

# Investment Strategies to Support Students

Metro Nashville Public Schools has identified key strategies that can utilize a combination of operating funds provided by the Metro Government, ESSER allocated through the American Rescue Plan, and other state and federal funding sources. The following aspirational budget strategies were adopted by the Board of Education during the operating budget process, along with whether they are proposed to be funded using operating, ESSER, other, or not proposed for funding this year.

= Operating
  = ESSER District & School-based
  = Other
  = Not proposed for FY21-22

## EMPLOYEE COMPENSATION

- Teacher Compensation
- Recruitment Incentives
- Expanded Staff Development
- Paid Family Leave
- Restructuring Longevity Pay
- Paid Veteran's Day
- Increased Support Days
- Evaluate and Revamp Pay Scales

## SOCIAL-EMOTIONAL LEARNING & ACADEMIC INTEGRATION

- Advocacy Centers
- Restorative Practice Assistants
- Expand Community Achieves
- Dyslexia Coordinator
- ALC Redesign
- ELL Certifications
- Professional Development Redesign
- Expand Virtual School Options
- Student-to-Counselor Ratio Reduction
- Transition Coordinator
- Metro Schools ReimaginED
- Navigators
- Course and Grading Alignment
- Numeracy Support
- Student-to-Psychologist Ratio Reduction

## INFRASTRUCTURE AND TECHNOLOGY SUPPORT

- Device Refresh
- Technology Device Support
- Student Helpline Support
- Instructional Technology Leads
- Construction Manager
- Sustainability Manager
- DBE Participation Consultant
- Maintenance Supplies

## HUMAN RESOURCES

- Staff Development and Leadership Pipeline
- HR Support Hub

## SCHOOLS OF INNOVATION

- Continuity of SOI
- Retention and Recruitment
- Teacher Residency
- Extended Learning Time
- School-based Substitutes
- Success Coaches

## COMMUNITY & PARENT ENGAGEMENT

- Parent Outreach Translators

## TEXTBOOKS & INSTRUCTIONAL MATERIALS

- Textbook Adoption