

SPRING 2026

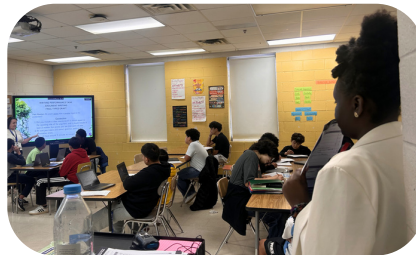


# PARTNER NEWSLETTER



## INSIDE THIS ISSUE

- Partnership Overview
- Partnership Impact
- Workshop Overviews
- Next Steps



*"We have seen a change in teacher mindset going from 'students can't do it' to 'they can do it.'"*



# NEWSLETTER

Metro Nashville Public Schools

## PARTNERSHIP OVERVIEW

Across 12 campuses, 73 coaching cycles, and 44 teachers coached, Metro Nashville Public Schools (MNPS) classrooms are steadily moving up the engagement continuum. While early data revealed a high concentration of disengaged classrooms, the latest observations show meaningful upward shifts into On-Task and Active Participation levels. Continued commitment to frequent Real Time Teacher Coaching® (RTTC) cycles will be the lever that accelerates and sustains this progress across all campuses.

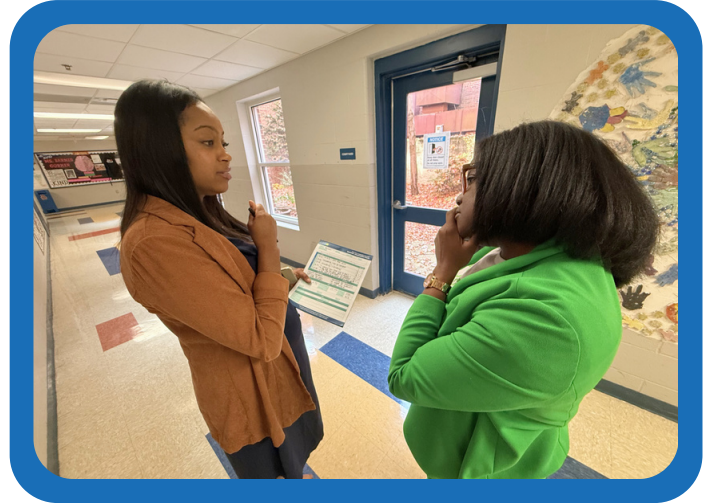
### MNPS STATS

- 79,000 students
- 160 schools
- Our partnership includes 12 schools across the district

**Count of Cycles: 73**

**Count of Coaches: 16**

**Count of Teachers: 44**



## PARTNERSHIP IMPACT

- 33% increase in number of classrooms with on-task student engagement
- 25% Reduction in disengaged classrooms
- 93% of teachers said this workshop provided them with practical tools they could implement immediately



[www.ct3education.com](http://www.ct3education.com)

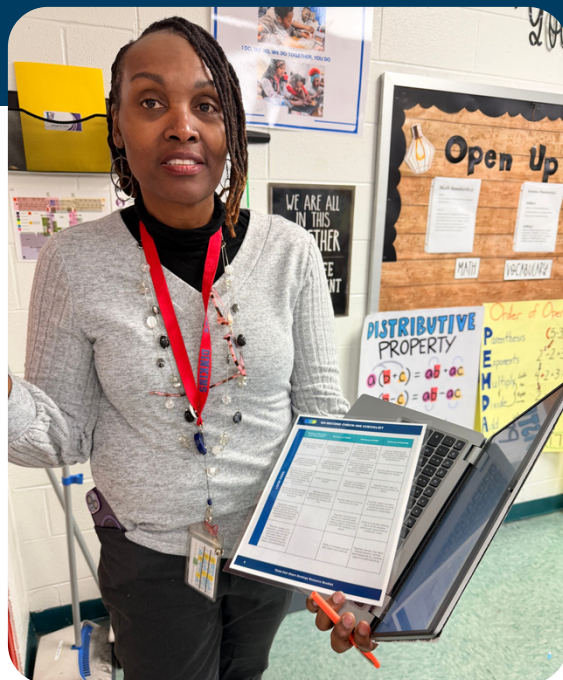
# PARTNER NEWSLETTER

SPRING 2026

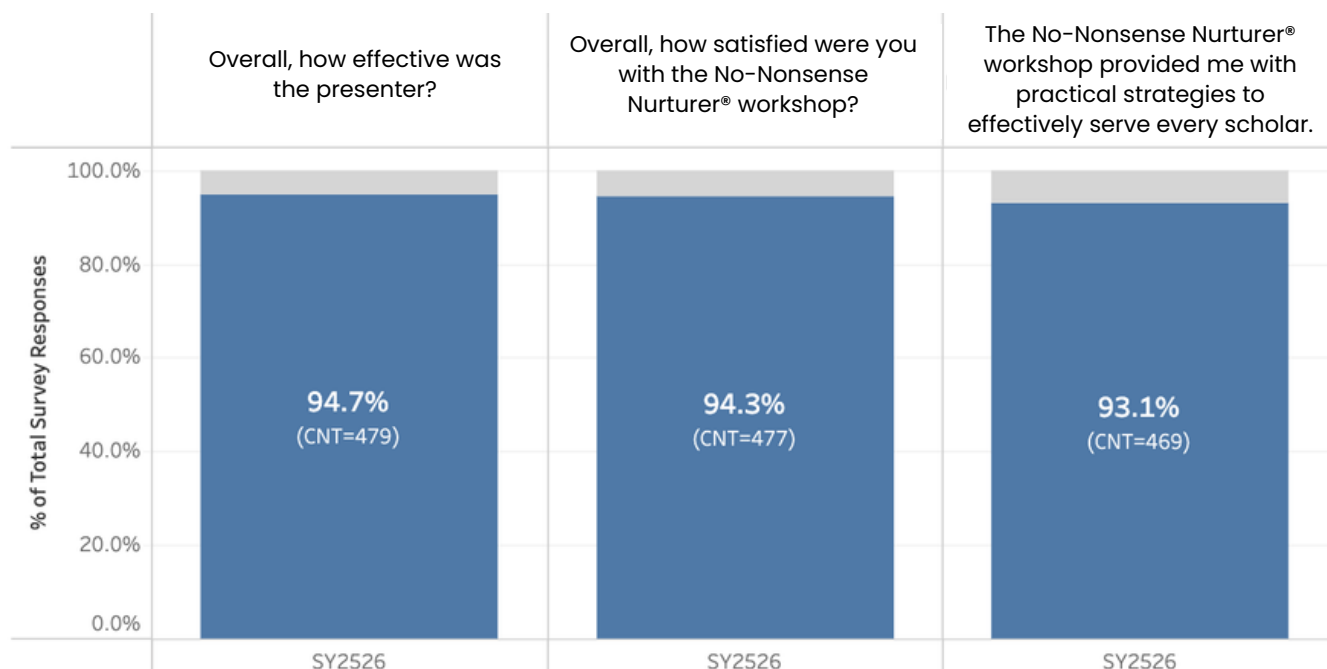


## NO-NONSENSE NURTURER®

- Builds life-altering relationships with students
- Establishes firm boundaries with kindness and compassion
- Holds all scholars to the same rigorous, high standards



## WORKSHOP SURVEY RESULTS



*"As much as I dislike role playing, I found the practice helpful."*

*"I loved learning about the different relationship paradigms."*

*"These strategies are turnkey."*



# Metro Nashville Public Schools

## REAL TIME TEACHER COACHING®

### Coaching and Strategy Highlights

Real Time Teacher Coaching® led to measurable shifts in classroom engagement patterns across campuses.

- Classrooms moved out of the lowest engagement band, signaling stronger routines and clearer expectations.
- Active Participation emerged in 14% of classrooms (up from 0%), reflecting growing teacher comfort with higher-leverage engagement strategies.

*“Students are more engaged in the classes where we have been using RTTC.”*

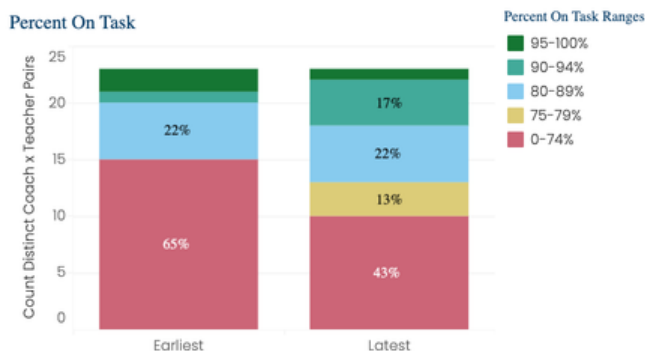
*“This has changed my mindset as a coach!”*

#### Top Coaches By Cycle Count:

- Natasha Massey (14)
- Karen James (9)
- Annalee Muncy (9)

### DATA SPOTLIGHT

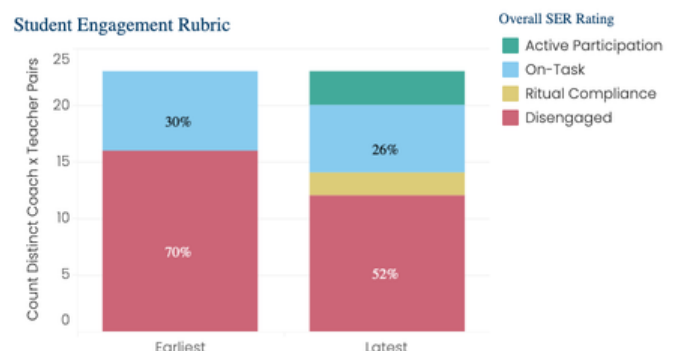
Percent On Task



#### Low on-task classrooms

**decreased** from 65% to 43%, a notable 22-point reduction.

Student Engagement Rubric



Active Participation increased with a **25% Reduction in Disengaged classrooms.**

*“We are seeing and hearing the CT3 language in classrooms during RTTC and at other times as well. Teachers are buying into the program and protocols.”*



### What's Working

- **Consistent RTTC Cycles Across Campuses:** 73 completed coaching cycles are creating visible shifts in engagement patterns.
- **Emerging Active Participation Practices:** Classrooms are beginning to move beyond compliance toward higher-level engagement.
- **Strong Coach Buy-In:** Coaches report mindset shifts and increased confidence communicating and reinforcing the 4-Step Model.

## WHAT'S NEXT ?

- **Build Rationale Behind NNN Four-Step Model:** Current data indicates that teachers need further support in the Four-Step Model. When teacher moves become rote, they risk losing their impact. [This blog post](#) sheds light on the ways each part of the Four-Step Model, when done skillfully, nurtures our inherent brain wiring for connection. Discuss the content of this piece in an upcoming staff meeting or PD session to reinvest the team in the Four-Step Model look-fors.
- **Increase Coaching Cycles Across Teachers and Coaches:** To maximize RTTC impact, the district should focus on expanding the number of coaching cycles per teacher and distributing cycles across all coaches and classrooms. Actionable steps include:
  - **Set Targets:** Encourage each coach to complete a minimum number of cycles per week or month, ensuring all teachers are observed multiple times.
  - **Prioritize Equity:** Rotate coaching visits across classrooms to reach both high- and low-engagement rooms.
  - **Build Buy-In:** Share early success stories and small wins in staff meetings or newsletters to demonstrate tangible benefits.
  - **Track Progress:** Utilize the RTTC dashboards to monitor coaching frequency, cycle completion, and subsequent gains in student engagement.

This approach reinforces that consistent, frequent RTTC cycles are the driver of measurable engagement improvements and a stronger coaching culture.