

R. Mason Bellamy, Ed.D

Strong communicator with a proven track record of community outreach, coalition building, and improved student outcomes while establishing strong cultures of continuous improvement.

- Veteran educator committed to pursuing innovative solutions to dismantle systemic inequities facing educators, students, families, and communities today.
- Nine-plus years of district leadership creating teacher and administrator pipelines to increase diversity, reduce vacancies, and increase employee retention.
- Varied experiences spanning teaching, school leadership, and cabinet-level roles in suburban and urban school districts, achieving the highest outcomes at each level.
- Innovative Chief Academic and Schools Officer nationally recognized and sought-after as a presenter in curriculum implementation, high dosage tutoring, and central office leadership and supervision.

Education Training and Credentials

Doctorate in Educational Leadership, Trevecca Nazarene University, Nashville, TN

Master of Arts in Teaching, Trevecca Nazarene University, Nashville, TN

B.A. in Political Science, University of Kentucky, Lexington, KY

Aspen Institute - Chief Academic Officers Network - 2023-2024

American Association of School Administrators - National Instructional Leaders Academy - 2022

Tennessee School Board Association - Prospective Superintendents Academy graduate - 2017



Professional Experience

Metro Nashville Public Schools

Nashville, TN

July 2020 - Present

Chief of Academics and Schools

Currently oversees all aspects of the Teaching and Learning portfolio (EE, EL, Pre-K, Instr. Tech.) in MNPS supervising 131 schools and 70,000 students in the nation's 36th largest district. My office manages a variety of programmatic offerings in all MNPS schools intended to provide unique and competitive educational opportunities to every student in MNPS.

Educational Leadership and Innovation

- Achieved historic success across 131 schools in MNPS delivering the highest academic results in history by surpassing pre-pandemic achievement levels and earning TVAAS growth scores of level 5 (the highest possible) two years in a row.
- Increased proficiency levels, and closed gaps relative to the state, in 7 of 8 tested subjects and matching state gains in the 8th tested subject for two consecutive years.
- Achieved TVAAS growth level 5 on all ACT indicators through the Office of Advanced Academics while increasing the number of students earning post-secondary credentials and enrolling in advanced coursework.
- Increased Ready Graduate rate in consecutive years.
- Collaborated with TNTP and SCORE for the Lead in Literacy Initiative. This partnership brought university partners (Belmont and Lipscomb) into MNPS schools to observe our successful shift to HQIM in Literacy based on the Science of Reading, to improve educator preparation programs serving MNPS.
- Implemented the school-based components of the Scholars Portfolio of extended learning and tutoring opportunities impacting over 20,000 students, showing improved learning outcomes compared to non-participating peers.
- 48 Reward Schools, the highest designation in TN, in 2021-2022, followed by 31 Level 5 Growth Schools in 2022-2023.
- Increased time in school among Black, Economically Disadvantaged, and Students with Disabilities by reducing disproportionality in discipline practices.
- Achieved exemplary level growth for EL students, with over 130 languages served, through the Office of English Learners (17,000+ EL students).
- Achieved over 80% of SWD in Tier 1 instruction 80% of the day through the Office of Exceptional Education (10,000+ students).
- Achieved record growth on GOLD assessment through the Office of Pre-Kindergarten (2,000+ students).
- Met Focused Outcomes for student growth 3 years in a row through the Office of Multi-Tiered Systems of Support



- Oversees a variety of traditional schools offering the choice of Paideia, Montessori, International Baccalaureate, Cambridge, and Advanced Placement offerings.
- Served at the cabinet level for the Director of Schools.
- Served as designee for the Director of Schools when required, often in meetings with high-level elected officials and appointed government officials.

Human Capital and Talent Management

- Approves over 500 million dollars in school-based budgets to ensure equitable allocation of resources focused on wraparound supports and high-quality curriculum implementation.
- Led the creation and implementation of the MNPS Leadership Framework, focusing on clear expectations, rigorous instruction, and engaging students through responsive systems, which has garnered nationwide attention as an innovative model in Principal Supervision.
- Adapted the MNPS Leadership Framework to include leadership pathways for all school-based personnel along with all central office personnel, creating defined pathways to leadership for all employees.
- Increased job satisfaction metrics by over 6 percent as measured by panorama surveys, after the implementation of the leadership framework.
- Liaison with teacher union (MNEA) and support employee union (SEIU) for collaborative conferencing.
- Designed a principal supervisor leadership playbook and evaluation structure, focused on clear expectations and rigorous instruction, which has been nationally recognized and presented as an innovator in this area.
- Implemented the Aspiring Principals Program in MNPS which has successfully placed over 30 successful urban principals in the past three years.

Partnerships, Community Engagement, and Board Relations

- Increased parent involvement and family engagement initiatives in 131 schools.
- Ensure qualified students take advantage of University partnerships providing hundreds of scholarships to MNPS students annually.
- Convened the Lead in Literacy Partnership with SCORE and TNTTP providing training to university partners in High-Quality Instructional Materials and Literacy.
- Developed the Literacy Reimagined partnership with United Way implementing foundational changes to literacy instruction in MNPS.
- Leads the Teaching and Learning Committee for the MNPS School Board creating and delivering professional learning to the school board members quarterly.
- Regular presentations to the MNPS School Board detailing continuous improvement efforts and student achievement successes.
- Creates, oversees, and abides by procedures to adhere to school board-adopted policies.



Clarksville Montgomery County School System **Clarksville, TN** **August 2005 - July 2020**
36,000+ students | 38 Schools
Director of High Schools (2019-2020)
Director of Elementary Schools (2015-2019)
Director of Services for Exceptional Students (2014-2015)

Achievements and Implementations

- Created the Early Learning Teacher Residency (ELTR) as a response to a growing teacher vacancy problem. The ELTR program became the first registered apprenticeship in the Nation recognized by the Department of Labor. This non-traditional route to classroom teaching certifies candidates at no cost to the employee while they earn a living wage and receive support in college coursework to ensure success.
- Implemented Opportunity Culture programming and Grow Your Own Residencies leading to a 50% increase in teaching staff diversity among participating schools.
- Launched a Spanish Immersion Elementary School proactively to increase parent choice in an increasingly competitive public school climate.
- Developed an innovative lead principal model to increase mentoring of new principals and increase retention and success of early service principals.
- Maintained high morale among principals evidenced by high response rates on 360 surveys administered yearly. Results demonstrate that between 90-100 percent of principals responded favorably to questions intended to measure moral and ethical qualities, actions, and leadership abilities.
- 19 of the 23 eligible schools under my supervision achieved Reward status from the state of TN during my tenure.
- Achieved 2 National Title One Distinguished Award Winners.
- Developed a student-based budgeting and staffing model to assign district-funded staff to schools equitably while considering the IEP needs of students.
- Worked in concert with legal counsel to solve due process complaints and avoid litigation. Represented the district in all legal matters regarding Special Education.

School-Level Education Experience

Principal- Hazelwood Elementary School	January 2012 - March 2014
Assistant Principal- West Creek Elementary School	February 2010 - January 2012
Elementary Teacher- Sango Elementary CMCSS	August 2005 - February 2010



Higher Education Experience

Adjunct Professor, Trevecca Nazarene University

Nashville, TN

May 2010 - 2017

- Instructor in Leadership and Teaching programs at the Masters, Specialist, and Doctoral levels.
 - Designed and managed syllabi to meet INTASC standards.
 - Advise students in the dissertation process.
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Boards, Organizations, Community Involvement, and Presentations

- Alignment Nashville Operating Board Member
- Blueprint for Early Childhood Literacy Steering Committee Member
- Project Transformation Clarksville Board Member
- Tennessee Organization of School Superintendents ALI
- The School Superintendents Association (AASA)
- Council of Great City Schools
 - MNPS Leadership Framework
 - MNPS Powerful Playbooks for School Leaders
- AVID National Supervisor of Principals Academy
 - Materials developed based on the MNPS Leadership Framework and presented in conjunction with AVID
- Grow Your Own Teacher Pipeline:
 - Presented Nationally at RTM
 - Presented to the Tennessee House Education Sub-Committee
 - Presented to the Tennessee Organization of School Superintendents (TOSS)
 - Grow Your Own Summit hosted by TDOE
 - Metropolitan Area School System
 - Tennessee State School Boards Association
 - TNLEAD Conference.
- Lead Principal Initiative:
 - Presented to the Chicago Fund
 - SCORE (State Collaborative on Reforming Education)
- CMCSS Innovation Presentation- Presented to the Scarlett Family Foundation Board of Directors