



2018–2019  
**ANNUAL REPORT**





## A MESSAGE FROM

### Board President Shawna Keller and Superintendent Deborah A. Gist

Dear friends, partners, and supporters,

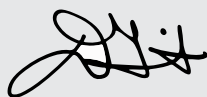
We are so pleased to share the Tulsa Public Schools 2018-2019 Annual Report with you! In these pages, you will read about the important work happening throughout our district to transform academic, personal, and social outcomes for the nearly 40,000 young people we serve. We hope that you enjoy learning 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 reading and math growth and celebrating that our number of high school graduates has increased for five consecutive 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.



Shawna Keller  
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

We are 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.

## 2018-2019 TULSA BOARD OF EDUCATION

President Shawna Keller

Vice President Suzanne Schreiber

Ruth Ann Fate | Brian Hosmer | Jennettie Marshall

Janina Wester | Stacey Woolley

## 2018-2019 LEADERSHIP TEAM

Superintendent Deborah Gist

Deputy Superintendent Paula Shannon

General Counsel Jana Burk

Chief Innovation Officer Andrea Castañeda

Chief Financial Officer Nolberto Delgadillo

Chief Information and Analytics Officer Stephen Fedore

Chief Talent and Learning Officer Devin Fletcher

Chief Operations Officer Jorge Robles



# TABLE OF CONTENTS

Our Students .....5

Our Schools .....6

Our Team .....9

Our Budget.....10

Our Results .....11

Our Students Can .....13

Our Teachers Make it Happen.....16

Our Principals are Key.....18

Our District is “All In” .....21

Our Community is Essential .....23

Looking Ahead to 2019–2020 .....29





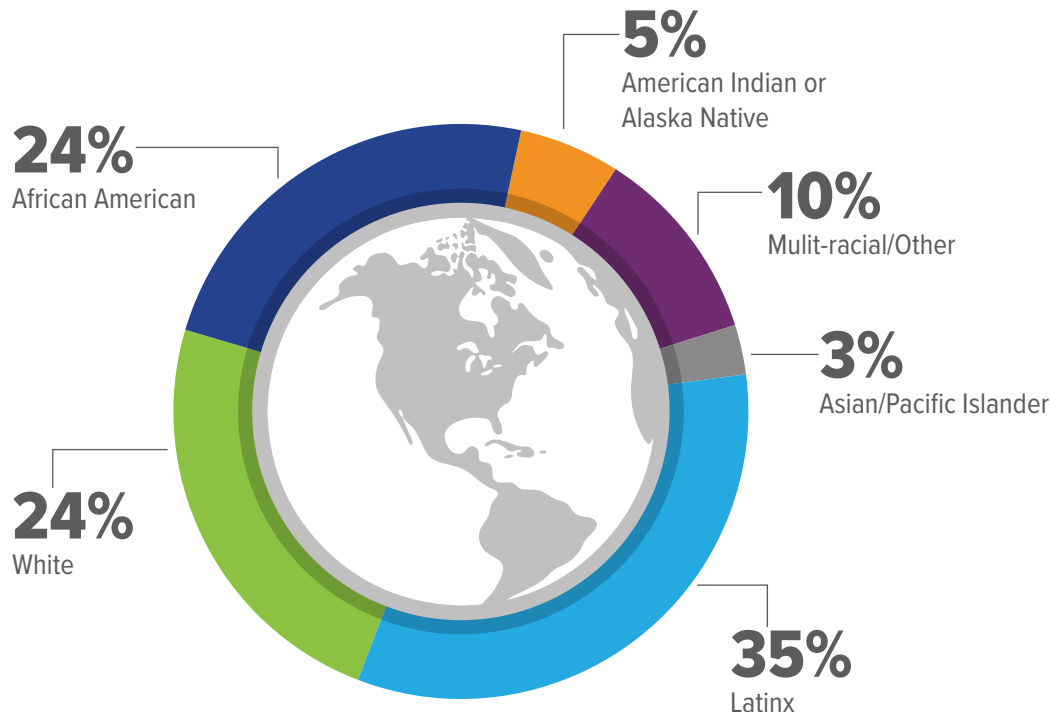
## OUR STUDENTS



# 39,105 STUDENTS

OUR STUDENTS COME FROM **65+** COUNTRIES AND SPEAK **78+** DIFFERENT LANGUAGES AND DIALECTS.

## RACIAL/ETHNIC DISTRIBUTION\*



## ENROLLMENT\*

Pre-kindergarten students	2,627
Elementary students	19,922
Junior high and middle school students	5,250
High school students	8,721
District-authorized charter students	2,585
<b>TOTAL ENROLLMENT</b>	<b>39,105</b>

Economically disadvantaged	83%
Multilingual learners	22%
Gifted and talented	12%
Students with disabilities	19%



# OUR SCHOOLS

23

SCHOOL SITES OFFERING CAREER AND TECHNOLOGY EDUCATION PROGRAMS INCLUDING:

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

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

7 DUAL LANGUAGE SCHOOLS

4 ONE-WAY DUAL LANGUAGE SCHOOLS:

Kendall-Whittier Elementary School   Skelly Elementary School  
Sequoyah Elementary School   Springdale Elementary School

1 TWO-WAY DUAL LANGUAGE SCHOOL:

Dual Language Academy

2 IMMERSION DUAL LANGUAGE SCHOOLS:

Eisenhower International School   Zarrow International School

1

PUBLIC MONTESSORI:  
Emerson Elementary School

## OUR SCHOOLS

49

ELEMENTARY SCHOOLS

8

ALTERNATIVE SCHOOLS

10

JUNIOR HIGH AND MIDDLE SCHOOLS

6

DISTRICT-AUTHORIZED CHARTER SCHOOLS

9

HIGH SCHOOLS

1

PARTNERSHIP SCHOOL

## MAGNET PROGRAMS AND APPLICATION SCHOOLS

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

## 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

SUMMIT LEARNING  
Central Junior High and Senior High School  
Hamilton Elementary School  
McClure Elementary School  
Memorial Junior High and High School  
Tulsa MET High School  
Whitman Elementary School

TEACH TO ONE  
Hale Junior High School  
McLain High School  
Webster Middle School

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



## 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  
Eisenhower International School

Eliot Elementary School  
Emerson Elementary School  
Eugene Field Elementary School  
Grimes Elementary School  
Grissom Elementary School  
Hamilton Elementary School  
Hawthorne Elementary School  
Hoover Elementary School  
John Hope Franklin 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

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 HIGH AND MIDDLE SCHOOLS

Carver Middle School  
Central Junior High School  
East Central Junior High School  
Edison Preparatory Middle School  
Hale 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

## DISTRICT-AUTHORIZED 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

\*Schools listed are for the 2019–2020 school year.



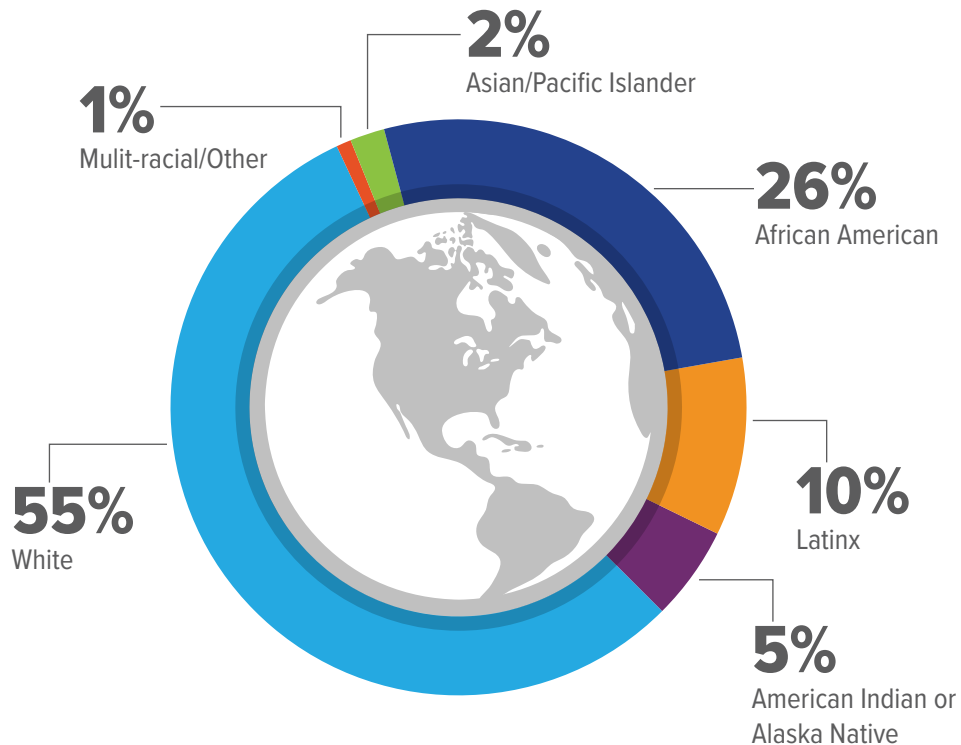
## OUR TEAM

 **6,441**  
**TEAM MEMBERS**



**3RD LARGEST  
EMPLOYER IN  
TULSA COUNTY**

## RACIAL/ETHNIC DISTRIBUTION OF OUR TEAM

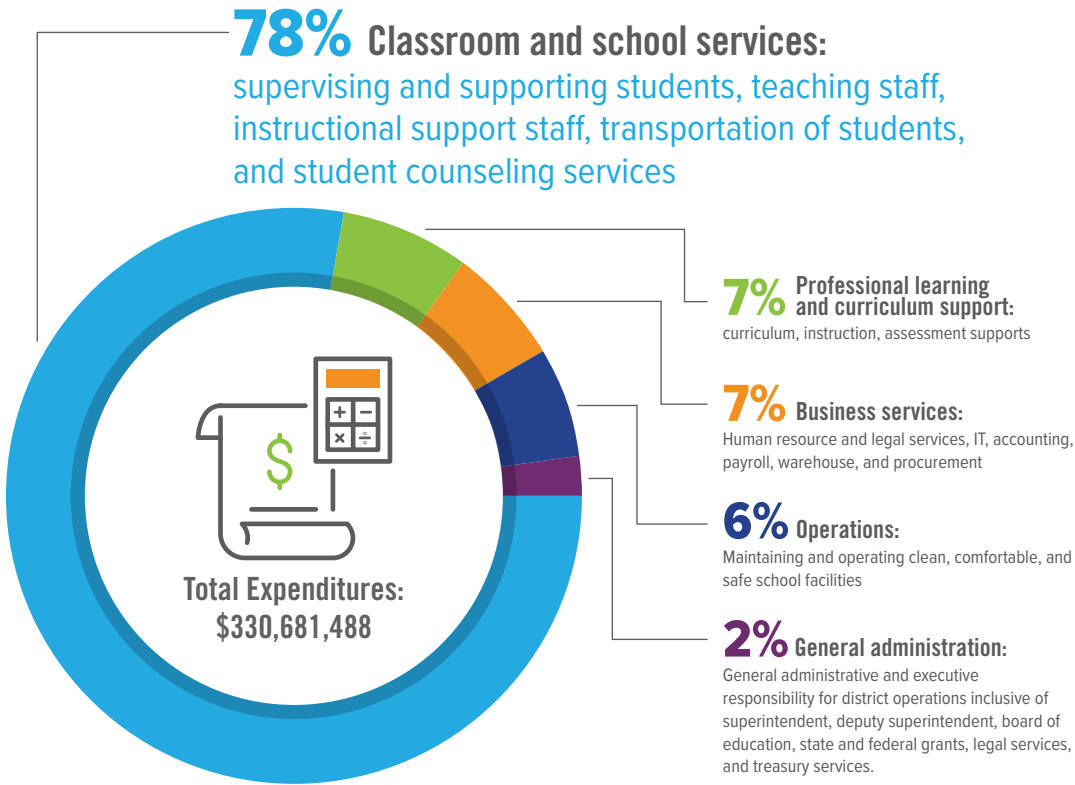


## TEAM MEMBERS

<b>2,296</b> Classroom teachers	<b>669</b> Paraprofessionals/ teacher assistants	<b>137</b> School leaders (principals and assistant principals)
<b>1,562</b> School-based support staff	<b>616</b> Part-time staff	<b>2018-2019 beginning teacher base salary* \$37,901</b>
<b>992</b> District-level support (administrative, child nutrition, facilities, maintenance, safety and security, transportation, etc.)	<b>169</b> District-level certified (nurses, speech pathologists, psychologists, mentors, etc.)	

\*Visit [TulsaSchools.org/compensation](https://www.tulsaschools.org/compensation) for more information

# OUR BUDGET



## FINANCIAL SUPPORT



- 48 competitive district, school, and classroom grants received totaling \$186,000+.
- 100 Donors Choose projects were funded by the Walmart Foundation.
- \$51 million in bond funds used for safety and facilities improvements at 43 schools.
- \$1 million in bond funds used to improve fuel-efficiency with the purchase of 8 new compressed natural gas buses.



**\$12.9 MILLION**  
in philanthropic support from the  
Foundation for Tulsa Schools

# OUR RESULTS

## DESTINATION EXCELLENCE SCORECARD



COLLEGE AND CAREER READY GRADUATES	2017-18	2018-19
Graduation rate	76.9%*	74.9%*
% of students meeting SAT college readiness benchmarks in both reading/writing and math	33%	27%
% of graduates enrolled in a post secondary institution in the fall of their cohort graduation year***		49%
ACADEMIC EXCELLENCE	2017-18	2018-19
% of 3rd graders proficient in reading	34%	33%
% of students proficient in both reading and math	26%	26%
% of students meeting projected reading growth	43%	46%
% of students meeting projected math growth	47%	49%
SAFE, SUPPORTIVE AND JOYFUL SCHOOL CLIMATE/CULTURE	2017-18	2018-19
Average daily attendance rate	91.9%	91.7%
Chronic absenteeism rate	28.0%	28.8%
Suspension rate	7.7%	
ORGANIZATIONAL HEALTH	2017-18	2018-19
Novice teacher retention rate	76.4%	76.4%
% of employees who are engaged and committed to Tulsa Public Schools (% of favorable responses based on staff survey questions)	86%	91%
% of teachers and principals with positive perceptions of district office service (% of favorable responses based on staff survey questions)	64% (teachers)	69% (teachers) 86% (principals)

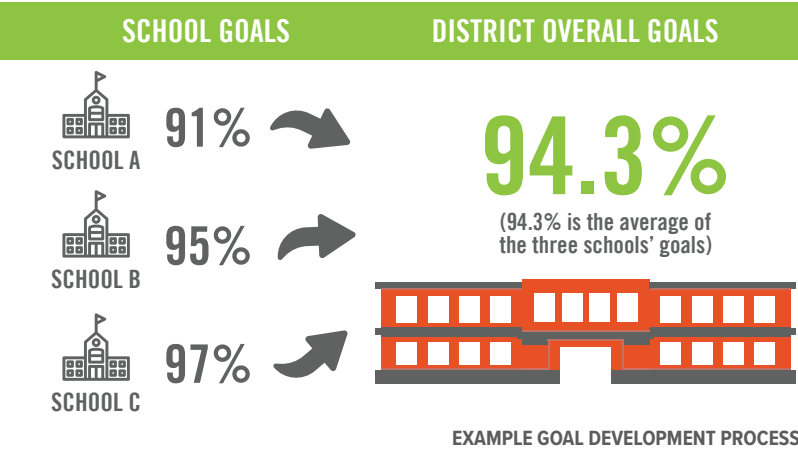
\*Graduation rate state reporting and post secondary enrollment reporting is delayed by a year. For example, the 2018–19 percentage represents the graduation rate for the 2018 cohort (which is still preliminary).

\*\*Beginning in 2018–2019, student suspension days count as absences, which results in lower attendance and higher chronic absenteeism rates.

\*\*\*New measure added to district scorecard for 2019–2020.

# OUR RESULTS

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
- **Post-secondary readiness:** percentage of 11th grade students with college-ready SAT scores on math (480) and reading (430)
- **Post-secondary enrollment:** percentage of graduates enrolled in a post-secondary institution in the fall of their cohort graduation year

### 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; and
- **Suspension rate:** percentage of students who receive out-of-school suspensions.

### ORGANIZATIONAL HEALTH

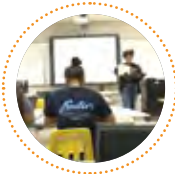
Tulsa Public Schools should be a place where people want to work - and where they share that enthusiasm with their friends, family, and community. When all 6,441 of us feel that intense and meaningful connection to each other and to our students and families, we will be able to set a new standard for 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; and
- 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.



**2 Will Rogers College High School students** became the school’s first students to make it to the Urban Debate National Championship in Washington, D.C.

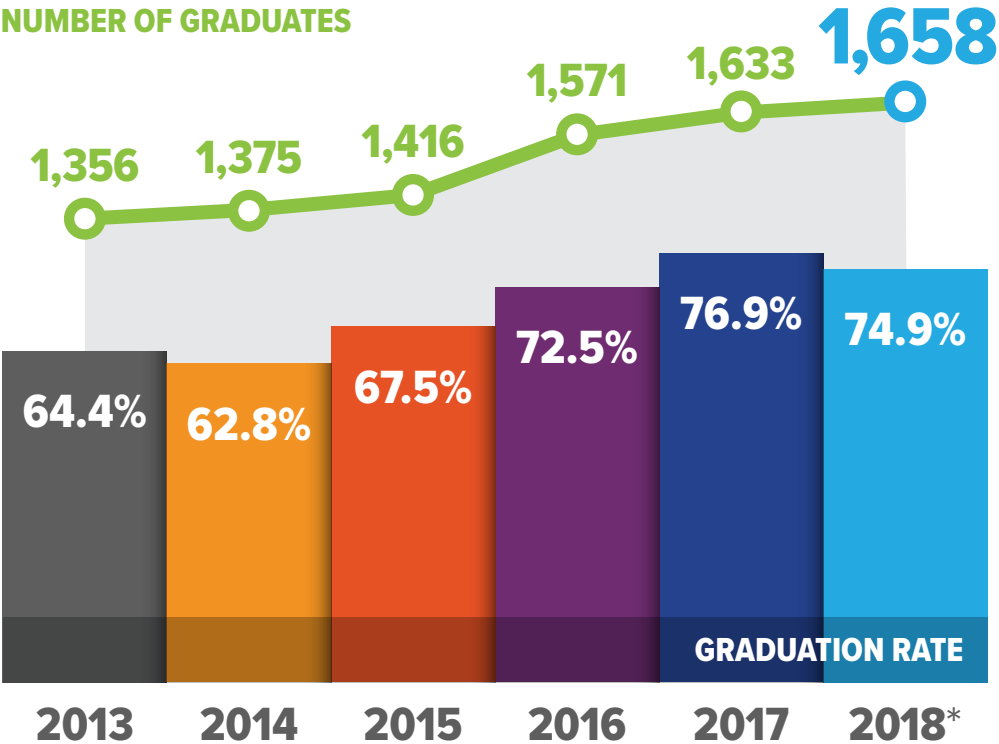


**19** episodes of “Inside Tulsa Athletics” produced by **Webster High School** broadcasting students.



## OUR NUMBER OF HIGH SCHOOL GRADUATES HAS INCREASED FOR FIVE CONSECUTIVE YEARS.

### NUMBER OF GRADUATES



\*Preliminary data as of September 13, 2019

### HALE HIGH SCHOOL

Hale High School increased the number of graduates by more than 25, and their graduation rate went up 5 percentage points.

### TULSA MET HIGH SCHOOL

Tulsa MET doubled the number of graduates and increased their graduation rate by 21 percentage points.

### BOOKER T. WASHINGTON HIGH SCHOOL

Booker T. Washington has maintained a graduation rate of 99% for 4 consecutive years.

### ROGERS COLLEGE HIGH SCHOOL

Rogers College High School increased their graduation rate by 2.7 percentage points, going from 92.5% to 95.2%.

# OUR STUDENTS CAN

## IN THE CLASSROOM

5 ppt increase in multilingual learners testing proficient in English on the ACCESS assessment.
14 ppt increase in Key Elementary School students meeting or exceeding math growth goals.*
15 ppt increase in Eugene Field Elementary School students meeting or exceeding reading growth goals.*
15 ppt increase in Eisenhower International School students meeting or exceeding math growth goals.*
17 ppt increase in Hamilton Elementary School 5th grade students meeting or exceeding math growth goals.*
17 ppt increase in Key Elementary School students meeting or exceeding reading growth goals.*
19 ppt increase in Eisenhower International School students meeting or exceeding reading growth goals.*
39 graduates from the class of 2019 earned the Seal of Biliteracy in 7 different languages.
51% of Peary Elementary 3rd grade students are meeting or exceeding reading growth goals.*
52% of students at Springdale Elementary School are meeting or exceeding their growth goals.*
64.5% of Grissom Elementary School students are meeting or exceeding their math growth goals and 59% scored in the top half nationally on the NWEA MAP math assessment.
72% of kindergarten students at Anderson Elementary School are meeting or exceeding reading growth goals.*
88% of first grade students at Key Elementary School are meeting or exceeding growth goals in math.*
95% attendance rate for the East Central High School class of 2022.
97% course completion rate for students at Tulsa Learning Academy.

## BEYOND THE CLASSROOM

7 students recognized as Tomás Rivera Scholars by the Greater Tulsa Hispanic Affairs Commission.
9 high schools offered 110 AP courses to help prepare students for their college careers.
17 students earned National Merit scholarships.
50+ student athletes received over \$953,000 in post-secondary scholarships.
300 East Central High School students participated in the school's first STEAM Fair.
310 Booker T. Washington High School graduates earned \$34 million in post-secondary scholarships.
438 concurrent enrollment students earned 1,317 college credit hours.
500 middle students participated in out-of-school time learning through The AfterOpp, choosing from 49 different clubs and activities.

\*Based on NWEA MAP assessments given in 2018-2019.



# OUR STUDENTS CAN



**1,301** middle school students participate on **70** teams.



**4,227** high school students participate on **124** teams.

## 2018 – 2019 STATE CHAMPIONSHIPS

**BOOKER T. WASHINGTON HIGH SCHOOL ACADEMIC TEAM**  
6A State Champions

**BOOKER T. WASHINGTON HIGH SCHOOL BOYS BASKETBALL**  
6A State Champions

**BOOKER T. WASHINGTON HIGH SCHOOL GIRLS SOCCER**  
5A State Champions

**EDISON PREPARATORY SCHOOL POM TEAM**  
State Champions

**EDISON PREPARATORY SCHOOL WINTER PERCUSSION**  
State Champions

**MCLAIN HIGH SCHOOL WRESTLING**  
Individual 4A State Wrestling Champion

**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 learning 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.

**120**

teachers attended the Language and Cultural Services Summit, learning best practices for supporting linguistically and culturally diverse students.

**60**

teachers attended the 2019 Tulsa Race Massacre Teacher Institute to develop culturally responsive instruction around this pivotal historic event.

**49**

career and technology education teachers honored through the State Superintendent's 2019 Career and Technology Education Award for Excellence.

**40**

teachers from **25** schools served as Equity Explorers and Equity Ambassadors, exploring and understanding implicit and explicit bias to improve supports for students of color.

**40**

early childhood teachers and school leaders participated in the district's Early Learning Working Group and created the Vision for Excellence for Early Learning.

**28**

teachers named as Teachers Institute for Tulsa Fellows.



# OUR TEACHERS MAKE IT HAPPEN

## 2019 TEACHER OF THE YEAR

### NICOLE POWELL

has been teaching for eight years and is currently a teacher at John Hope Franklin Elementary School, where she is also a part of the school leadership team. Nicole and her colleague, Hanna Al-Jibouri, founded a multi-age classroom where all students who walk through their door leave as strong readers who love learning.

Nicole also supports her students outside of the classroom by coaching soccer and serving as faculty advisor for the Book Club, Reading Buddy program, and Student Council. She holds a bachelor's degree from Texas State University and a master's degree from Oklahoma State University.

“

Waking up every day excited to go to work is an amazing feeling. Teaching is more than just a career for me - it's a passion. I have the honor of sharing my passion with a group of students who are empowered to reach their academic goals and who rise above all challenges. I can't wait to see the impact they have on the world.

”



## TEACHER OF THE YEAR FINALISTS

### ERICA GOODSON

Webster High School

### VICTORIA HALL

McLain High School

### JENNIFER LOWTHER

Will Rogers College Junior High

### REBECCA ROSELLE

Whitman Elementary School

## GOLDEN APPLE AWARD WINNERS 2018–2019



**Ana Barros**, East Central Junior High School

**Dennis Burns**, Webster High School

**Terry Buxton**, East Central Junior High School

**Rachel Caid**, Emerson Elementary School

**Sarah Carter**, Robertson Elementary School

**Eboney Dorsey**, Tulsa School of Arts and Sciences

**Jentle Dukes**, McLain High School

**Rachel Ericksen**, Penn Elementary School

**Phyllis Fields**, Jones Elementary School

**Cassandra Fowler**, Grissom Elementary School

**Abraham Kamara**, Memorial Junior High School

**Bianca Loza**, McLain High School

**Katherine Maloney**, Hawthorne Elementary School

**Trisheena Mitchell-Moore**, Wayman Tisdale Fine Arts Academy

**Kayla Naff**, Key Elementary School

**Kenneth Powell**, Memorial High School

**Kathy Shreve**, Cooper Elementary School

**James (Doug) Styers**, Edison Preparatory School

# 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 district office 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

- 500 members of school leadership teams engaged in learning about student experiences, instructional equity, and transformational leadership.
- 71 school leaders participated in small learning networks supported by an instructional leadership director, including coaching, on-site support, and ongoing professional learning.
- 71 school leaders each engaged in 76 hours of cross-school professional learning opportunities.
- 32 school leaders received 714 hours of professional learning and coaching through the New Principal Academy and Assistant Principal Learning Experience.

### BOOKER T. WASHINGTON HIGH SCHOOL

#### PRINCIPAL MELISSA WOOLRIDGE

won the 2018 Women of Color Expo’s Tulsa Educator of the Year award. Her leadership team focuses on incorporating social and emotional learning opportunities, including personalized touchpoints to provide support to students.



### CENTRAL JUNIOR AND SENIOR HIGH SCHOOL

#### PRINCIPAL JASON GILLEY

and the Central team held monthly community visits to engage students and families outside of school time.



### GRISSOM ELEMENTARY SCHOOL

#### PRINCIPAL BRENT ROWLAND

achieved 100% teacher and staff retention at Grissom Elementary School from 2017-2018 to 2018-2019.



# OUR PRINCIPALS ARE KEY

## SCHOOL LEADER VOICES



**PRINCIPAL JENE' CARPENTER**  
PATRICK HENRY ELEMENTARY SCHOOL

“ My goal as an elementary principal is to provide a supportive and nurturing learning environment to meet the demands and expectations of the families whom we serve. Throughout our quest for success, we strive to build meaningful relationships with our students through creative and innovative learning experiences. I am honored to lead my school through the journey toward Destination Excellence. The work that I've done with Tulsa Public Schools over the last 26 years has been very rewarding, and I cannot imagine working anywhere else. ”



**PRINCIPAL ELTON SYKES**  
CARVER MIDDLE SCHOOL

“ My aspiration is for my students to reach their full potential and to ensure their teachers have every resource to push our scholars toward excellence. We are #CarverStrong. We will be stronger in our academics, stronger in our athletics, and stronger in our culture. We get there by the support of our district office, including our instructional leadership director. We have the autonomy to work towards Carver's mission of empowering all students to be inquirers and to meet high academic standards in a nurturing, enriching, supportive environment where individual differences and talents are respected. ”



**PRINCIPAL IRMA SANDOVAL**  
DUAL LANGUAGE ACADEMY

“ As principal, I am committed to fostering relationships between teachers and students through rigorous and relevant instruction that provides every student with the tools they need to become successful bilingual scholars and prosperous global citizens. Our school's focus on supporting strong literacy for all our students led to a significant increase in reading growth in the 2018-2019 school year! I'm incredibly proud that we also increased our student showcase events from once a year to twice a year. Students in every grade conduct a research project, create a product, and present it to parents and community members during the showcase event. ”

# PILOT SCHOOLS

We believe that our schools are the unit for change. In 2018-2019, more than 30 school leaders and their teams either continued or began the work of implementing learning models and best practices that transform teaching and learning. Promising practices from these pilot schools, such as teacher leadership and a new school planning process, are beginning to be refined and expanded across the district. In 2019-2020, we will both expand pilot programming to include an additional 10 schools and continue using best practices to shift how we support all schools.

## › ASSESSMENT FOR LEARNING SCHOOLS

Leveraging the role of formative assessment in student learning.

Anderson Elementary School, Disney Elementary School, Mitchell Elementary School, Will Rogers College High School, Will Rogers College Junior High School, and Zarrow International School

## › CATAPULT SCHOOLS

Building a culture of learning and feedback.

Hawthorne Elementary School, McClure Elementary School, Springdale Elementary School, and Unity Learning Academy

## › DESIGN LAB SCHOOLS

Creating personalized learning experiences.

Central Junior High School, Central High School, Hale Junior High School, McClure Elementary School, McLain High School, Memorial Junior High School, Memorial High School, Tulsa Learning Academy, Tulsa MET High School, Webster Middle School, and Webster High School

## › EMPOWER SCHOOLS

Improving teacher leadership and content expertise.

Anderson Elementary School, Burroughs Elementary School, Disney Elementary School, Dolores Huerta Elementary School, Grissom Elementary School, Hamilton Elementary School, Hawthorne Elementary School, Jones Elementary School, Kerr Elementary School, Lewis & Clark Elementary School, MacArthur Elementary School, Mark Twain Elementary School, Marshall Elementary School, Mitchell Elementary School, Owen Elementary School, Peary Elementary School, Sequoyah Elementary School, Skelly Elementary School, and Springdale Elementary School

## › EQUITY PILOT SCHOOLS

Engaging in equity design, practices, and resourcing.

Academy Central Elementary School, Mitchell Elementary School, McKinley Elementary School, and Skelly Elementary School

## › SOCIAL EMOTIONAL LEARNING SCHOOLS

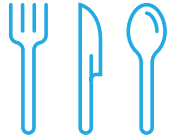
Improving social emotional learning competency for adults, students, and families.

Council Oak Elementary School, Eugene Field Elementary School, McClure Elementary School, Robertson Elementary School, and Whitman Elementary School



# 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.



## CHILD NUTRITION

**459** Child Nutrition team members served **3,288,409** breakfasts and **4,531,979** lunches at **77** school sites.



## DATA AND ANALYTICS

- › **225** unique daily users logged into our data dashboards more than **45,000** times.

## DESIGN AND INNOVATION

- › **1,300** students engaged in Summit personalized learning facilitated by **68** educators at **8** schools.
- › **200+** hours of direct supports provided to **19** schools implementing redesigned school planning processes.

## ENROLLMENT CENTER

- › **34** Enrollment Center team members served **50,987** parents and families in person and **48,020** by phone.

## FACILITIES AND MAINTENANCE

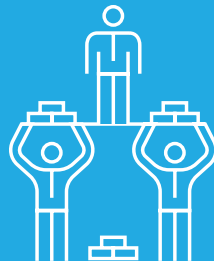
- › **450** facilities team members completed more than **35,000** work orders annually, mowed **600** acres weekly, and cleaned **8.4 million** square feet daily.

## FINANCE

- › **46** schools provided with classroom libraries through Title I funding.
- › **52%** increase in interest earnings generating **\$2.4 million** in revenue to our general and building funds.
- › **112,708** paychecks processed with greater than **99.5%** accuracy.



## SPOTLIGHT ON DISTRICT SERVICE



**539** members of Team Tulsa participated in Days of Service at **19** school sites.

**1,400** members of Team Tulsa participated in **18** Achieving Service Excellence Workshops.

# OUR DISTRICT IS “ALL IN”



## SCHOOL AND STUDENT SAFETY

**19** Campus Police team members engaged with students in over **81** classroom presentations and partnered with Tulsa Changemakers to bring student voice to school safety efforts.



## INFORMATION TECHNOLOGY

- **32,016** service desk tickets completed on **50,000+** devices district-wide.

## STUDENT AND FAMILY SUPPORT SERVICES

- **258** expectant and parenting students served through our Strong Tomorrows program at **12** secondary sites.
- **2,500** touchpoints between schools and Student and Family Support Services team, providing crisis response, behavioral management supports, and social services coordination and referrals.



## COMMUNICATIONS

**35,433** followers were kept up-to-date with photos, videos, stories, and posts on Instagram, YouTube, Twitter, and Facebook.

## TALENT MANAGEMENT

- **450** novice teachers received one-on-one coaching and mentoring supports.
- **897** team members and **196** substitute teachers hired to serve children and families in positions throughout the district.



## EARLY CHILDHOOD EDUCATION

**2,627** students enrolled in pre-kindergarten, a **5.6%** increase over 2017-2018.



## TRANSPORTATION

**150** bus drivers transported **7,800** students on **150** routes covering **13,450** miles each day.

# OUR DISTRICT IS “ALL IN”

## 2019 SUPPORT EMPLOYEE OF THE YEAR

### DONNA GARNER

is a paraprofessional at Mark Twain Elementary School and has been with the district for 25 years. Since the day she arrived, the staff and students have been amazed at her abilities and commitment. She finds ways to incorporate learning into every experience, such as sharing her love for the presidents of the United States with first-graders during breakfast time.

Her support for her students continues even after they leave her care: she recently helped a former student enroll in college and apply for financial aid after he graduated high school.

“

The best thing we can do for our kids is to expect success from them. When we prepare our students by providing the necessary tools and the curiosity to explore the world around them, then we are setting them up to be successful. We must expect success!

”



## SUPPORT EMPLOYEE OF THE YEAR FINALISTS

### PAOLA BELCHER GUTIERREZ

Dolores Huerta Elementary School

### DARRYL MAYFIELD

Kendall-Whittier Elementary School

### LORI ANNE SAMPLE

Carnegie Elementary School

### DONNA WILEY

Carver Middle School



Mayra Carranza



Julie Reagle

## TOMÁS RIVERA HEROES IN EDUCATION AWARD

Presented to educators and advocates for the impactful work they are doing in the Latinx community.

**Mayra Carranza** | Mayra is the parent involvement facilitator at Springdale Elementary School. She is lovingly known as a “jack of all trades” around the school and has been instrumental in increasing attendance rates, increasing participation in parent-teacher conferences, and establishing English classes for Springdale parents and families. In 2018-2019 alone, Mayra helped organize a Hispanic Heritage Month celebration and managed all middle school and extracurricular applications for families, providing equitable access for all families.

**Julie Reagle** | Julie teaches English Language Development at Edison Preparatory High School and is active with Immigrant Families Together South as part of their transportation and bus station greeting programs. Not only does she maintain a food pantry and supply closet for students and families, but she also advocates for and works diligently to find opportunities outside of school. She unceasingly encourages her Latinx students to pursue their goals of higher education and surmount any obstacles they may encounter.

# 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, and proactively communicating and working as a team united in the success of every student.



**659** high school students received “hot spots” providing out-of-school internet access through the Sprint 1Million Project.

- ▶ **1,360,000** calories burned during Bike Club.
- ▶ **\$50,000** grant from Up with Trees to fund an outdoor classroom at Hamilton Elementary School.
- ▶ **\$47,304** in tuition and fee assistance for concurrent enrollment students provided by Tulsa Community College, Foundation for Tulsa Schools, AEP Credits Count, and Rogers Community Foundation.

- ▶ **13,000** volunteer hours provided by parents and community members of Mayo Demonstration School.
- ▶ **1,600** students and families attended the annual Back to School Fair hosted by Tulsa Public Schools and the Coalition of Hispanic Organizations.



**100+** volunteers served **2,880** volunteer hours supporting **300** Bike Club students at **19** schools



**\$10,000** donated by Spirit AeroSystems to support STEAM programs at East Central High School.

- ▶ **550** community members attended our **4** Exploring Equity events to learn about and discuss critical issues around race, culture, and equity.
- ▶ **210** classrooms received book donations for JumpStart’s Read for the Record program.
- ▶ **1** fully-equipped STEAM Lab at Carnegie Elementary School funded by the Carnegie Foundation and Parent/Teacher Association.



## The AfterOpp

The AfterOpp is a campus-based model that connects middle school youth with community partners to improve the quality and access of learning beyond the classroom. In 2018–2019, Hale Junior High School, Rogers Junior High School, and Webster Middle School were AfterOpp sites.

With support, training, and program design from The Opportunity Project, each AfterOpp site is hosted at a Tulsa Public Schools middle school campus with daily operational oversight from a site coordinating agency. Grounded in a body of research that shows hands-on learning with a caring adult positively impacts academic achievement, behavior, and offers important career exposure, The Opportunity Project supports a network of more than 50 partners who actively engage youth in areas as diverse as hip-hop dance, rowing, art, poetry, and much more. As club leaders, these external community partners and classroom teachers provide meaningful connections between young people’s academic and personal lives and helps them build a vision for their futures.

# OUR COMMUNITY IS ESSENTIAL

## NORTH TULSA COMMUNITY EDUCATION TASK FORCE

In the fall of 2018, Tulsa Public Schools began a historic effort to improve teaching and learning experiences for students and families through radical collaboration with the communities we serve. Superintendent Gist, Board member Jennettie Marshall, and the Tulsa Board of Education formed the North Tulsa Community Education Task Force lead by the Reverend M.C. Potter and Reverend Andrea Chambers to take on the urgent work of reviewing the design of the McLain feeder pattern and developing recommendations to improve the experiences of students in those schools.

Over the fall semester, the members of the North Tulsa Community Education Task Force worked intensively to engage with each other and with community members to develop a set of recommendations for how to best serve students in North Tulsa in the 2019-2020 school year and beyond. In January 2019, the Task Force presented a set of recommendations for how to best serve students in McLain feeder pattern schools, which included the expansion of Monroe Demonstration Academy to serve all 6th, 7th, and 8th grade students in the feeder pattern.

Through this extensive collaboration, we have an opportunity to begin to create stronger academic and extra-curricular programming for our students while reducing the number of transitions that they have throughout their time in school. The most powerful thing that can happen in a school is when people rally behind it and believe that its students and teachers can achieve the extraordinary. With a unified middle school experience in the McLain feeder pattern, all students will have access to specialized programs that create exceptional learning experiences.

The expanded Monroe Demonstration Academy – along with more than 100 community volunteers – welcomed 827 students to the new school year in August 2019.



**45** volunteers made **714** calls to Monroe parents and families during a week of phone banking.



### NORTH TULSA COMMUNITY EDUCATION TASK FORCE

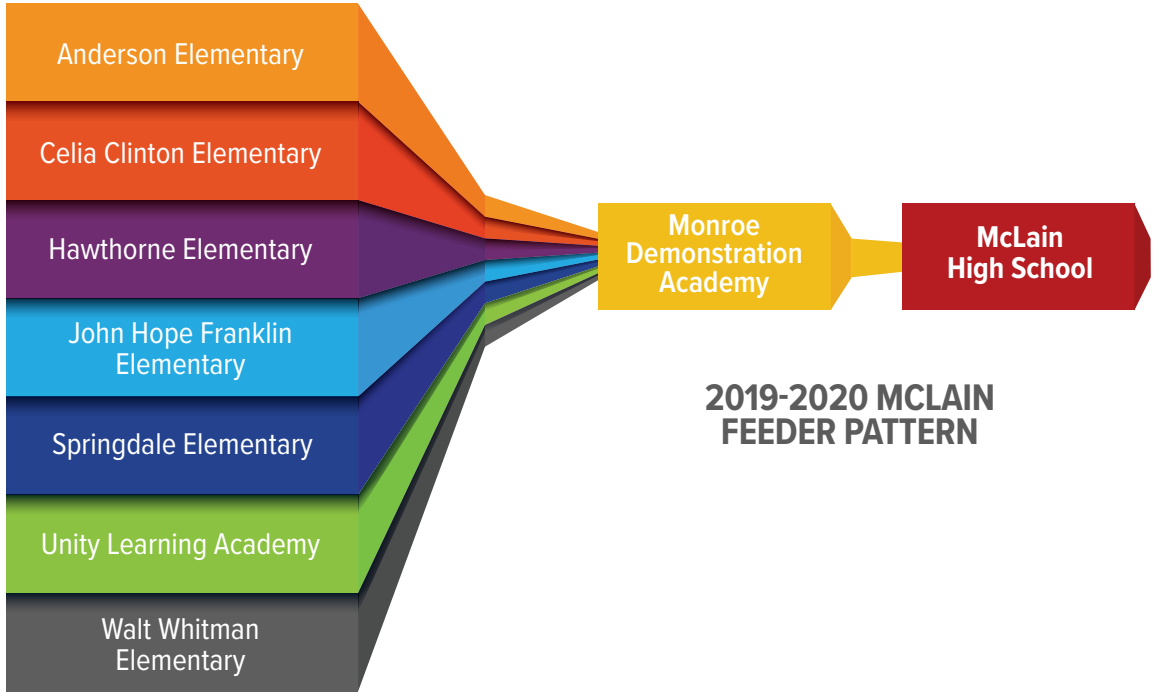
**M.C. Potter, Chair**  
**Andrea Chambers, Vice Chair**  
**Karen Pittman, Facilitator**

Richie Anderson	Sean Jarrett	Marcos Rivero
Toneille Bent	Diahanne McClellan	Dale Rolland
Marcia Bruno-Todd	Nancy McDonald	Robert Turner
Clarence Boyd	Jane Malone	OC Walker
Cindy Driver	Tim Newton	Curtis West
Lindsay Goldfarb	Jolly Meadows	
Larry Harris	Dale Mingo	



**50** volunteers engaged **193** parents and families during Monroe community canvassing days.

# OUR COMMUNITY IS ESSENTIAL



## MONROE EXPANSION

2018–2019

262

STUDENTS

35

TEACHERS  
AND STAFF

2019–2020

827

STUDENTS

68

TEACHERS  
AND STAFF



## MICROSOCIETY AT MONROE DEMONSTRATION ACADEMY

MicroSociety is an innovative program that simulates real-world economic systems, allowing students to gain years of experience solving real-world problems, thinking critically, and collaborating in diverse teams. In Monroe's MicroSociety – named Monrovia – students can be lawyers, teachers, real estate agents, bankers, business owners, or even mayor! Each scholar holds a job and contributes to the health and success of Monrovia, learning about citizenship, different professions, life skills, budgeting, and personal finance. From the time they enter the building each day, they are a community aiming to achieve sustainable change in their world and ours.



# COMMUNITY PARTNERS

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.

100 Black Men	Boston Avenue United Methodist Church	Country Club Garden	First Baptist Tulsa	Hyatt Regency
AAON	Boy Scouts	Covanta	First Christian Church	In the Spirit Christian Church
A Pocket Full of Hope	Braden Park Baptist Church	Covenant Family Church	First United Methodist Church	Ingredion
Accent REALTORS	Calvary Baptist Church	Cox Communications	First United Mortgage Group	Interim Health Care
AccessOptics	Camp Fire Green Country	Crafton, Tull & Associates, Inc.	Foundations Church	Jackie Cooper Imports
ACME Brick	Capital Homes	Creating & Managing Wealth, LLC	Fox 23	Jimmy John's
Advanced Research Chemicals	Capital One	Crowell Heights Baptist Church	Garnett Road Baptist Church	Jimmy's Egg
All Souls Unitarian Church	Capital One Auto Group	CUBES	Gilcrease Homeowners Association	John Knox Presbyterian Church
American Heritage Bank	Carbondale Assembly of God	CX Loyalty	Girl Scouts of Eastern Oklahoma	John Steele Zink Foundation
Amini's Galleria	Carbondale Church of Christ	Darby Equipment Co.	Give 'Em Hope nonprofit	John Zink Combustion
Andy's Custard	Catholic Charities	DaySpring Community Services	Global Gardens	JP Morgan Chase Bank, N.A.
Anne and Henry Zarrow Foundation	Central Bank of Oklahoma	Daylight Donuts	Grace Lutheran Church	Junior Achievement of Oklahoma
Arthur J. Gallagher Risk Management Services, Inc.	CBC Builds	Denny's	Grant Thornton Accounting	Junior League of Tulsa
Arvest Bank	CenturyLink	Dentsply	Graves McLain, LLC	Kappa Kappa Gamma
Asbury United Methodist Church	Channel 8 - KTUL	DHS Aftercare	Great Harvest Bread	Kendall-Whittier, Inc.
Assistance League of Tulsa	Charles and Lynn Schusterman Family Foundation	Dish Network	Greenheck	Kendall-Whittier Public Library
AT&T	Charles Page Neighborhood Association	Don Thornton Automotive	Growing Together	Kingdom Reign Church
Audacity Church	Children's Dental Health Care	Doubletree Hotel Downtown Tulsa	Habitat for Humanity, Tulsa	Kirkpatrick & Lai Orthodontics
Avis	Christ Temple CME Church	Eastland Baptist Church	Hahn Appliance	Lextron
Baker Hughes	Christ United Methodist Church	Eastside Christian Church	Harvard Avenue Baptist Church	Life.Church - Broken Arrow
Bama Companies	Christian Minister Alliance, Inc.	Eastwood Baptist Church	Harvard Avenue Christian Church	Life.Church - Midtown
BancFirst	Church on the Move	Ed Darby Foundation	Harvard Avenue Methodist Church	Lilyfield
Bank of Oklahoma	CiCi's Pizza	Educare	Harvard Family Meats	Lincoln Christian
Believers Church	Circle Cinema	Elote	Hedin Law PLLC	Linde Engineering
Bicycles of Tulsa	City Church	Emerson Automation	HICORP	Links, Inc.
Big Brothers Big Sisters of Oklahoma	City Lights Foundation	Enterprise	Highland Park Christian Church	Lutheran Church of Our Savior
Bike Club Tulsa	City Year Tulsa	Executive Homes	Hilti	Macy's
Billy Ray's Barbecue	Communities In Schools	EXIT Realty	Holiday Inn Downtown	Mahogany Steakhouse
Blue Cross Blue Shield	Community Food Bank of Eastern Oklahoma	F & M Bank and Trust Company	Holly Frontier	Maranatha Christian Life Center
Bob Hurley Ford & RV	Community Health Connection	Faith Technologies	Holsey Chapel CME Church	Marcy Jets, LLC
Bodean Seafood		Farmers Insurance - The Yelle Agency	Hope United Methodist Church	Mazzio's Corp.
		Fiesta Mart	Horace Mann Insurance	McDonald's
		First Baptist Church North Tulsa	Hubner Health, Inc	Memorial Drive United Methodist Church

McNellie's  
 Metro Christian Academy  
 Metropolitan Environmental  
   Trust  
 Mexican Bakery of Tulsa, Inc.  
 Modern Woodmen of America  
 Monterey's  
 Moose Lodge  
 Morgan Stanley  
 Mother Road Market  
 Mt. Zion Baptist Church  
 Muddy Bottom Ranch  
 National Association of Women  
   in Construction  
 Neelsource  
 Neighbors Along the Line  
 New Haven United Methodist  
   Church  
 New Hope  
 New Image Custom Homes, LLC  
 Night Light Tulsa  
 Ocean Dental  
 Office Depot  
 Oklahoma Aquarium  
 Oklahoma National Guard  
 Oklahoma State University  
 Oklahoma State University - Tulsa  
 Omni Air Transport  
 On the Border  
 ONEGas  
 ONEOK, Inc.  
 Operation Aware  
 Order of the Eastern Star  
 ORS Nasco

OSU Center for Health Sciences  
 OSU Family Science  
 OSU Osteopathic Medical  
   Education Consortium of  
   Oklahoma (OMECO)  
 P61 Mission  
 Papa John's  
 Paradise Baptist Church  
 Park Plaza Church of Christ  
 Parkview Baptist Church  
 Peoplesbank  
 Perry's Food Store  
 Project Elf  
 Pryor Manufacturing  
 Public Service Company of  
   Oklahoma  
 QPS Engineering, LLC  
 QuikTrip  
 Raising Cane's  
 Reading Partners Tulsa  
 Redeemer Covenant Church  
 Restoration Church  
 Resurrection Cathoic Church  
 Retired & Senior Volunteer  
   Program (RSVP)  
 Rib Crib  
 Rich and Cartmill  
 Rotary Club of Tulsa  
 Rt. 66 Main Street  
 Sanctuary Church  
 Security Bank  
 Sodexo  
 Selser Schaefer Architects  
 Sheridan Christian Center

Sigma Gamma Rho Society  
 Sims Metal  
 Six PR  
 Skelly Drive Baptist Church  
 Smitty's  
 Solvay  
 South Creekside Neighborhood  
   Association  
 South Lakewood Baptist Church  
 Southern Hills Baptist Church  
 Southern Hills United Methodist  
   Church  
 Southside Rotary  
 Southside Sertoma Club of Tulsa  
 Spartan College of Aeronautics  
   and Technology  
 Springdale Baptist Church  
 St. Dunstan's Episcopal  
 St. John's Episcopal Church  
 St. Mark's United Methodist  
   Church  
 St. Matthew's United Methodist  
 STARBASE Oklahoma  
 Steadfast Screen Printing  
 Stinnett and Associates  
 Stringer Nursery  
 Supermercados Morelos  
 T.D. Williamson  
 Temple Israel  
 Thairapy: a hair salon  
 The Child of Divorce  
 theChurch.at Downtown  
 The Common Good Tulsa  
 The Odd Fellows

The Opportunity Project  
 The Pencil Box  
 The Persimmon Group  
 TOUCH, Inc.  
 Trinity Baptist Church  
 True Blue Neighbors  
 Tulsa Area Manufacturers  
   Association  
 Tulsa Bible Church  
 Tulsa Brookside Lions Club  
 Tulsa Christian Fellowship  
 Tulsa Health Department  
 Tulsa County Sheriff's  
   Department  
 Tulsa Debate League  
 Tulsa Dream Center  
 Tulsa Global Alliance  
 Tulsa Hispanic Chamber of  
   Commerce  
 Tulsa Regional Chamber  
 Tulsa Tech  
 Tulsa Wesleyan Church  
 Turning Point Church  
 UBS Financial  
 Unidos  
 University of Oklahoma  
 University of Oklahoma - Tulsa  
 University of Tulsa  
 UPS  
 Up With People  
 US Cellular  
 Verizon  
 Will Rogers Community  
   Foundation

Will Rogers Methodist Church  
 Will Rogers Rotary Club  
 Williams  
 Woodland Acres Neighborhood  
   Association  
 World Travel Service, LLC  
 Yale Avenue Christian Church  
 Yankee Distributor  
 YMCA of Greater Tulsa  
 Young People of the Next  
   Generation  
 Youth At Heart  
 Youth Care of Oklahoma  
 Zaxby's Chicken  
 Ziegler Art and Frame

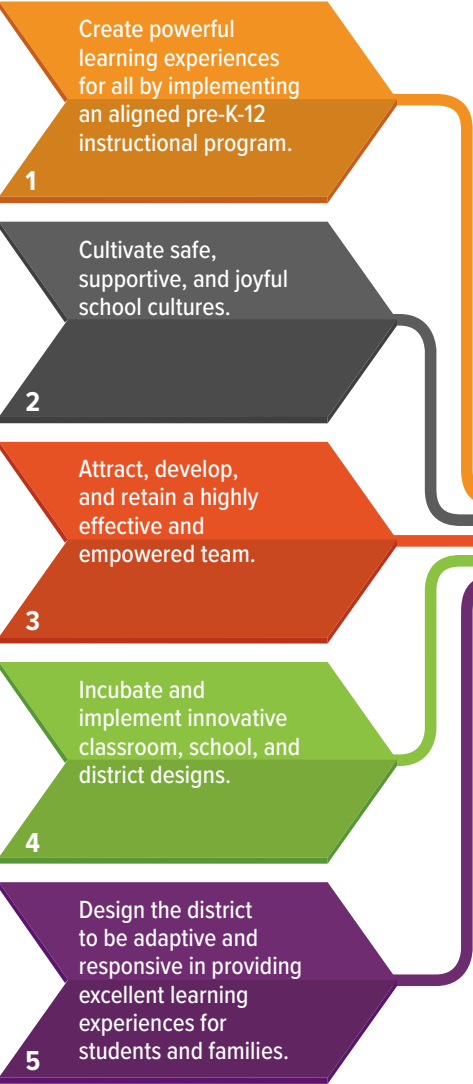
\*List up to date as of September 18, 2019

# LOOKING AHEAD TO 2019–2020

Tulsa Public Schools is on a journey to become the home of top educators and a proof point for what is possible in urban public education. Our mission is to inspire and prepare every student to love learning, achieve ambitious goals, and make positive contributions to our world.

## TO ACCOMPLISH THIS MISSION, WE CONTINUE TO FOLLOW A FIVE-PART STRATEGY:

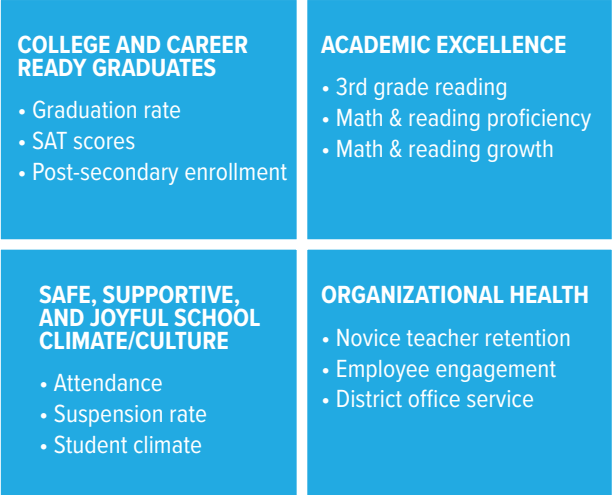
### STRATEGIES



### DESTINATION EXCELLENCE GOALS



### OUTCOMES





## FOLLOW OUR JOURNEY

TulsaSchools.org



 [facebook.com/TulsaPublicSchools](https://facebook.com/TulsaPublicSchools)

 [instagram.com/TulsaPublicSchools](https://instagram.com/TulsaPublicSchools)

 [twitter.com/TulsaSchools](https://twitter.com/TulsaSchools)