

2017-2018
ANNUAL REPORT



■ A MESSAGE FROM BOARD PRESIDENT SUZANNE E. SCHREIBER AND SUPERINTENDENT DEBORAH A. GIST

Dear friends, partners, and supporters,

We are so pleased to share the Tulsa Public Schools 2017-2018 Annual Report with you! In these pages, you will read about the important work happening throughout our district to transform academic, personal, and social outcomes for the nearly 40,000 young people we serve. We hope that you enjoy learning about the ways Tulsa teachers and school leaders are cultivating joyful and engaging learning experiences that prepare every child for the greatest success in college, careers, and life.

While we continue to face significant challenges, including chronic underfunding of public education and a state-wide teacher shortage, we are also seeing promising gains in math growth and celebrating a 14 percentage point increase in our district-wide graduation rates over the last three years. We certainly have much more work to do to become our nation's destination for excellence in teaching and learning, but we are making meaningful progress on our journey.

Thank you for your continued support of Tulsa teachers, children, families, and schools.



Suzanne E. Schreiber
Board President



Deborah A. Gist
Superintendent

■ MISSION

Our mission is to inspire and prepare every student to love learning, achieve ambitious goals, and make positive contributions to our world.

■ VISION

Tulsa Public Schools is the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers, and life.



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OUR STUDENTS

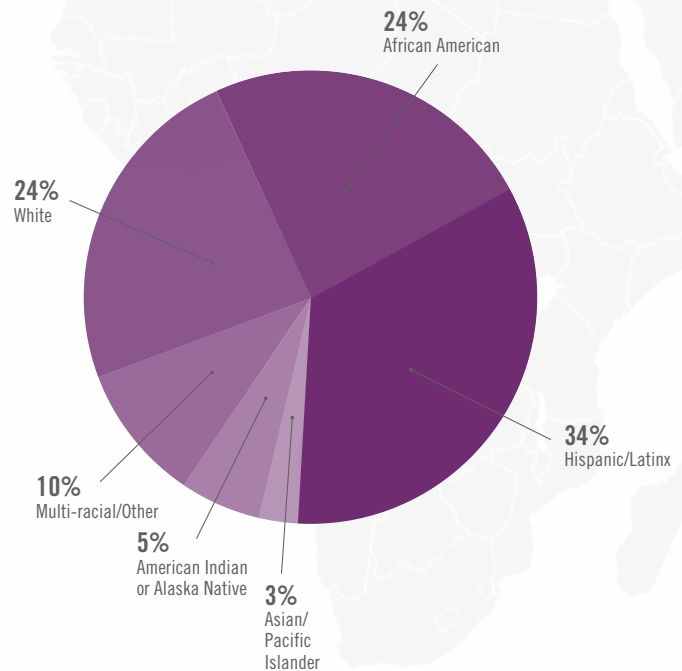


ENROLLMENT

Pre-kindergarten students	2,610
Elementary schools	20,791
Junior and middle schools	5,251
High schools	8,781
Public charter schools	2,176
TOTAL ENROLLMENT	39,609

Economically disadvantaged	78%
English language learners	21%
Gifted and talented	12%
Exceptional students (IEP)	19%

RACIAL/ETHNIC DISTRIBUTION



OUR STUDENTS COME FROM **62** COUNTRIES AND
SPEAK **72** DIFFERENT LANGUAGES AND DIALECTS.

OUR SCHOOLS

51

Elementary Schools

12

Junior and Middle Schools

9

High Schools

8

Alternative Schools

6

Public Charter Schools

1

Partnership School

23

SCHOOL SITES OFFERING CAREER AND TECHNOLOGY EDUCATION PROGRAMS INCLUDING:

STEM, business, marketing, information technology, family and consumer sciences, and agriculture

5

SCHOOLS WITH DUAL LANGUAGE PROGRAMS:

Dual Language Academy
Kendall-Whittier Elementary School
Sequoyah Elementary School
Springdale Elementary School
Skelly Elementary School

2

SCHOOLS WITH LANGUAGE IMMERSION PROGRAMS:

Eisenhower International School
Zarrow International School

3

HIGH SCHOOLS NATIONALLY RANKED IN US NEWS AND WORLD REPORT:

Booker T. Washington High School
Edison Preparatory High School
Will Rogers College High School

1

PUBLIC MONTESSORI:

Emerson Elementary School

MAGNET PROGRAMS AND APPLICATION SCHOOLS

Booker T. Washington High School
Carver Middle School
Dual Language Academy
Edison Preparatory High School
Edison Preparatory Middle School
Eisenhower International School
Mayo Demonstration Academy
Monroe Demonstration Academy
Thoreau Demonstration Academy
Will Rogers College High School
Will Rogers College Junior High School
Zarrow International School

CONCURRENT ENROLLMENT

available to all high school students through our local higher education institutions.

SPECIAL PROGRAMS

TULSA ENGINEERING ACADEMY
at Memorial High School (TEAM)

AGRICULTURAL EDUCATION
DIGITAL MEDIA AND BROADCASTING
Webster High School

AP CAPSTONE PROGRAM
Edison Preparatory High School

CULINARY, HOSPITALITY, HEALTH, AND HUMAN PERFORMANCE
Hale High School

INTERNATIONAL BACCALAUREATE PROGRAM
Booker T. Washington High School

AEROSPACE ACADEMY
at TulsaTech

MICROSOCIETY PROGRAMS
Monroe Demonstration Academy
Thoreau Demonstration Academy

PERSONALIZED LEARNING SITES

Central High School
Central Junior High School
Hale Junior High School
Hamilton Elementary School
McClure Elementary School
McLain High School
McLain Junior High School
Memorial High School
Memorial Junior High School
Tulsa MET High School
Webster Middle School
Whitman Elementary School

ELEMENTARY SCHOOLS

Academy Central Elementary School
Anderson Elementary School
Bell Elementary School
Burroughs Elementary School
Carnegie Elementary School
Celia Clinton Elementary School
Clinton West Elementary School
Cooper Elementary School
Council Oak Elementary School
Disney Elementary School
Dolores Huerta Elementary School
Dual Language Academy
ECDC Bunche
Eisenhower International School
Eliot Elementary School
Emerson Elementary School
Eugene Field Elementary School
Gilcrease Elementary School
Grimes Elementary School
Grissom Elementary School
Hamilton Elementary School
Hawthorne Elementary School
Hoover Elementary School
Jones Elementary School
Kendall-Whittier Elementary School
Kerr Elementary School
Key Elementary School
Lanier Elementary School
Lewis and Clark Elementary School
Lindbergh Elementary School
MacArthur Elementary School
Mark Twain Elementary School
Marshall Elementary School
Mayo Demonstration School

McClure Elementary School
McKinley Elementary School
Mitchell Elementary School
Owen Elementary School
Patrick Henry Elementary School
Peary Elementary School
Penn Elementary School
Robertson Elementary School
Salk Elementary School
Sequoyah Elementary School
Skelly Elementary School
Springdale Elementary School
Unity Learning Academy
Wayman Tisdale Fine Arts Academy
Whitman Elementary School
Wright Elementary School
Zarrow International School

JUNIOR AND MIDDLE SCHOOLS

Carver Middle School
Central Junior High School
East Central Junior High School
Edison Preparatory Middle School
Hale Junior High School
McLain 7th Grade Academy
McLain Junior High School
Memorial Junior High School
Monroe Demonstration Academy
Thoreau Demonstration Academy
Webster Middle School
Will Rogers College Junior High School

HIGH SCHOOLS

Booker T. Washington High School
Central High School
East Central High School
Edison Preparatory High School
Hale High School
McLain High School
Memorial High School
Webster High School
Will Rogers College High School

ALTERNATIVE SCHOOLS

Phoenix Rising
Project Accept TRAIce Elementary School
Street School
TRAIce Academy High School
TRAIce Academy Middle School
Tulsa Learning Academy
Tulsa MET High School
Tulsa MET Junior High School

PUBLIC CHARTER SCHOOLS*

College Bound Academy
Collegiate Hall
KIPP Tulsa College Preparatory
Tulsa Honor Academy
Tulsa Legacy Charter
Tulsa School of Arts and Sciences

PARTNERSHIP SCHOOL

Greenwood Leadership Academy

*Authorized by Tulsa Public Schools



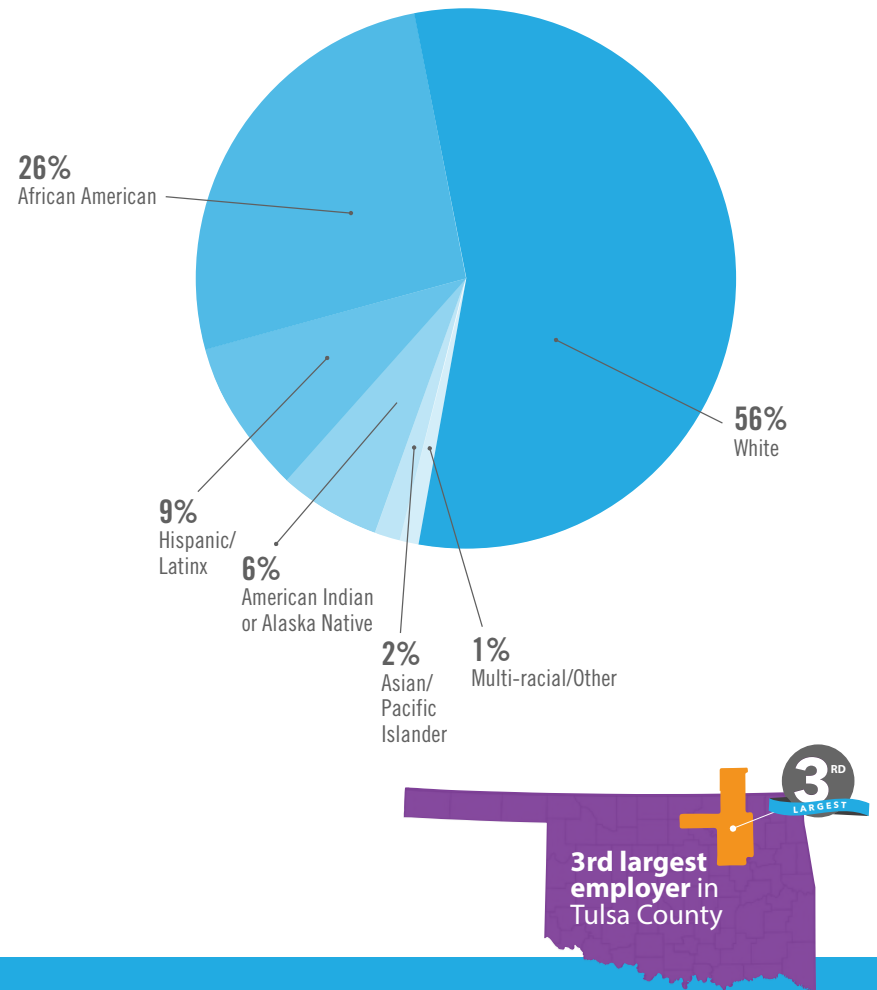
OUR TEAM

TEAM MEMBERS

Classroom teachers	2,300
Paraprofessionals/teacher assistants	505
School-based support	1,500
School leaders (principals and assistant principals)	135
District-level certified (nurses, speech pathologists, psychologists, mentors, etc.)	200
District-level support (administrators, executive staff, transportation, facilities, child nutrition, maintenance, etc.)	805
Part-time staff	755
TOTAL	6,200

2017 - 2018 beginning teacher base salary*	\$32,900
Student class sizes	
Elementary schools	19 - 25
Junior and middle schools	17 - 27
High schools	16 - 23

RACIAL/ETHNIC DISTRIBUTION OF TEAM



2017-2018 TULSA BOARD OF EDUCATION

President Suzanne Schreiber • Vice President Cindy Decker
Ruth Ann Fate | Shawna Keller | Jennettie Marshall | Gary Percefull | Amy Shelton

2017-2018 LEADERSHIP TEAM

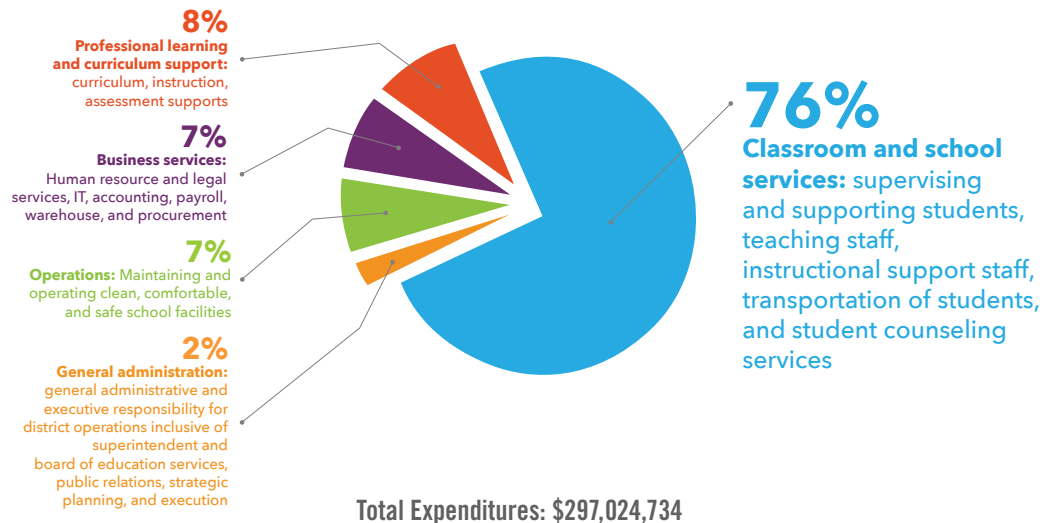
Superintendent Deborah Gist • Deputy Superintendent Paula Shannon
Chief Innovation Officer Andrea Castañeda | General Counsel Jana Burk | Chief Financial Officer Nolberto Delgadillo
Chief Information and Analytics Officer Stephen Fedore | Chief Talent and Learning Officer Devin Fletcher
Chief of Schools Errick Greene | Chief Information and Operations Officer Blaine Young

*Visit www.tulsaschools.org/compensation for more information

■ OUR BUDGET

2017-2018 GENERAL FUND

Where does the money go?



■ FINANCIAL SUPPORT

40+ district, school, and classroom grants totaling **\$52 MILLION**

\$13 MILLION in bond funds used for safety and facilities improvements at **23** schools

\$3.8 MILLION in bond funds used to improve fuel-efficiency with the purchase of **31** new buses

\$5 MILLION in multi-year grant funding to strengthen social and emotional learning for students



\$11.5 MILLION
in philanthropic support from the
Foundation for Tulsa Schools

OUR RESULTS



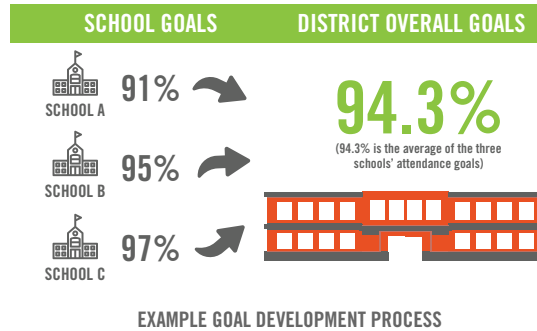
DESTINATION EXCELLENCE SCORECARD

College and Career Ready Graduates	2015-16	2016-17	2017-18
Graduation rate	67.5%*	72.5%*	76.9%*
% of students meeting SAT college readiness benchmarks in both reading/writing and math		33%	33%
Post-secondary enrollment			
Academic Excellence	2015-16	2016-17	2017-18
% of 3rd graders proficient in reading	33%	37%	34%**
% of students proficient in both reading and math	24%	27%	26%**
% of students meeting projected reading growth	43%	47%	43%**
% of students meeting projected math growth	38%	41%	47%**
Safe, Supportive and Joyful School Climate/Culture	2015-16	2016-17	2017-18
% of students with positive perceptions of belonging, school safety and teacher-student relationships <i>(students who have favorable responses in all three areas)</i>			Baseline TBD
Average daily attendance rate	92.7%	92.4%	91.9%
Chronic absenteeism rate	24.0%	25.7%	28.0%
Suspension rate	8.8%	7.8%	7.4%
Organizational Health	2015-16	2016-17	2017-18
Novice teacher retention rate	73.9%	66.7%	76.4%***
% of employees who are engaged and committed to Tulsa Public Schools <i>(% of favorable responses based on staff survey questions)</i>			86%
% of teachers and principals with positive perceptions of district office service <i>(% of "agree" and "strongly agree" on a 6-point scale)</i>	34%	23%	21%****
<p>*Graduation rate state reporting is delayed by a year. The 2017-18 percentage represents the 2017 graduation rate.</p> <p>**Academic measures include all K-10 students for 2017-18; prior years are K-3 students only.</p> <p>***This includes teachers in their 1st or 2nd year with Tulsa Public Schools. Retention rates for 2015-16 and 2016-17 have been adjusted accordingly.</p> <p>****This metric is calculated from OU Culture/Climate Survey and represents 795 surveyed teachers and principals who responded "agree" and "strongly agree." Beginning in 2018-19, we will use a district-sponsored survey designed to provide a more comprehensive understanding of internal perceptions from a wider survey.</p>			

OUR RESULTS

SCORECARD DEVELOPMENT

We developed our district scorecard with yearly goals set by school teams based on the needs and growth opportunities in their school communities. These school goals were then averaged to create a district goal.



SCORECARD MEASURES

COLLEGE AND CAREER READY GRADUATES

A high school diploma can change the trajectory of a young person's life — by 2020, it is expected that 65% of jobs will require post-secondary credentials.* Ensuring that students are prepared for college and careers provides them with limitless opportunities after they leave Tulsa Public Schools. We use the following measures to understand our performance:

- High school graduation rate: percentage of on-time graduates within a four year cohort
- Postsecondary readiness: percentage of 11th grade students with college-ready SAT scores on math (480) and reading (430)

ACADEMIC EXCELLENCE

We strive to provide every student with robust and rigorous learning experiences throughout their time in the Tulsa Public Schools family. We use the following measures to understand student academic performance:

- Percentage of 3rd graders scoring at or above proficiency on the NWEA MAP**:
spring reading assessment
- Percentage of students scoring at or above proficiency on both the NWEA MAP**:
reading and NWEA MAP**:
spring math assessment
- Percentage of students meeting their NWEA MAP**:
projected growth targets in reading
- Percentage of students meeting their NWEA MAP**:
projected growth targets in math

SAFE, SUPPORTIVE, AND JOYFUL SCHOOL CLIMATE/CULTURE

The “personality” of a school and the way students, teachers, and other adults interact with and feel about each other has a profound impact on everyone. We want all our students, families, and educators to feel like they are a vital part of their school communities and that they belong in Tulsa Public Schools. We use the following measures to understand our performance:

- Average daily attendance rate: percentage of days students are enrolled in which they attend school
- Chronic absenteeism rate: percentage of students who miss 10% or more of the days they are enrolled
- Suspension rate: percentage of students who receive out-of-school suspensions

ORGANIZATIONAL HEALTH

Tulsa Public Schools should be a place where people want to work - and where they share that enthusiasm with their friends, family, and community. When all 7,000 of us feel that intense and meaningful connection to each other and to our students and families, we will be able to set a new standard for what is possible in urban public education. We use the following measures to understand our performance:

- Novice teacher retention rate: percentage of first and second year teachers who remain at Tulsa Public Schools the following year
- Percentage of employees who are engaged and committed to Tulsa Public Schools based on the Tulsa Public Schools engagement survey
- Percentage of teachers and principals with positive perceptions of district office service

*Source: ImpactTulsa 2017 Community Impact Report

**NWEA MAP: an assessment system that provides a national benchmark for academic performance

OUR STUDENTS CAN

Every child can learn. Every child has talent. Every child has value. Great education is demanding and engaging, structured and joyful, challenging and supportive. To succeed in a competitive world and to serve as the next generation of leaders, students must engage in their education, own their learning, and feel accepted and supported in our schools.

Students from **ELIOT ELEMENTARY SCHOOL** were finalists in the National Odyssey of the Mind Competition.



EDISON PREPARATORY HIGH SCHOOL'S WINTER PERCUSSION TEAM earned a second consecutive state championship, and the **Edison Student Council** won both state and national Gold Council of Excellence awards.



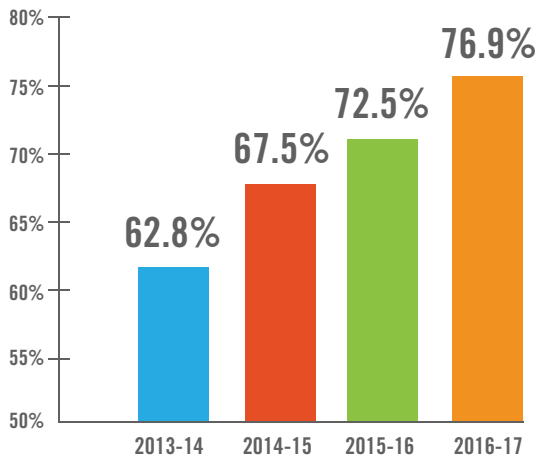
Students from **MEMORIAL JUNIOR HIGH SCHOOL'S ROBOTICS TEAM** competed and placed in the top 20 in the National SeaPerch Challenge.



Students from **WEBSTER HIGH SCHOOL** won the city-wide Tulsa Debate League Tournament and competed in the National Urban Debate League Championships.



2017 DISTRICT-WIDE GRADUATION RATE: 76.9%



250+ additional graduates in the class of 2017 compared to the class of 2014

14 PPT ▲ DISTRICT-WIDE 2013-2017

2014 - 2017 GAINS

EAST CENTRAL HIGH SCHOOL: 17 PPT ▲
MCLAIN HIGH SCHOOL: 22 PPT ▲
MEMORIAL HIGH SCHOOL: 19 PPT ▲
TULSA MET HIGH SCHOOL 36 PPT ▲
WEBSTER HIGH SCHOOL: 24 PPT ▲

CLASS OF 2017

BOOKER T. WASHINGTON HIGH SCHOOL: 99.7%
EDISON PREPARATORY HIGH SCHOOL: 92%
STREET SCHOOL: 90%
WILL ROGERS COLLEGE HIGH SCHOOL: 92.5%

■ OUR STUDENTS CAN

■ IN THE CLASSROOM

10 ppt	increase in math proficiency for K-3 students at Lewis and Clark Elementary School
15 ppt	increase in math proficiency for 4th graders at Council Oak Elementary School
25	KIPP Tulsa College Preparatory students were inducted into the National Junior Honor Society
30 ppt	math growth in kindergartners at College Bound
82%	of kindergarten students at Mitchell Elementary School were proficient in math
87%	of first grade students at Grissom Elementary School exceeded both math and reading goals
92%	attendance rate for students at Greenwood Leadership Academy
97%	attendance rate and a 90% retention rate at Tulsa Honor Academy
97%	of kindergarten students at Anderson Elementary School met reading growth goals
190	students at Booker T. Washington High School, East Central High School, Edison Preparatory High School, and Memorial High School received Advanced Placement Scholar Awards
231	AP courses offered in 2017-2018, an 8% increase over the previous year
13,000	lines of code written by 50 6th grade students at Collegiate Hall

■ BEYOND THE CLASSROOM

79%	of students at Street School gained real-world learning and working experiences through internships across Tulsa
85	students from Eisenhower International School, Zarrow International School, Dual Language Academy, and Booker T. Washington High School participated in student exchange programs in Spain, Costa Rica, France, and China
300	scholars at Tulsa Legacy Charter School received weekly dance instruction in African, hip-hop, contemporary, and jazz in partnership with Choregus
463	concurrent enrollment students earned 1,389 college credits through our local higher education institutions
824	students received career and technical training and certifications from TulsaTech
6,500	career and technical students earned 2,100 industry certifications across 51 programs at 23 sites



■ OUR STUDENTS CAN



■ ATHLETICS

55+ student athletes received over **\$1 million dollars** in post-secondary scholarships

1,500 elementary students participated in after-school health and physical education during the school year

4,953 middle and high school students participated in athletics

■ 2017-18 STATE CHAMPIONSHIPS

BOOKER T. WASHINGTON HIGH SCHOOL FOOTBALL

6A II State Champions

BOOKER T. WASHINGTON HIGH SCHOOL GIRLS BASKETBALL

5A State Champions

BOOKER T. WASHINGTON HIGH SCHOOL BOYS SWIMMING

5A State Champions

BOOKER T. WASHINGTON HIGH SCHOOL GIRLS SOCCER

5A State Champions

EDISON PREPARATORY HIGH SCHOOL WRESTLING

5A State Champion Jerome Townsell

MEMORIAL HIGH SCHOOL BOYS BASKETBALL

5A State Champions

OUR TEACHERS MAKE IT HAPPEN

Extraordinary teachers are the heart of successful schools. They must continually hone their craft and content knowledge to design engaging experiences and facilitate success in every student. We require much of our teachers, and we must provide the conditions and work environments that promote professional satisfaction and student achievement. This means that our entire community must value, respect, and support teachers as the irreplaceable professionals they are.

1,500+

EDUCATORS ATTENDED 156 TEACHER-LED LEARNING SESSIONS AT THE 2017 #SUMMEREDTPS CONFERENCE.

200

FIRST YEAR TEACHERS RECEIVED ONGOING ONE-ON-ONE MENTORING SUPPORTS.

51

CAREER AND TECHNOLOGY TEACHERS HONORED BY THE DISTRICT'S RECEIPT OF THE 2018 CAREER AND TECHNOLOGY EDUCATION STATE SUPERINTENDENT AWARD FOR EXCELLENCE.

45

TEACHERS ATTENDED THE 2018 TULSA RACE MASSACRE INSTITUTE, PROVIDED IN COLLABORATION WITH THE UNIVERSITY OF OKLAHOMA AND THE TULSA RACE RIOT CENTENNIAL COMMISSION.

36

PARAPROFESSIONALS AND TEACHER ASSISTANTS TRANSITIONED TO TEACHING.

29

TEACHERS FROM 19 SCHOOLS SERVED AS EQUITY EXPLORERS, EXPLORING AND UNDERSTANDING IMPLICIT AND EXPLICIT BIAS TO IMPROVE SUPPORTS FOR STUDENTS OF COLOR.

24

TEACHERS FROM 20 SCHOOLS SERVED AS EQUITY AMBASSADORS, SUPPORTING COLLEAGUES WITH CULTURALLY-COMPETENT AND ANTI-RACIST CLASSROOM PRACTICE.

11

TEACHERS PARTICIPATED IN THE YALE NATIONAL INITIATIVE TEACHER'S INSTITUTE TO ENHANCE CONTENT KNOWLEDGE AND IMPROVE CLASSROOM PRACTICE.



OUR TEACHERS MAKE IT HAPPEN

Following a historic educator advocacy effort that included a ten-day district shut-down, a 110-mile march to Oklahoma City, and tens of thousands of teachers and community members filling the State Capitol Building, the Oklahoma State Legislature took an important step forward with the passage of HB1010XX.



\$117M

restored to the funding
formula to support
operational costs

\$33M

restored to state
textbook allocation

\$6,100

average teacher pay
increase

\$1,250

average pay increase
for support staff

OUR TEACHERS MAKE IT HAPPEN

2018- 2019 TEACHER OF THE YEAR

SHANIQUEA RAY teaches math at Monroe Demonstration Academy. Her teaching career started internationally in Honduras where she taught math and English at a bilingual school. Her love for math began in high school where she had a math teacher who saw something in her that she did not see in herself. Ray's passion for youth began long before her teaching career. In 2012, she co-founded a tutoring and mentor program, Give Em' Hope, that supports students to overcome barriers to academic success.

TEACHER OF THE YEAR FINALISTS

PATRICIA CURTIS-DUNBAR
Celia Clinton Elementary School

EMILY DURBIN
Hale High School

TARA GORDON
Thoreau Demonstration Academy

ELIZABETH NOORDYKE
McLain Junior High School

GOLDEN APPLE WINNERS

Deitrya Anderson, Monroe Demonstration Academy | Oni Barnes, Wayman Tisdale Fine Arts Academy
Dorothy Blakey, Gilcrease Elementary School | Kristi Bradley, Emerson Elementary School | Jessica Caldwell, Lanier Elementary School
Gina Cattaneo, Central High School | Courtney Davison, Thoreau Demonstration Academy | Veronica Diaz Rodriguez, Dual Language Academy
Teresa Eichenberger, Project ACCEPT | Lisa Enriquez, Wright Elementary School | Emmett Foster, Springdale Elementary School
Christy Harmon, Disney Elementary School | Suzanne Jackson, Hale High School | Cheryl Leach, Memorial Junior High School
Mike Maguffee, Hale High School School | Barbara McGrew, MacArthur Elementary School | Karen Miller, Will Rogers College High School
Robyn Osman, Eliot Elementary School | Ashley Powell, Owen Elementary School | Latricia Pruitt, Tulsa MET High School
Stacey Randell, Carnegie Elementary School | Stacy Reed, Lindbergh Elementary School | Bailey Sawyer, Council Oak Elementary School
Britni Schaeuble, Bell Elementary School | BreAnnah Smith, Patrick Henry Elementary School | Cari Smith, Peary Elementary School
Elyse Smith, Mayo Demonstration School | Tanya Smith, McKinley Elementary School | Melissa Sterling, Skelly Elementary School
Lisa Stovall, Booker T. Washington High School | Connor Whitham, East Central High School

“
Good, better, best.
I will not rest until
my good is better and
my better is best.
”



■ OUR PRINCIPALS ARE KEY

Principals' responsibilities are strategic, vast, and intense. As leaders, they must be visible, hire the right staff, cultivate talent, build relationships with families and communities, foster positive and safe school culture, and ensure results. As such, the education service center must support principals' growth as instructional leaders and be their primary support system in strengthening the quality of teaching and learning in all classrooms.

■ HIGHLIGHTS

26 new assistant principals and principals participated in **40** hours of learning through the New Principal Academy, a program that includes coaching and development designed to support a smooth transition to the role

135 school leaders each engaged in **112** hours of cross-school professional development opportunities.

135 school leaders participated in small learning networks supported by an instructional leadership director and received bi-monthly coaching, site visits, and other professional development services

225 members of school leadership teams participated in professional learning about trauma informed practices, de-escalation methods, social emotional learning, and reducing exclusionary practices

HAMILTON ELEMENTARY SCHOOL

PRINCIPAL TERA CARR

received the Leverage Leadership Institute 2018 Platinum Leader Distinction award for excellence in instructional leadership from the University of Pennsylvania RELAY Graduate School of Education and Uncommon Schools.



WILL ROGERS COLLEGE JUNIOR AND HIGH SCHOOL

PRINCIPAL NIKKI DENNIS

received the Tomás Rivera award from the Greater Tulsa Hispanic Affairs Commission as a Hero in Education for her support of Hispanic/Latinx students.



WEBSTER MIDDLE AND HIGH SCHOOL

PRINCIPAL SHELLY HOLMAN

received the Champion of Student Success award from City Year, honoring her accomplishments in education.



■ OUR PRINCIPALS ARE KEY

■ SCHOOL LEADER VOICES



PRINCIPAL IRMA SANDOVAL
DUAL LANGUAGE ACADEMY

“Principals at Tulsa Public Schools have strong supports but also the independence we need to help our teachers and staff provide the best possible learning experiences. This year, I have been able to encourage my teachers to be innovative and creative as they lead the diverse population of students here at Dual Language Academy.”



PRINCIPAL MIKE CRASE
EAST CENTRAL HIGH SCHOOL

“I am honored to receive support and collaboration from my instructional leadership director and district leaders. We have a dynamic team with a perspective that is focused on my needs. They listen and provide me with the support and autonomy to be a great leader. I trust that they have my back as I focus on nurturing and educating our students and supporting my team of teachers.”



PRINCIPAL KARESHA SOLOMON
HAWTHORNE ELEMENTARY SCHOOL

“Leading a school is both incredibly rewarding and extraordinarily challenging. I feel fortunate to have a strong partnership with my instructional leadership director, and she is deeply engaged in the work that we do. She gives me the space to fail forward and is mindful and supportive of the decisions that I make for the students and teachers in my building.”

■ PILOT SCHOOLS

We believe that our schools are the unit for change. In 2017-2018, 21 school leaders and their teams led the work of piloting new learning models and best practices to transform teaching and learning. Piloting allows us to concentrate resources and develop and test practices before we refine and expand them across the district. In 2018-2019, we will expand our pilot school cohort to include an additional 13 school communities.

■ ASSESSMENT FOR LEARNING SCHOOLS

Leveraging the role of formative assessment in student learning.

Anderson and Mitchell elementary schools, Zarrow International School, Will Rogers College Junior High School, Will Rogers College High School

■ CATAPULT SCHOOLS

Building a culture of learning and feedback.

Hawthorne, McClure, and Springdale elementary schools, Unity Learning Academy

■ DESIGN LAB SCHOOLS

Creating personalized learning experiences.

Anderson, Hamilton, McClure, and Whitman elementary schools; Central, Hale, McLain, and Memorial junior high schools; Central, McLain, Memorial, Tulsa MET, and Webster high schools

■ EMPOWER SCHOOLS

Improving teacher leadership and content expertise.

Anderson, Dolores Huerta, Disney, Hamilton, Hawthorne, Kerr, Mark Twain, Marshall, Peary, and Springdale elementary schools

■ EQUITY PILOT SCHOOL

Engaging in equity design, practices, and resourcing.

Council Oak Elementary School

■ SOCIAL EMOTIONAL LEARNING SCHOOLS

Improving social emotional learning competency for adults, students, and families.

Council Oak, Eugene Field, McClure, Robertson, and Whitman elementary schools

OUR DISTRICT IS “ALL IN”

Effective teams collaborate and continually assess and improve their service to schools. They attend to present needs while preparing for the future. This means our employees and board must work together, reflect, adjust, think ahead and innovate in service to powerful teaching and learning.

ADVANCED LEARNING

17,079 student contacts made through middle school STEM experiences, course readiness/tutoring, Summer Bridge, and concurrent enrollment tutoring

CHILD NUTRITION

530 child nutrition staff served **2.8 million** breakfasts and **4.1** million lunches at our **80** school sites

COMMUNICATIONS

30,298 social media followers on Facebook, Twitter, YouTube, and Instagram viewed **153** videos more than **866,201** times

DATA AND ANALYTICS

200 average daily users of our **50+** data dashboards generated **25,000** letters to update families on student attendance, behavior, and academic progress

DESIGN AND INNOVATION

125 teachers were supported at **11** personalized learning sites serving **3,100** students

ENROLLMENT CENTER

33 Enrollment Center staff served **57,553** visitors and answered **45,481** phone inquiries

FACILITIES AND MAINTENANCE

408 facilities team members completed **35,000** maintenance work orders annually and cleaned **8.3 million** square feet daily

FINANCE

10 consecutive years of receiving the Certificate of Excellence in Financial Reporting by both the Government Finance Officers Association and the Association of School Business Officials

\$1,591,833 in interest earnings from strategic investments - an increase of **67.6%**

INFORMATION TECHNOLOGY

54 IT team members supported **65,000** devices and resolved **39,663** help-desk tickets

SPOTLIGHT ON DISTRICT SERVICE

270

district office staff participated in our 2017 Days of Service at schools

93

district office staff trained in Achieving Service Excellence Workshops between May and June



■ OUR DISTRICT IS “ALL IN”

■ LANGUAGE AND CULTURAL SERVICES

2,031 students served in multilingual programs

105 hours of student shadowing by members of the ELL Success Plan Committee

■ SCHOOL AND STUDENT SAFETY

800 safety and security drills completed across all school and district sites with **100** hours of training provided to school leaders, teachers, students, and staff

38 Campus Police team members facilitated **1,200** hours of classroom discussion on drug deterrence and good decision-making and provided **600** hours of mentoring to students

■ STUDENT AND FAMILY SUPPORT SERVICES

122 parenting and expecting students received supports, services, and resources through the Strong Tomorrows program

800+ crisis preventions, interventions, and supports provided to students and families

■ TALENT MANAGEMENT

3,324 applications received, resulting in the hiring of **519** teachers, **26** school leaders, and **406** support staff

■ TRANSPORTATION

150 bus drivers transported **7,500** students on **149** routes covering **14,000** miles each day



■ OUR DISTRICT IS “ALL IN”

■ 2018-2019 SUPPORT EMPLOYEE OF THE YEAR

ANNA STONE is the school clerk assistant at Monroe Demonstration Academy and has been with Tulsa Public Schools for 22 years. She is one of the founders of Monroe Demonstration Academy and is always ready to provide assistance to her co-workers and parents. Stone’s enthusiasm is infectious, and she brings joy and excitement to her school community every day.

“

Our scholars will one day be leaders. If each school can reach one scholar, that scholar will reach another, and we will start to see change in our schools.

”

■ SUPPORT EMPLOYEE OF THE YEAR FINALISTS

KATIE CRULL

Kerr Elementary School

ROGER SHIDELER

Communications and Public Relations

ROBERT THOMPSON

Facilities and Maintenance

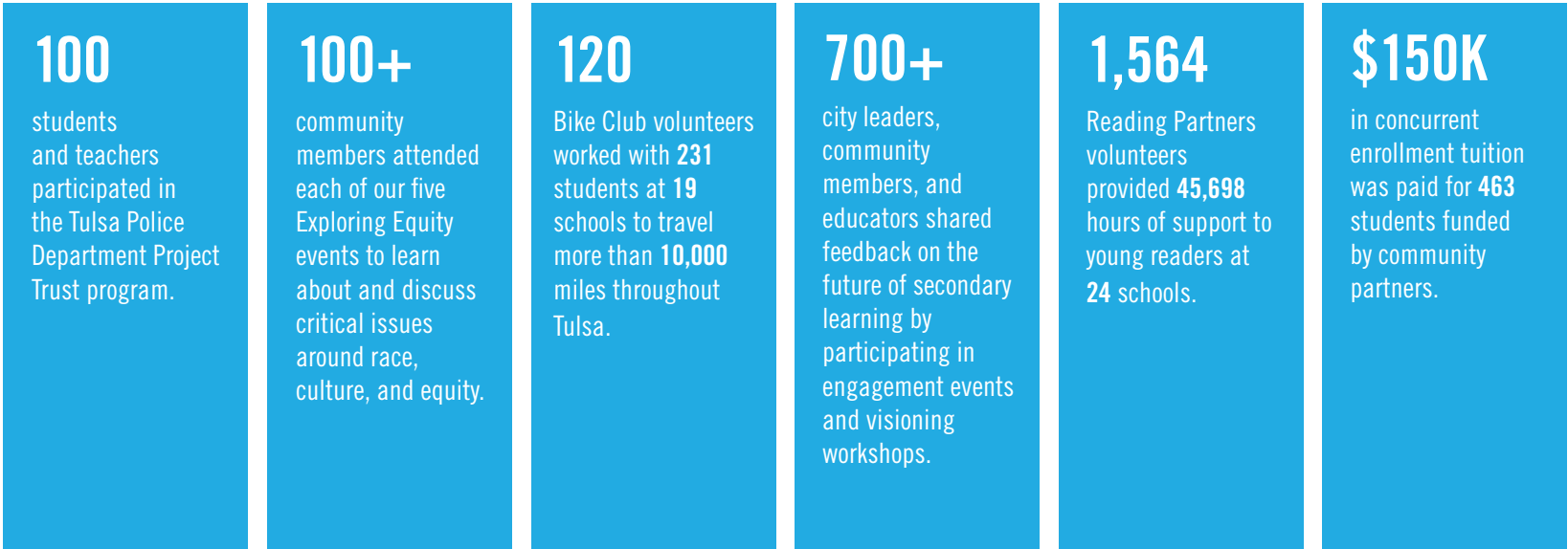
GOLDEN WASHINGTON

Will Rogers College High School



OUR COMMUNITY IS ESSENTIAL

We believe that our children and schools need all of us—educators, families, and community partners. High-quality schools are vital to the health of our community. We must engage our families and all of Tulsa by embracing transparency, holding ourselves accountable to high standards, proactively communicating and working as a team united in the success of every student.



Thanks to a partnership with **Spirit AeroSystems**, students at **East Central High School** are developing career-ready skills through a paid summer internship program. Students have the opportunity to learn about the tools and processes used in aviation manufacturing and receive hands-on training from industry mentors. Along with secondary coursework and continued support from their teachers at East Central, these students get a head start on their careers and enter the workforce and college better equipped to succeed.

OUR COMMUNITY IS ESSENTIAL

TULSANS COME TOGETHER FOR EDUCATION

During the Oklahoma teacher walkout, **93** community organizations in Tulsa came together to support our educators, parents, students, and families.

182

sites provided supports to **11,558** students



1,600

community members volunteered **22,885** hours, a value of **\$552,444** in services



32,235

meals were provided to children free of charge



COMMUNITY PARTNERS

Our community partners and business leaders play an integral role in our schools and classrooms. We are grateful for this commitment to the students and families we serve.

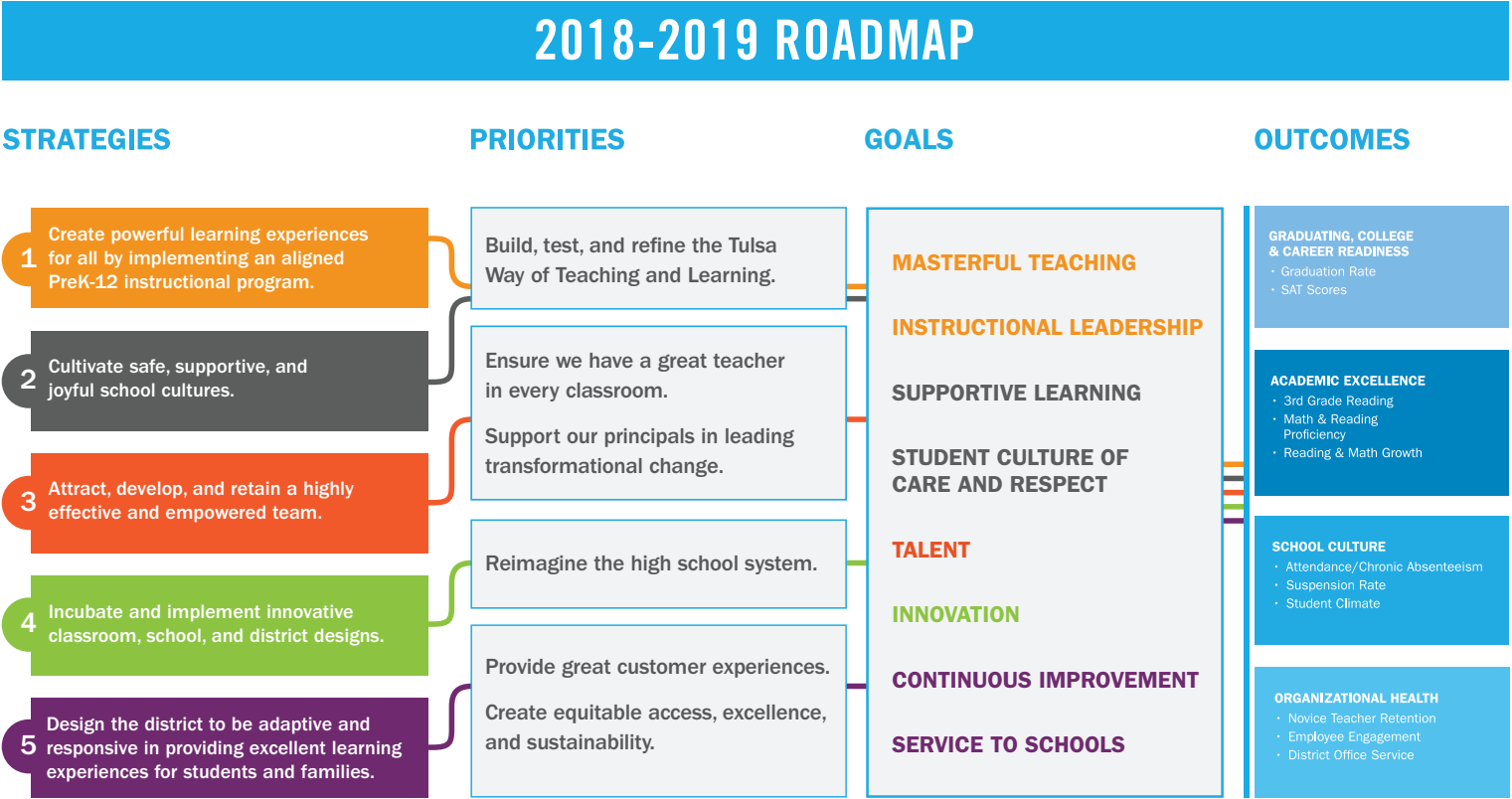
100 Black Men of Tulsa	Braden Park Baptist Church	Concord Community Baptist Church	First OK Federal Credit Union	Hope Unitarian Church
29th and Yale Church of Christ	Breaking Cycles	Congregation B'nai Emonah	First Presbyterian Church	Horace Mann Insurance
A Gathering Place for Tulsa	Brighter Dimensions	Counseling and Recovery Services	First United Methodist Church	Hunger Free Oklahoma
A New Way	Brookside Baptist Church	Country Club Garden	Foundations Church	Hyatt Regency
Abiding Harvest United Methodist Church	Calvary Baptist Church	Covanta Tulsa	Fox23	ImpactTulsa
ACME Brick	Calvary Chapel	Covenant Family Church	Freddie's Hamburgers	Improving Lives Counseling Services
AEP/PSO	CAP Tulsa	Cox Communications	Full Gospel Evangelistic Association	In the Spirit Christian Church
Aldersgate United Methodist Church	Carbondale Assembly of God Church	Crafton, Tull, & Associates, Inc.	Garnett Road Baptist Church	Interfaith Alliance of Tulsa
All Souls Unitarian Church	Carbondale Church of Christ	CREOKS Behavioral Health Services	George Kaiser Family Foundation	Interim Health Care
Amazing Grace Christian Center	Catholic Charities	Crowell Heights Baptist Church	Gilcrease Hills Baptist Church	International Gospel Center
Amen Amakhu Life Institute	Centenary United Methodist Church	CUBES	Gilcrease Homeowners Association	Islamic Society of Tulsa
Amini's Galleria	Central Bank of Oklahoma	D & B Processing	Girl Scouts of Eastern Oklahoma	J.A.M.E.S., Inc.
Anchored Behavioral Health Consulting	Central Church	Darby Equipment Co.	Global Gardens	Jackie Cooper Imports
Anne and Henry Zarrow Foundation	Charles and Lynn Schusterman Family Foundation	Daybreak Family Services	Grace Lutheran Church	Jenks Church
Antioch Baptist Church	Charles Page Neighborhood Association	Daylight Donuts	Grace United Methodist Church	Jesus Center
Arthur J. Gallalgher Risk Management Services, Inc.	Chick-Fil-A (Tulsa Hills)	Dayspring Community Services	Grant Thornton Accounting	Jimmy John's
Arts and Humanities Council of Tulsa	Child Protection Coalition	Destiny Wellness Center	Graves McLain Law Office	John 3:16 Mission
Arvest Bank	Children First - Tulsa	DHS Aftercare	Great Harvest Bread Co.	John Hope Franklin Center
Asbury United Methodist Church	Children's Dental Health Care	Discover the Book Ministries	Greater Grace Temple	John Knox Presbyterian Church
Ascension Lutheran Church	Choices for Life	Domestic Violence Intervention Services, Inc.	Greater Heights Church	John Zink Combustion
Assistance League of Tulsa	Christ Church Episcopal Tulsa	Don Thornton Automotive	Greater Mt. Rose Baptist Church	JP Morgan Chase Bank, N.A.
AT&T	Christ for Humanity	Donnie Duntley	Greater Tulsa Hispanic Chamber of Commerce	Junior Achievement of Oklahoma
Audacity Church	Christ Temple CME Church	Doubletree Hotel Downtown Tulsa	Greenwood Cultural Center	Junior League of Tulsa
AVIS	Christ the King	Dream It Do It Oklahoma	Growing Together	Kappa Kappa Gamma
Baha'i Faith of Tulsa	Christ the Redeemer Lutheran Church	East Side Christian Church	GUTS Church Tulsa	Kendall Whittier, Inc.
Bainerd Chemical Company	Christ United Methodist Church	Eastern Star	Hahn Appliance	Kingdom Reign Church
Bair Foundation	Christian Chapel	Eastland Baptist Church	Harmony Project	Kirk of the Hills
Baker Hughes	Church of Christ	Ed Darby Foundation	Harper's Hut Shaved Ice	Kirkpatrick & Lai Orthodontics
Bama Companies	Church of God of the Apostolic Faith	Elote Café & Catering	Harris Chapel Baptist Church	Kimberly Clark
BancFirst of Oklahoma	Church of God Seventh Day	Emmaus Road Church	Harvard Avenue Baptist Church	Kloekner Metals
Bank of Oklahoma	Church of Saint Mary	Encounter Church	Harvard Avenue Christian Church	LaFortune Park Plaza Home Owners Association
BattleCreek Church	Church of the Holy Spirit Anglican	Enterprise	Health Concepts Family Services	Lawyers Fighting Hunger
Beams of Light Family Church	Church of the Resurrection	Essence of Life Counseling Services	Healthy Start	Level 3 Communications
Belview Baptist Church	Church on the Move	Ethos	Healthy Teen OK	Lextron
Bethany Christian Church	CiCi's Pizza	Everlasting Life Ministries	Heritage Bible Church	Life Church Tulsa
Bethel Seventh Day Adventist Church	Circle Cinema	F & M Bank and Trust Company	HiCORP	Life Strategies International
Betty Jackson Counseling Services	City Church	FabLab Tulsa	Hillcrest Pregnancy Center	Lincoln Christian Academy
Big Brothers Big Sisters of Oklahoma	CityYear Tulsa	Faith Technologies	Hillspring Church	Linda-Mar Drive in
Bike Club Tulsa	College Hill Presbyterian Church	Faith United Methodist Church	Hindu Temple of Greater Tulsa	Links, Inc.
Billy Ray's Barbecue	Columbus Neighborhood Association	Family and Children's Services	Hispanic Communities of Sacred Heart Mission	Living Sanctuary Evangelistic Church
Birth through Eight Strategy for Tulsa	Communities In Schools	Family and Youth Intervention Services of Tulsa	Holiday Inn Downtown	Loyal Order of Moose
Bob Hurley Ford & RV	Community Food Bank of Eastern Oklahoma	Farmers Insurance - The Yelle Agency	Holiness Missions to America	Lutheran Church of Our Savior
Boston Avenue United Methodist Church	Community Health Connection	Fellowship Congregational Church	Holly Frontier	Main Event
Boy Scouts	Community Outreach Psychiatric Emergency Services	Fellowship Lutheran Church	Holsey Chapel CME Church	Mama Collins Child Care
Boys & Girls Clubs of Metro Tulsa	Community Service Council of Tulsa	First Baptist Church Downtown	Holy Family Cathedral	Maplewood Missionary Church
		First Baptist Church of North Tulsa	Holy Trinity Greek Orthodox Church	Masonic Lodge
		First Christian Church	Homebased Services and Resources	Mazzio's Corp.
				McDonald's

Memorial Drive Church of Christ	OpenTable Community Cafe	Sam's Club	Temple Israel	Tulsa Regional Chamber of Commerce
Memorial Drive United Methodist Church	Operation Aware	San Juan Diego Mission	Terry Mize Ministries	Tulsa Regional STEM Alliance
Mental Health Association	Operation School Bell	Sand Springs United Methodist Church	The Church at Downtown	Tulsa Sunshine Center
Merge Church	Oral Roberts University Early College High School	Sandusky Avenue Christian Church	The Dialog Institute	Tulsa Wesleyan Church
METLife	Order of the Eastern Star	Selser Schaefer Architects	The Engine Room	Tulsa Young Professionals
Metro Christian	OSU Center for Health Sciences	Sheridan Christian Center	The Heart Church	Tulsa's News Channel 8
Metropolitan Baptist Church	OSU Family Medicine	Sigma Gamma Row Society	The Odd Fellows	TulsaTech
Metropolitan Tulsa Transit Authority	OSU Human Development and Family Science	Sims Metal Management	The Opportunity Project	U.S. Cellular
Modern Woodmen of America		Skelly Drive Baptist Church	The Parish Church of St. Jerome	UNIDOS
Modus	OSU Tulsa	Smith-Co Engineering Inc.	Timothy Baptist Church	Unity Center of Tulsa
Moose Lodge	OU Tulsa Physicians	Solace Church	TOUCH, Inc.	University of Oklahoma
Morgan Stanley	Our Savior Lutheran Church	Solvay	Trinity Episcopal Church Tulsa	University of Tulsa
Morning Star Baptist Church	Our Village	Soundpony Lounge	Tristees Grief Center	University United Methodist Church
Morton Comprehensive Health Services	Panera Bread	South Creekside Neighborhood Association	True Blue Neighbors	Up with Trees
Mr. Tacos	Papa John's		TTCU	UPS
Mt. Zion Baptist Church	Paradise Baptist Church	South Lakewood Baptist Church	Tulsa Achieves	Verizon
MTF Counseling	Parent Child Center of Tulsa	Southern Hills Baptist Church	Tulsa Area United Way	Walmart
National Association of Women in Construction	Park Plaza Church of Christ	Southern Hills United Methodist Church	Tulsa Art Alliance	Will Rogers Community Foundation
National Guard – Tulsa	Parkview Baptist Church		Tulsa Bible Church	Will Rogers Methodist Church
NeoSource	Partners in Education	Southside Rotary	Tulsa Botanic Gardens	Will Rogers Rotary Club
New Beginnings Christian Church	Paul Mitchell School Tulsa	Southside Sertoma Club of Tulsa	Tulsa Brookside Lions Club	Wolfe Pack Taekwondo
New Haven United Methodist Church	People's Bank	Southwood Baptist Church	Tulsa Campaign to Prevent Teen Pregnancy	Women, Infants and Children - Tulsa
New Hope Oklahoma	Philbrook Museum of Art	Spartan College of Aeronautics and Technology	Tulsa Changemakers	Woodlake Assembly
New Image Custom Homes, LLC	Praise Center Family Church	Spirit AeroSystems	Tulsa Christian Fellowship	Woodland Acres Baptist Church
Night Light Tulsa	Project Elf	Springdale Baptist Church	Tulsa Christian Worship Church	Woodland Acres Neighborhood Association
North Peoria Church of Christ	Project Lead the Way	St. Antony Antiochian Orthodox Christian Church	Tulsa City County Health Department	Workforce Tulsa
North Tulsa Community Coalition	PSO Readers	St. Bernard of Clairvaux	Tulsa City-County Library	Yale Avenue Christian Church
North Tulsa Counseling Services	QPS Engineering	St. Brigid Parish	Tulsa Classroom Teachers Association	YMCA of Greater Tulsa
North Tulsa Economic Development Initiative	Quest MHSA	St. Dunstan's Episcopal Church	Tulsa Community College	Young Lives
Occupied Church	QuikTrip	St. Elizabeth Parish	Tulsa Community College Faculty Association	Youth at Heart
Ocean Dental	Raising Cains	St. Francis Children's Hospital	Tulsa Community Foundation	Youth Care of Oklahoma
OK2Grow	Reading Partners Tulsa	St. Johns Episcopal Church - Tulsa	Tulsa Council of PTAs	Youth Services of Tulsa
OKCPS Teen Parent Program	Red Fork Church of God	St. Luke's United Methodist Church	Tulsa County Juvenile Bureau	
Oklahoma Center for Community and Justice	Redeemer Covenant Church	St. Mark's United Methodist Church	Tulsa County Senior Nutrition/Sodexo	
Oklahoma Department of Human Services	Restoration Church	St. Matthew's United Methodist Church	Tulsa Debate League	
Oklahoma State Department of Health	Restore Hope Ministries	St. Paul Methodist Church	Tulsa Discovery Lab	
Oklahoma State University	Resurrection Cathoic Church	St. Peter and Paul Catholic Church	Tulsa Dream Center	
Oklahomans for Equality	Retired Senior Volunteer Program of Tulsa	St. Pius X	Tulsa Educare	
Olivet Baptist Church	Rib Crib	STARBASE Oklahoma	Tulsa Food Bank	
Omni Air Transport	Rich and Cartmill	StoneSoup Community Venture	Tulsa Girls Art School	
On the Border	Riverside Baptist Church	Stringer Nursery	Tulsa Girls Math Circle	
ONEOK, Inc.	Rotary Club of Tulsa	Syd-Lyfe Counseling Services	Tulsa Health Department	
	Route 66 Main Street	T.D. Williamson	Tulsa Housing Authority	
	Safe Kids	Talking is Teaching	Tulsa Job Corps	
	Saint Francis Xavier Parish	Teach for America	Tulsa Metropolitan Ministry	
	Saint John's Episcopal Church			
	Salvation Army			

*List up to date as of September 1, 2018

OUR JOURNEY TO DESTINATION EXCELLENCE

In the 2018-2019 school year, we will remain relentlessly focused in our commitment to create exceptional learning experiences for all students by providing robust supports for our educators, developing and implementing innovative models for teaching and learning, and designing our district to provide the best supports and services possible to our school leaders, teachers, students, and families.





FOLLOW OUR JOURNEY

WWW.TULSASCHOOLS.ORG

