

Iceberg Model



Nashville families are unable to take full advantage of school choice due to unequal access to knowledge about school options and transportation to schools outside families' zoned school.

Nashville students have disparate outcomes based on SES, race, status, ethnicity as seen in test scores, graduation rates and college completion rate discrepancies.

Nashville schools have unequal access to resources and funding due to Parent Teacher Association fundraising, and funding formulas that don't account for all the needs of students or count the growing population of undocumented students.

Nashville is segregated by SES, race, status, and ethnicitv.

Patterns

School options are increasing as state and city policies have allowed for more charter schools and access to options outside of a student's zoned school.

A growing immigrant population in Nashville has led to greater student demographic diversity. An increased cost of living trends with Nashville's growing emphasis on economic growth and tourism, a priority driven by recent city budgets and state's tax collection priorities.

Worsening segregation within schools and within and between neighborhoods.

Disparate outcomes persist even while investments increase

Structure

The state school funding formula inequitably and inadequately funds the school system as claimed by lawsuits, and stakeholders.

Local control governance places the majority of educational power in the local context through School Board decision-making and City and District Budgeting.

Structural racism within housing and zoning was built by racist redlining, city development, and real estate development practices.

The school choice system creates inequitable access to school options but is supported through state legislation and priorities.

Models

American Ideals

American Dream. Anyone can succeed if they work hard.

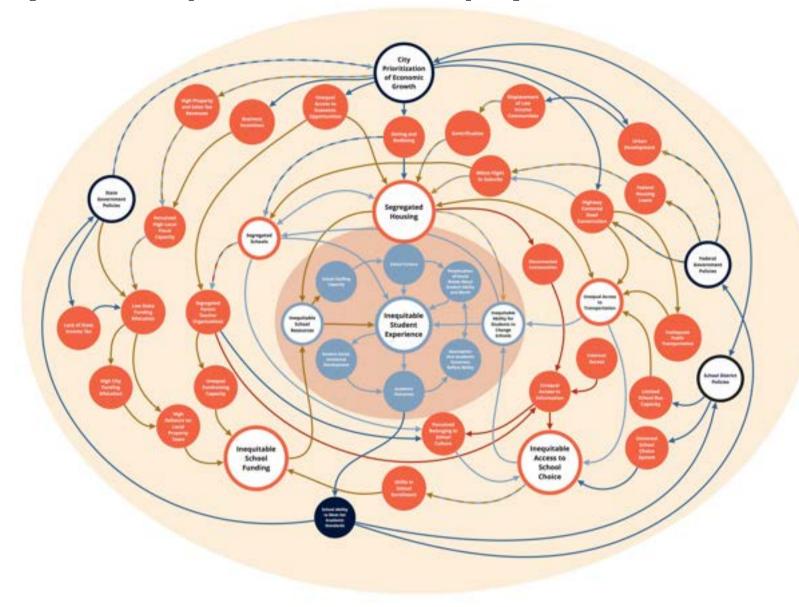
"Great Equalizer." Education provides students of all backgrounds access to economic opportunity.

Meritocracy. You get what you deserve.

False Perceptions

Structural Racism. Racism no longer affects society today.

Systems Map of Education Inequity in Nashville, TN



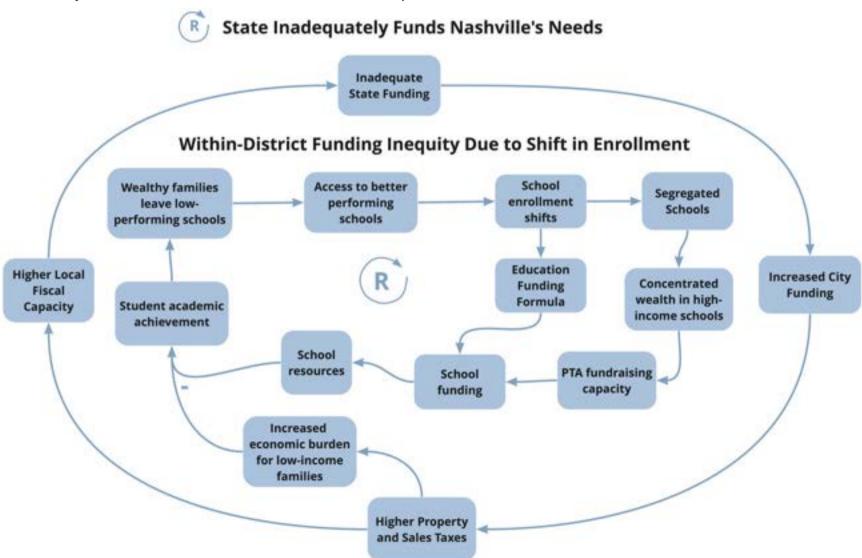




Root Cause: Funding

School Funding Causal Loop

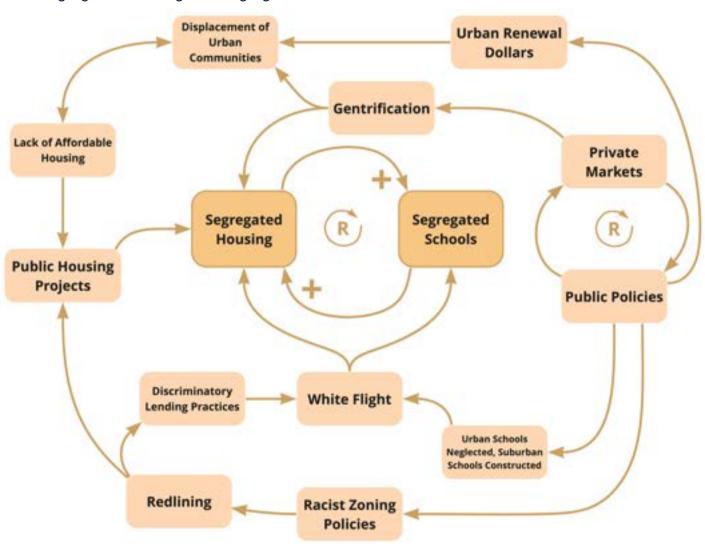
State Policy and Local Shifts in Enrollment Create Discrepancies in Available School Resources



Root Cause: Housing

Housing Causal Loop

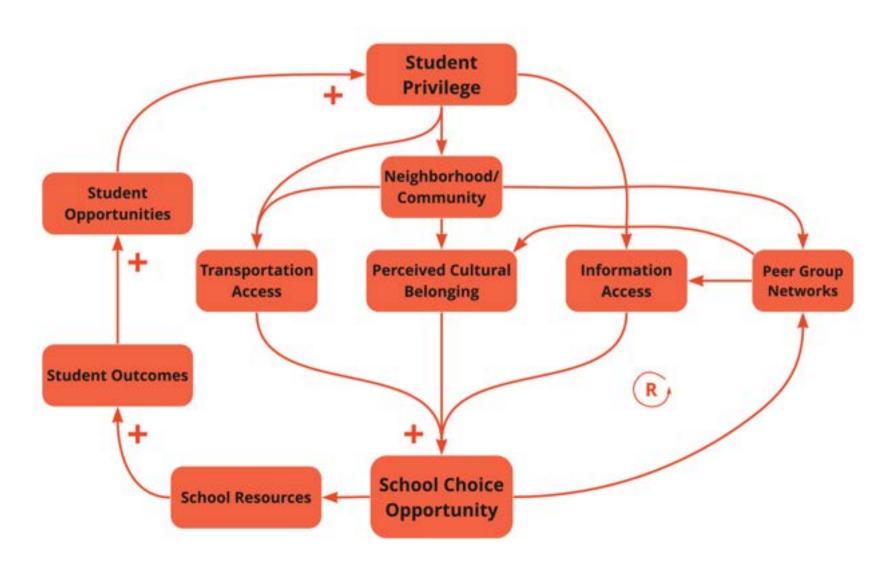
Segregated Housing and Segregated Schools Reinforce Each Other



Root Cause: Choice

Choice Causal Loop

A Student's Ability to Access School Choice is Reinforced by Opportunities Students are Exposed to



SCHOOL SEGREGATION IN NASHVILLE

The Hume School, the first public school in Nashville, was opened, it was opened solely

for white students as it was likeged to teach

burden on black communities, at times decimating neighborhoods. Lending practices

made homeownership, particularly in certain

Nativille implements its achool integration

schools if their child will be in the minority by

plan. Each year a new grade will begin. integrating (with integration beginning in 1st

race within their zoned school.

reighborhoods impossible for filack families.

Nashville specific policy/practice

Federal Level policylaractice

Black communities had clandestine and community schools.

Black students

1830'S

Post - Chil War. The Freedman's Bureau opened schools in Nashville to provide education for freed slaves in the area.

1890'S Jim Crow laws make it Beggi to educate

1920-1950'S

whiten and Slacks in the same building.

The Plessy's: Forguson Supreme Court. decision was handed down allowing segregated schools. The argument gave the "Separate but Equal" doctrive.

City olarrang commission acted on the idea that heighborhoods should be racially similar.

The planning commission used schools to The Brown v. Board I Supreme Coast decision build racially segregated neighborhoods and was made, calling schools throughout the U.S. took on urban reviewal projects funding with federal dollars that placed the majority of the

The Brown is Board & Supreme Court decision. collect on dismanting segregated school. systems with "all deliberate speed". Kelly v. Sound of Education of Newholle was filed to push for intergration in Nashville's schools. It. was not resolved until the 1990's.

grade). Parents have the option of transferring

The Federal Department of Health, Education and Wellness guitilishes a report titled School Sites. This report emboldens district and planning officials to build schools in racially segregated suburbs and disrivest in urban schools, strengthening the ties between school segregation, school-quality, housing development projects and redlining practices.

After the consolidation of Davidson County and the City of Nashville, the Moto Nashville School System was created with 3 geographic regions. Each had a K-12 school pathway for is suderts. The regions were drawn to maintain school segregators.

Under court orders, Nashville began busing students to pursue integrated schools. The burden of this busing was predominantly placed on Black communities who were bused more frequently than their white peers, had more teachers and principats fired and had higher school dosum rates. Certain suburbs were not included in the plan and white families. fied to the suburbs and private schools to avoid. integration.

Academic Magnet schools were formed to entice white students into predominantly fillack schools. This was the start of the school choice imprement within the city.

2002

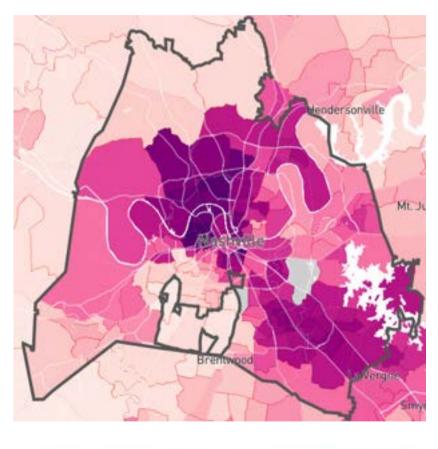
With the approval of the courts, Nashville ends. busing and returns to allowing students to attend their neighborhood schools (Rainey, 2018) This was the end of the Kelley case.

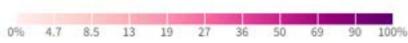
Between 1988 and 2002 the amount of schools with 70% + of Black students doubled. This growth for outpaced the growth 🍐 of Black students enrolled in the district in the same time frame. At the same time-Charter school laws were passed allowing for the engainstan of choice schools in Nashville.

We have the dynamic school system we see today, with private schools, charter schools. reagnet echools, and traditional public schools that are more segregated than they were in the late 2000's.

Historical Context

Current Neighborhood Segregation

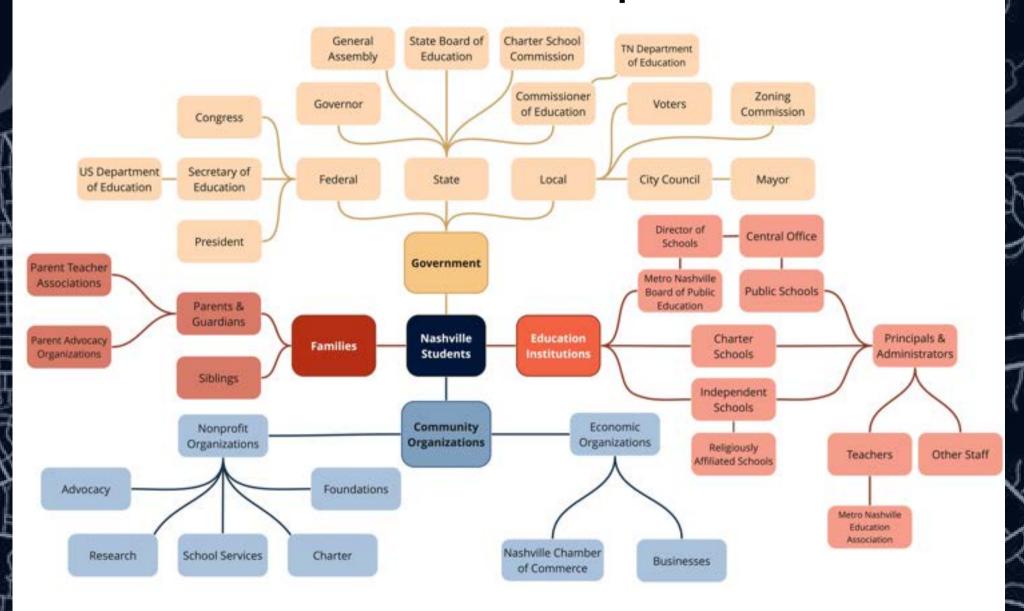




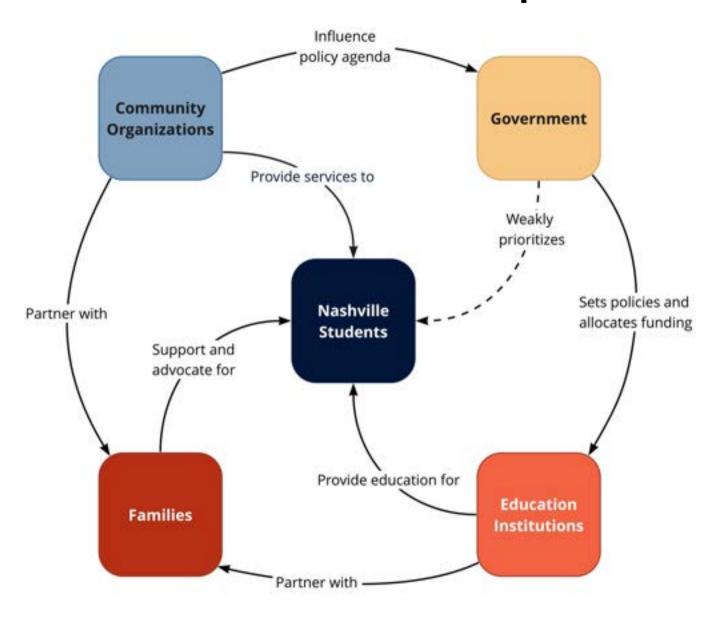
Proportion Nonwhite

https://www.opportunityatlas.org/

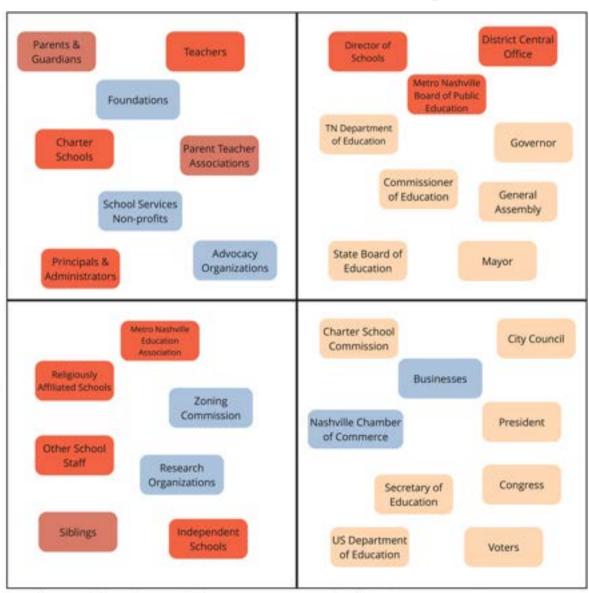
Stakeholder Map



Stakeholder Relationships



Stakeholder Power Analysis



Low System Power

High System Power

Low Student Impact

High Student Impact