



# 2017-2018 Start of Schools

Ensuring a bold, bright beginning!

Monday, August 21, 2017



## Introduction

- Mission, vision and values
- Our team is all-in

## Campuses and Classrooms

- Serving our schools
- Celebrating new beginnings

## Talent & Professional Learning

- Fostering learning
- Cultivating talent

## Questions and Next Steps



# ABOUT TULSA PUBLIC SCHOOLS



## MISSION AND 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.

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

### LEARNER

We will learn, apply, reflect, adjust and persist together

### CONTRIBUTOR

We will contribute to the well-being and success of our students and schools

### DESIGNER

We will improve learning, solve problems and bring ideas to life through innovative and intentional design





## **EQUITY**

Every student, every school

## **CHARACTER**

Focus on student success

## **EXCELLENCE**

Sweat the small stuff

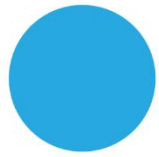
## **TEAM**

Work toward a common goal

## **JOY**

Collaborative problem-solving





# Our team is ALL-IN

Each summer, the district office pivots from closing out one school year to planning the next one.

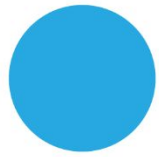
This is an enormous undertaking that requires a team of teams coming together in service to our schools and students.

Start of Schools began as a formal program three years ago.

- We learn from each year and identify improvement opportunities
- This summer's cross-functional team included 42 staff from 24 departments led by Director of Business Services Charlotte Manning.



# Campuses and classrooms

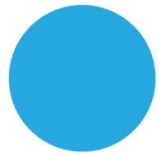


# Serving our schools

A generous community investment through the 2015 Bond – thank you, Tulsa!

Summer of 2017 projects included:

- \$24M bond investment in facilities
- Improvements across 22 campuses
- 500,000+ square feet of facilities impacted



# Serving our schools

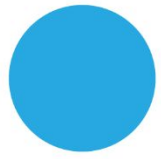


Cooper Elementary School



Eliot Elementary School





# Serving our schools



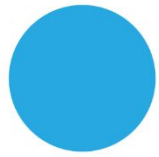
Academy Central



# Serving our schools



**NewLine Interactive Display Boards**



# Celebrating new beginnings: Webster Middle and High School





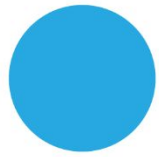
# Celebrating new beginnings: Clinton West Elementary School





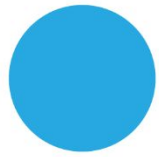
# Celebrating new beginnings: District Office Days of Service





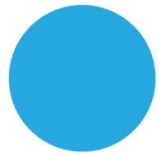
# Celebrating new beginnings: District Office Days of Service





# Celebrating new beginnings: District Office Days of Service





# Celebrating new beginnings: District Office Days of Service



Reflections from Zarrow Principal Denise Marquez





# Talent & Professional Learning



## Team Mission

To equip teachers and leaders with the knowledge, skills and mindsets to create powerful learning experiences for students and effectively lead their schools to Destination Excellence.





## Fostering Learning:

#SummerEdTPS (June 12<sup>th</sup> – June 16<sup>th</sup>)

**1,306 participants** attended **119 sessions** in **5 days**.

Content aligned to district priorities and included topics such as: literacy, mathematics, science, social studies, instructional technology and classroom management.

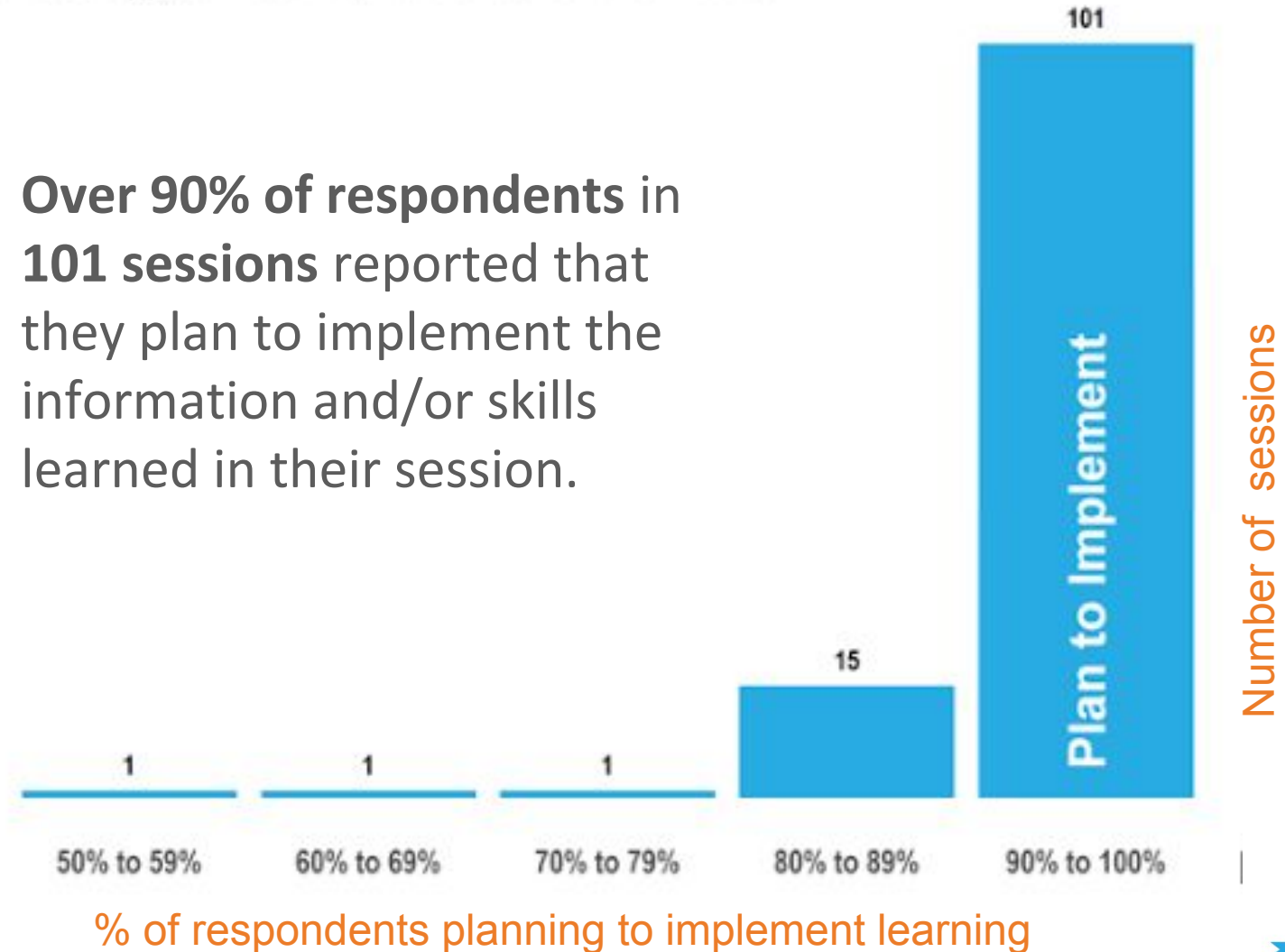
Sessions ranged in length from 90 min to 5 days and were facilitated by district teachers, district staff, and national experts.

Hourly stipends paid to all facilitators and participants.



# Fostering Learning: #SummerEdTPS (June 12<sup>th</sup> – June 16<sup>th</sup>)

Over 90% of respondents in 101 sessions reported that they plan to implement the information and/or skills learned in their session.





# Fostering Learning: School Leader Institutes

**135 school leaders** attended **25 sessions** over **11 days** for a total of **68 hours** of learning experiences.

Instructional leadership directors, executive directors, directors, coordinators, school leaders and external partners facilitated sessions.

Content aligned to district priorities and included topics such as: intro to school performance framework, social emotional learning, foundational literacy, assessment strategies and instructional tools and resources.

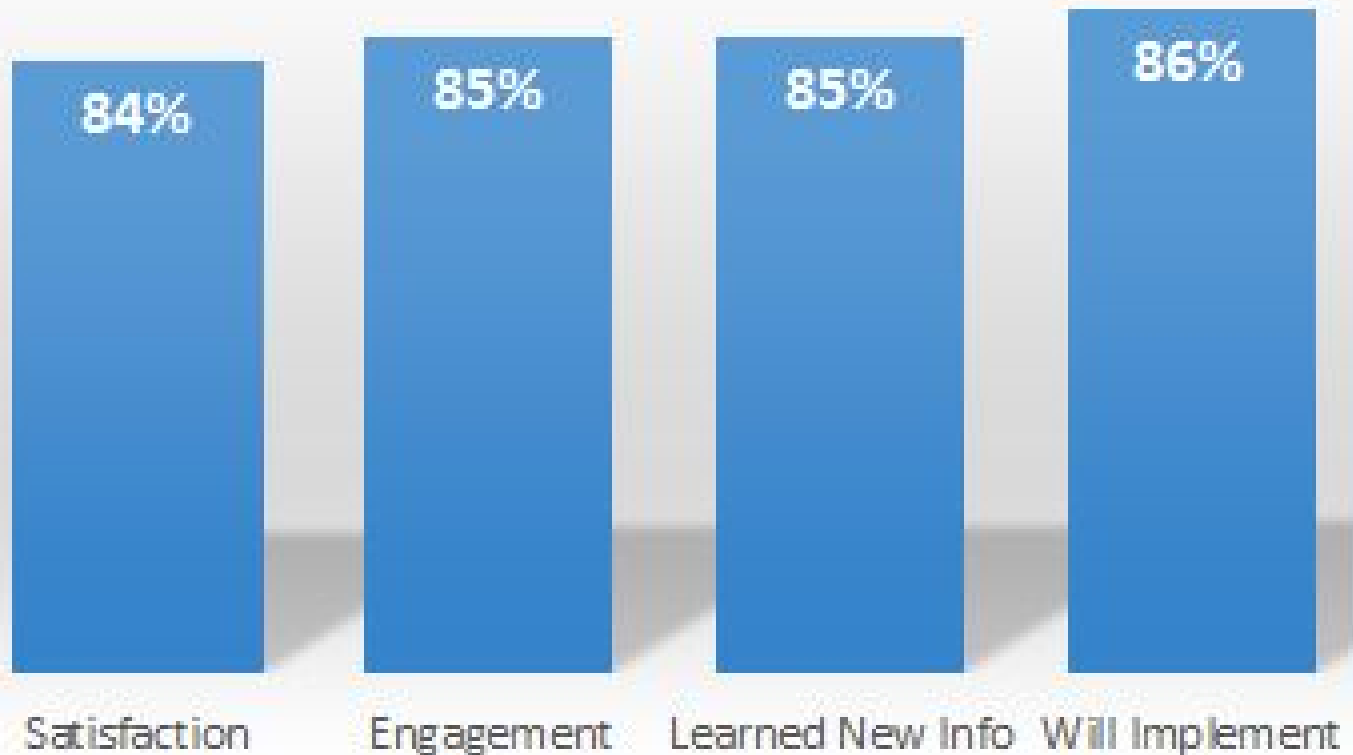
Combination of required and participants' choice sessions.



# Fostering Learning: School Leader Institutes

July School Leader Survey Responses

■ % Favorable Responses





# Fostering Learning: School Leader Institutes

“I am more knowledgeable about effective reading strategies embedded in CKLA.”

“I appreciated the straightforward communication regarding new MAP/RI/SRI changes and LOVED hearing that we can take the PPT for use in our buildings during on-site August Teacher Training.”

“I really enjoyed learning about the brain research behind decision making and recognizing micro-aggressions and the messages they send.”

“I have some tools to use.”  
(learning expectations for instruction)

“Many elements of this learning align with restorative conversations and no-nonsense nurturer. Our next steps will be to continue building leadership capacity around this work.”

“This gave me suggestions for professional development for my staff.”



## Fostering learning: 6th annual Language & Cultural Services Summit

**218 attendees** participated in **38 sessions** over two days for a total of **48 hours** of professional learning.

English language development teachers, dual language teachers, immersion teachers, community partners, university staff, state department staff, and external partners facilitated learning sessions

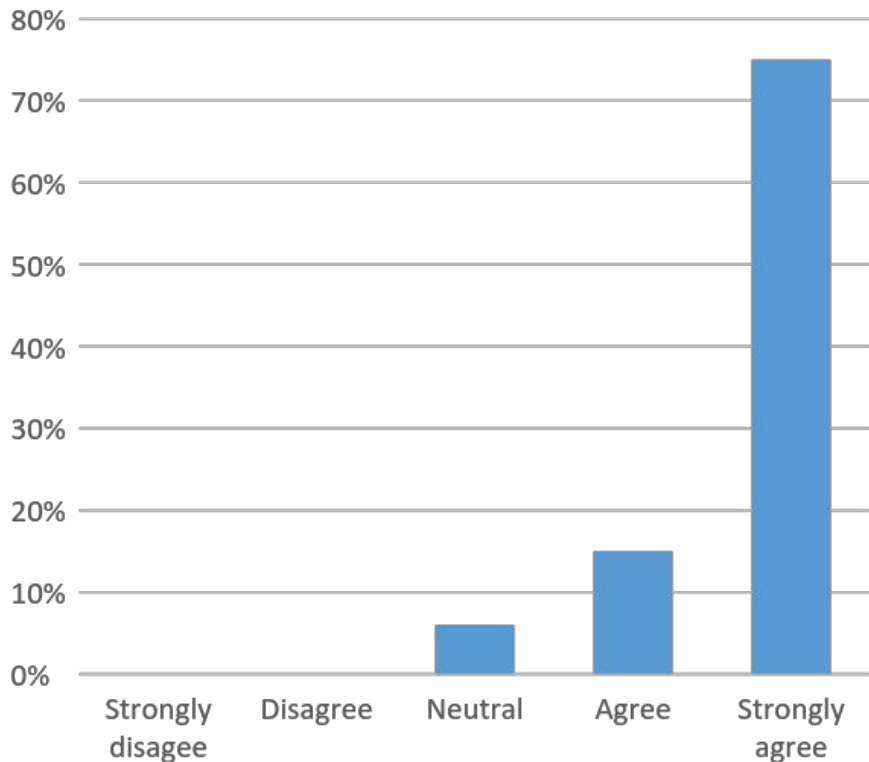
Focused topics included: vocabulary, literacy development, bilingual advantages and strategies, parent engagement, learning disability versus language difference, immigration information and resources, and resources for diverse student populations.





# Fostering learning: 6th annual Language & Cultural Services Summit

I will apply this information this year...



## Participant feedback:

Wow! Excellent info and fantastic presenter. I wish the session had another hour so I could have learned more!

There were several issues facing our undocumented students and/or their families until this session. I can use this new information to help them!

I teach JH so I viewed this through the lens of what my students will later need and what their parents need.



# Fostering learning: Language & Cultural Services Summer Learning

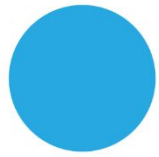
SIOP (Sheltered  
Instructional  
Observation Protocol)  
Summer Institute



Dual Language  
Training Institute

WestEd English  
Learner Success Plan  
Team Kick-off





# Cultivating talent: novice teacher supports

## **July Novice Teacher Jumpstart Pilot**

- 15 teachers participated in a week long-training designed for teachers finishing their first year to get a “jumpstart” on preparation for the 17-18 school year.
- Instructional strategy and classroom management sessions.
- Oklahoma certification exam preparation sessions.

## **August New Teacher Induction**

- 350 new hires attended a three-day training designed to ground teachers new to the district in instructional and cultural priorities.
- Classroom management, content and curriculum, social-emotional learning, and equity.
- Two additional days of personalized “open office” support from Teaching and Learning, Exceptional Student Services, and others.



# Cultivating talent: School and district leader selections

Attracted more than 325 site-leader applicants.

Selected and filled all site leader vacancies.

Engaged community, teacher and student (secondary) input into site leader selection.

Selected new chief financial officer, police chief, chief innovation officer.



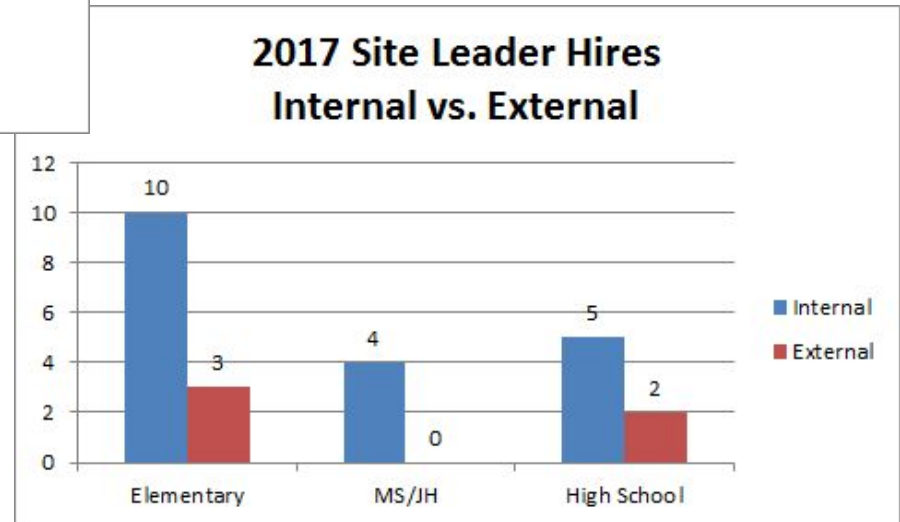
# Cultivating talent: School leader selection - by the numbers



**11** New Principals

**14** New Assistant Principals

**80%** of New Site Leaders  
Selections were Internal





# Cultivating talent: Teacher recruitment and hiring

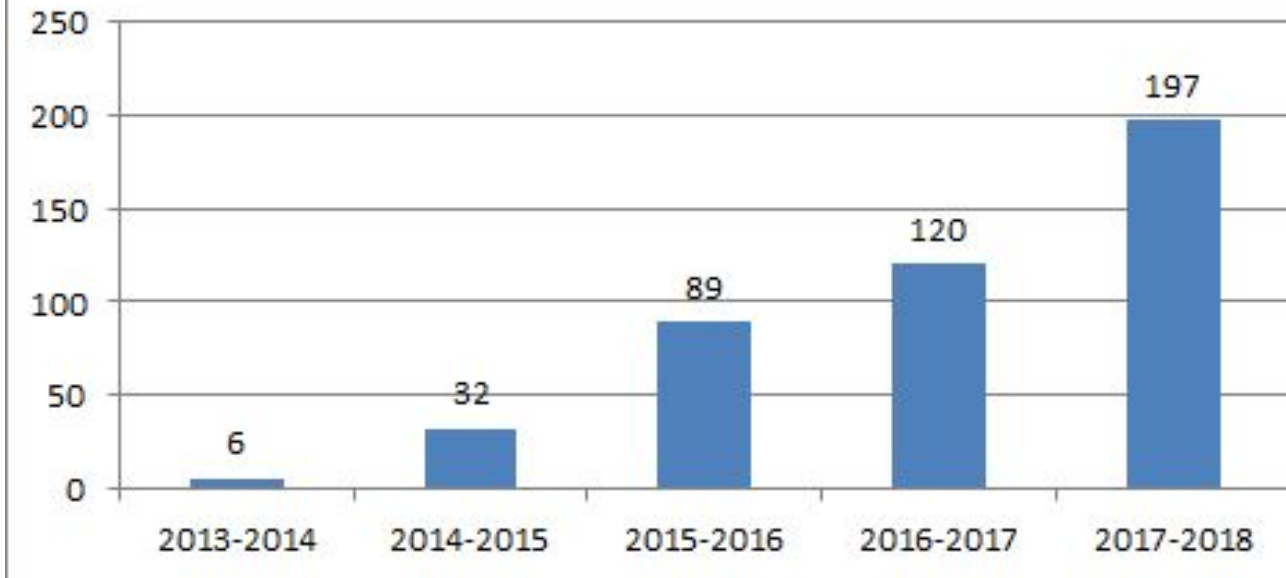
Adjusting our approach to seek out non-traditional applicants given the current economy of traditionally certified teachers.

- Multiple non-traditional certification informational sessions
- Completed nearly 200 emergency certification requests prior to school's start
- Added fifteen new bilingual teachers from Spain



# Cultivating talent: Teacher recruitment and hiring

**Emergency Certifications by Year  
from 2013-Present**



**89**

Emergency  
Certifications by First  
day of school 2016

**197**

Emergency  
Certifications by First  
Day of School 2017



# Cultivating talent: Teacher recruitment and hiring

$$\boxed{446 \text{ Hires}} + \boxed{11 \text{ Open Vacancies}} = \boxed{457 \text{ Vacancies}}$$

380 non-Teach For America  
66 Teach For America

- 28% increase in teacher applications
- 11 TPS sponsored recruiting events
- 2 online recruiting events
- 14 university sponsored recruiting events





# Questions?

