



English Learner Success Plan

Language and Cultural Services

April 2, 2018



6 Charter
Partners



80
Schools



40,000
Students



13 Special
Facilities

WHO WE ARE



3,000
Teachers



7,000
Employees



1 Bold
Journey



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

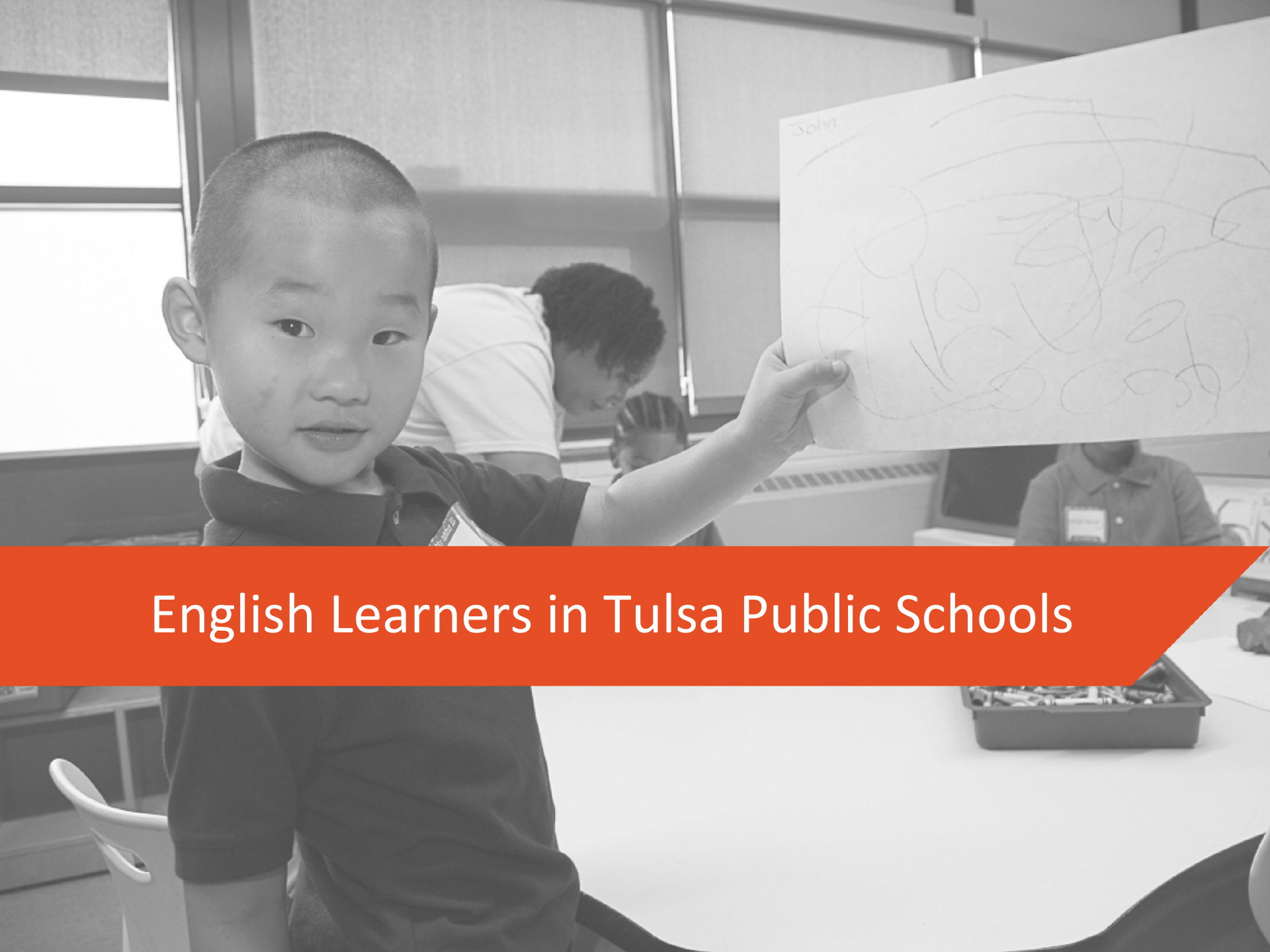
CONTRIBUTOR

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

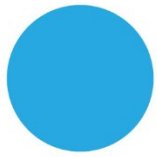
DESIGNER

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

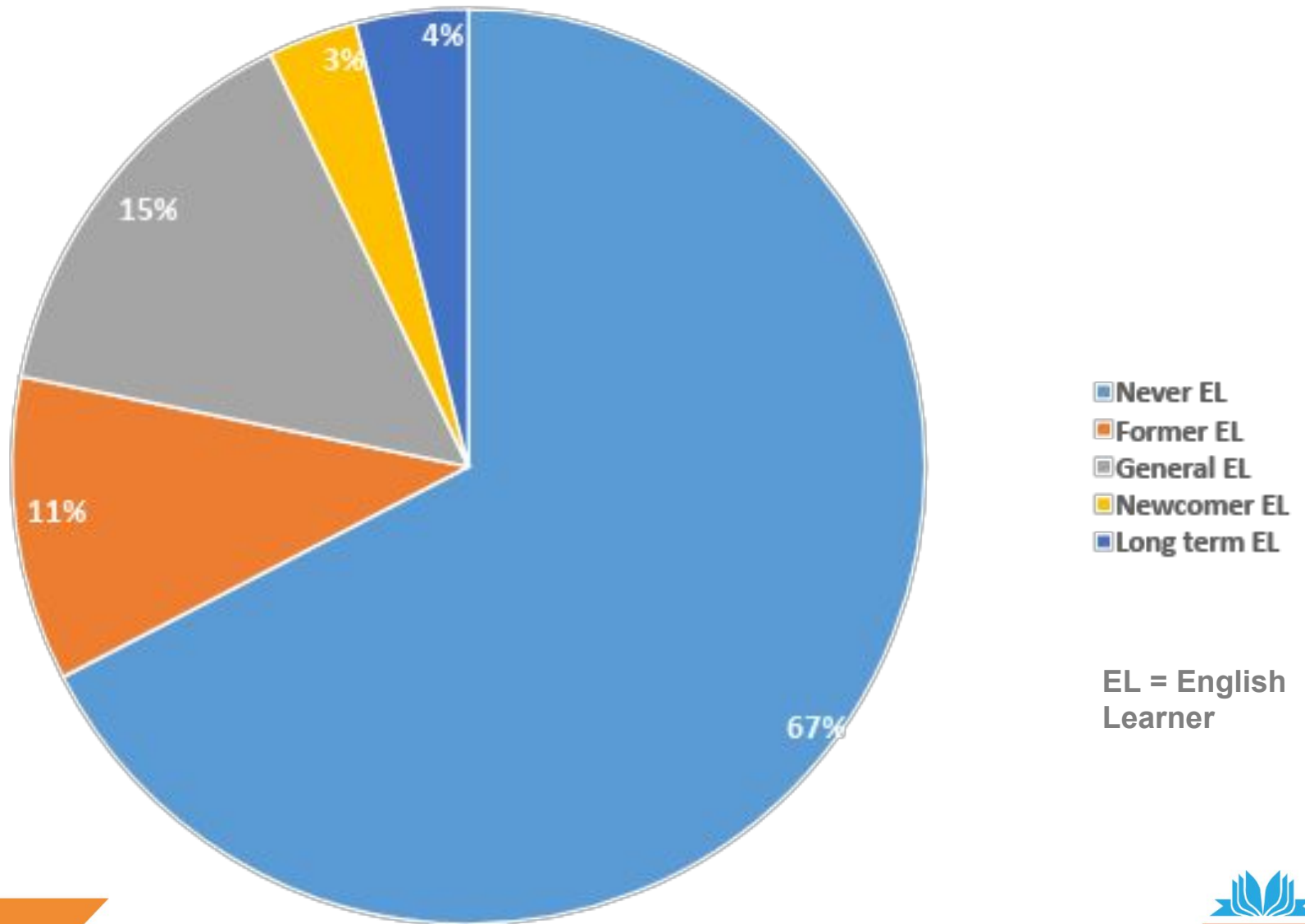




English Learners in Tulsa Public Schools

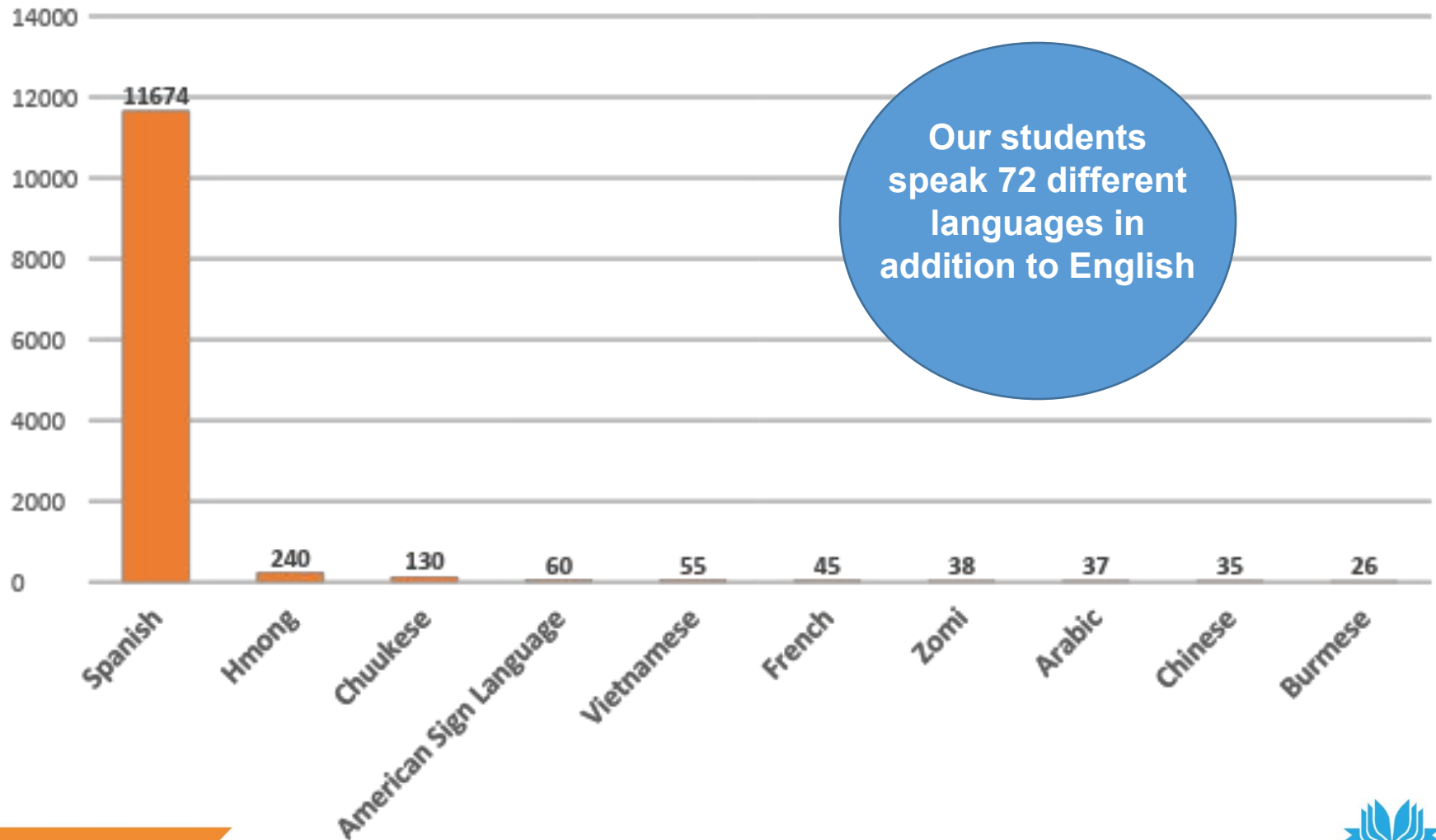


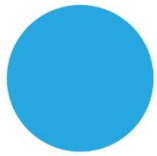
Our English learners comprise a diverse learning community



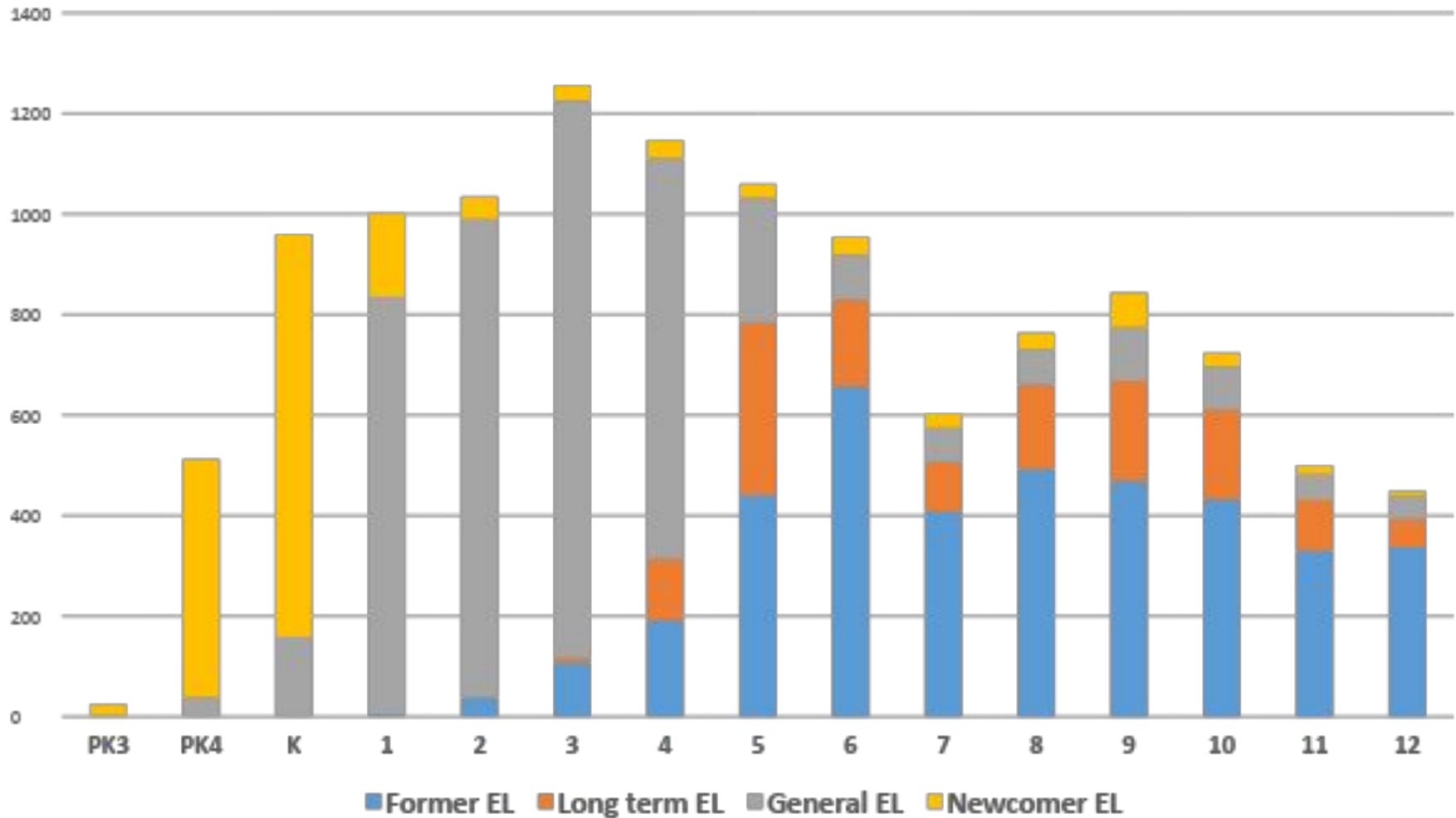


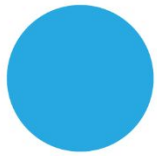
Our English learners comprise a diverse learning community 32% of our students speak Spanish



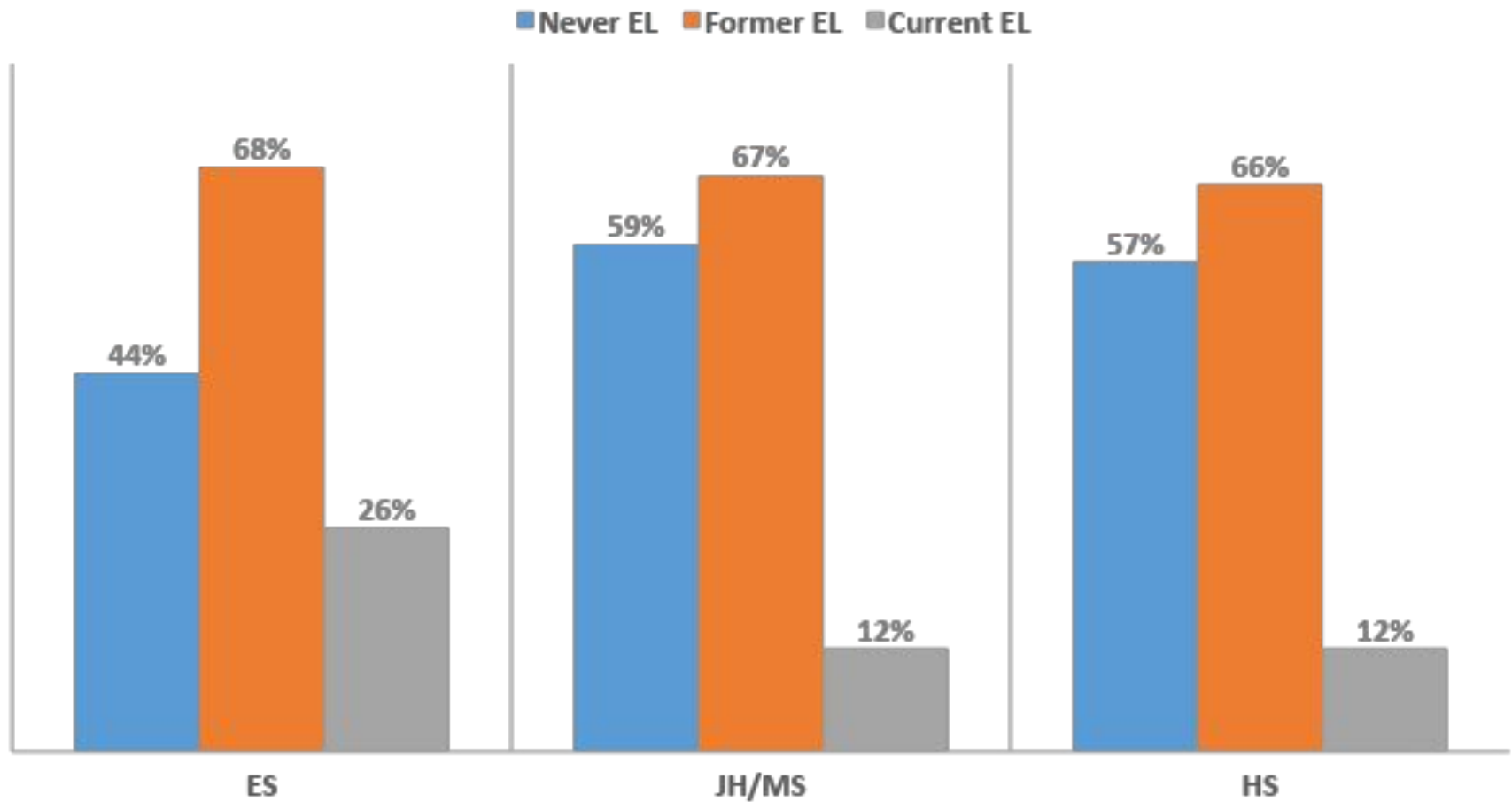


Majority of our English learners are in elementary grades but the needs of English learners are more diverse in secondary grades





Our English learners are resilient learners





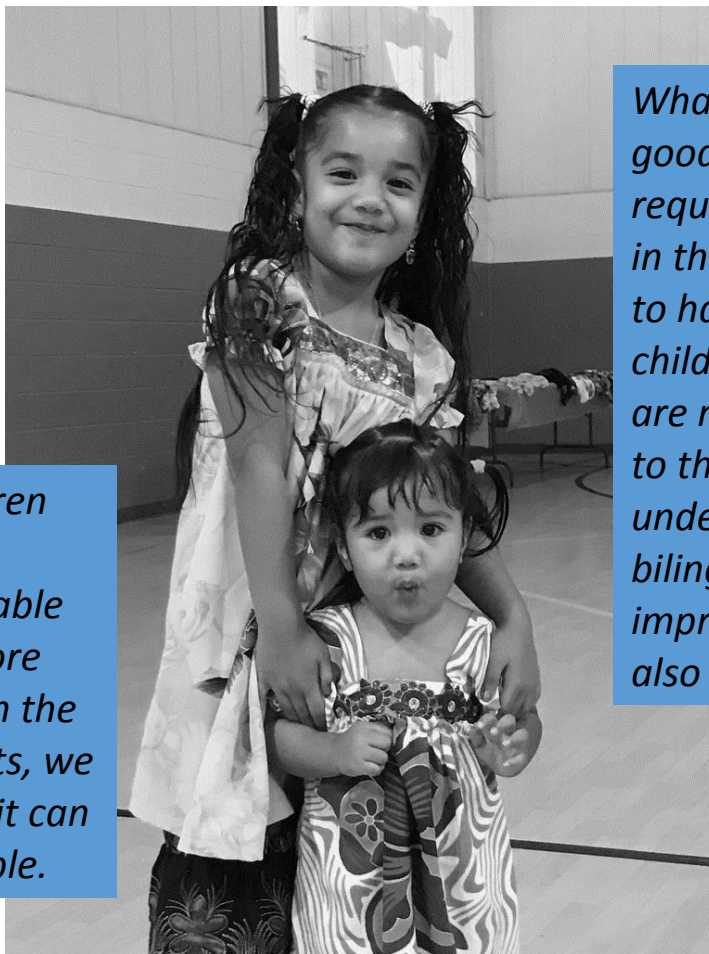
Student and Community Voice





Voices of our parents

Our dream is that our children go to university, that they achieve what we were not able to, and that they have a more fulfilling and better life than the one we have had. As parents, we must support them; I think it can be difficult but not impossible.



What I want for my children is a good quality education, and that requires having more bilingual staff in the schools so that we are able to have the tools to help our children, because sometimes we are not aware of many things due to the language used, and we understand that there are few bilingual staff. TPS needs to improve in this aspect in order to also educate us as parents.



Voices of our students



I like when I work with other people, in a group, we learn more.

I am planning to be a nurse, so I will go to college after high school.



Listening to our students, parents and community members



Christian Villa Aburto, 8th grade student, East Central Junior High

Ana Aburto, parent, East Central Junior High

Jennifer Coronado, JUNTOS Success Coach



Our Journey





EL Success Plan: Journey

- Data gathering and analysis
- Leadership team kick-off
- Feedback surveys
- Stakeholder committee kick-off

• **Stage Two:**

- EL student shadowing
- Stakeholder committee working day
- Parent focus group
- Student focus group

• **Stage Three:**

- Stakeholder committee working days
- Leadership team check-in
- Draft theory of action
- Identify priority objectives

• **Stage Four:**

- Drafting the plan
- Leadership team review
- Stakeholder committee review
- Socialize the plan
- Revise as needed
- Finalize the plan
- Present to the BOE



EL Success Plan: Vision and Mission

Vision

- Tulsa Public Schools empower all English Learners to be successful in rigorous coursework and enriched academic

Mission

- Tulsa Public Schools provides opportunities, structures, and supports for all English Learners and their families to be fully engaged in the educational process. Tulsa Public Schools values and leverages English Learners' linguistic and cultural assets to better prepare them for success in college, career, and life.



EL Success Plan: Structure

- **Vision for ELs**

- **TPS Mission for ELs**

- **Theory of Action**

- Strategic Objectives
 - High-Leverage Strategies

- **How** our district will prioritize and carry out improvements

- **Strategic Drivers**

- Language Development Approach
 - Core Educator Competencies
 - Instructional Models

- **What** our district will do to improve EL teaching and learning

- **Oversight Structure**

- Committee
 - Milestones
 - Communication Strategies

- **How** our district will monitor and evaluation Plan implementation and effectiveness



EL Success Plan: Pathway

- **Inputs**

- Theory of Action
- Strategic Drivers
- Oversight Structure

- **Outputs**

- Rigorous high-quality integrated content & language learning
- Strong EL distributive leadership
- Shared improvement priorities for ELs
- Model for the recruitment and retention of highly effective EL educators
- Strengthen and sustain EL professional learning in all schools and the system
- Coherent service models and programs
- Welcoming and culturally sustaining schools
- Enhanced family engagement

- **Outcomes**

- The rate for EL language development gains increases
- ELs that achieve at or above state standards increases
- ELs demonstrate stronger literacy and math achievement
- ELs graduate rate with college preparatory and advanced courses increase
- EL dropout rate decreases
- The EL Long Term rate decreases in secondary schools
- ELs graduate college-, career-, and life-ready



Looking Forward



Objective 1: Improve the quality of learning and teaching for English learners

- Adopting the vision, mission, core values and beliefs, the language development approach and enacting the Six Principles for Effective EL instruction in all classrooms
- Embedding the language development approach into current grade-level curriculum
- Engaging in continuous improvement cycles that use data from a comprehensive assessment system for ELs
- Supporting all teachers of ELs with planning time, curriculum and resources
- Supporting ELs with high-quality instructional resources in English and home languages



Objective 2: Recruit, retain and enrich the learning and capacity of all educators, leaders and staff

- Cultivating a strong and comprehensive EL leadership community
- Creating a comprehensive and sustained EL professional learning system for all educators and staff
- Designing and implementing a mini-badging EL program with incentives for teachers



Objective 3: Design innovative partnerships and programs to build on English learners' assets

- Expanding dual language programs
- Creating secondary dual and heritage language programs
- Expanding advanced placement language courses and pathways to a Seal of Biliteracy
- Creating multiple celebrations of ELs cultural and linguistic assets and accomplishments



Objective 4: Support diverse English learners

- Establishing partnerships with community-based organizations and institutions of higher education that support mentoring, cross-cultural learning and extended and enriched learning opportunities for students
- Creating comprehensive systems to examine diverse EL trajectories to high school graduation including transcript reviews and course taking trends
- Designing, developing and implementing programs and supports for newcomers, long-term ELs and dually-identified ELs



Objective 5: Engage families

- Designing family-friendly engagements and stronger partnerships with teachers and community-based organizations
- Identifying and addressing the challenges related to family communications and language assistance

