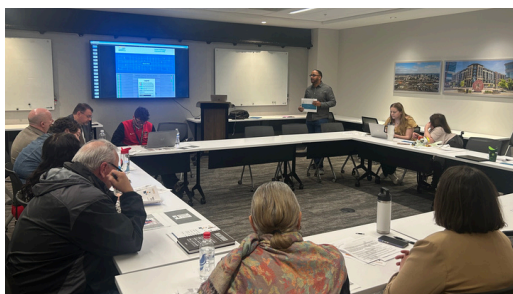
24-25 OUTCOMES

KEY FINDINGS

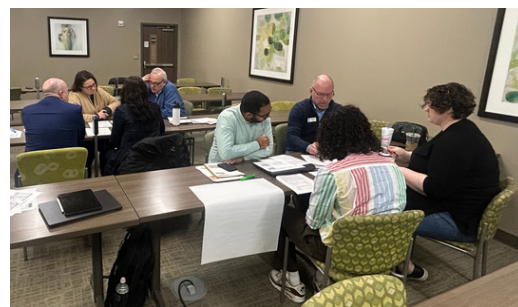
- There is a need for consistent training on AON across the district and community, especially for non-AON teachers and new stakeholders.
- The Pathway Evaluation Rubric has potential to improve clarity and equity in program decisions and helps streamline the application and review process.
- Steering Committee members play a vital role in adapting, vetting, and testing tools for implementation across AON schools
- There is potential for the H3 Dashboard showing where all the pathways are to inform decision making but help others better understand the full scope of the different AON Pathways.

Steering Committee outcomes for the 24-25 school year included:

- Updated the AON Professionalism Rubric to align with the Durable Skills Framework and ensure integration across CTE and academic instruction. Durable skills are in high demand across all jobs, regardless of education level, industry, or location. These skills combine how you apply what you know—such as critical thinking, communication, collaboration, and creativity—with character traits like resilience, a growth mindset, and leadership.
- Collaborated with the Chamber to develop and refine an H3 Pathways Visualization Dashboard for school and partner use.
- Recommended process improvements to MNPS for program modifications and pathway addition application and process.
- Created a Pathway Evaluation Rubric to guide program modifications and ensure alignment with high-wage, high-skill, high-demand (H3) careers and student interest. This can be used to assess the alignment and viability of future pathways that may be added.
- Created a slide deck that was vetted by business partners that can be used to raise awareness about AON to external partners and community members.



**Presentation of the
Career Pathways Interactive Map**



**Steering Committee members review the
draft Pathways Evaluation Rubric**

**ACADEMIES OF NASHVILLE
STEERING COMMITTEE**

**LEADERSHIP &
ROSTER**

24-25 LEADERSHIP

Daniel Phillips (MNPS)
Darryl Curry (Nashville Area Chamber of Commerce)
Alayna Cate (PENCIL)

24-25 ALIGNMENT STAFF

Robert Robinson (Alignment Nashville)
Nathan Shulman (Alignment Nashville)

24-25 ROSTER

Deante Alexander (MNPS)
Lauren Brooks-Gregory, LP (Stansell Electric)
Heather Chalos (Nashville Hub)
Carl Carter (MNPS)
Shohreh Daraei (Ascension St. Thomas)
Jeremiah Davis (MNPS)
Jon Doerge (Deloitte)
Cara Harding (MNPS)
Kelby Garner, MNPS
Anne Henderson (Frist Art Museum)
Ray Holloman (F5 Solutions)
Bruce Jackson (MNPS)
Denise King (MNPS)

Patrica Knight (Hospital
Corporation of America- HCA)
Leesa LeClaire (Greater Nashville
Hospitality Association)
Courtney Morgan (MNPS)
Katie Petrole (The Parthenon)
Robert Rice (Nashville Music City
Center)
Margaret Steele (Nissan)
Evann Vrana-Gerber (Nashville
Area Chamber of Commerce)
Carrie Weir (MNPS)
Tyler Welch (MNPS)