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
Jania 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
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OUR STUDENTS

39,105 STUDENTS

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

RACIAL/ETHNIC DISTRIBUTION*

- 24% African American
- 24% White
- 35% Latinx
- 5% American Indian or Alaska Native
- 10% Multiracial/Other
- 3% Asian/Pacific Islander
- 3% American Indian or Alaska Native
- 2% Multiracial/Other
- 1% Asian/Pacific Islander

ENROLLMENT*

<table>
<thead>
<tr>
<th>Enrollment Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-kindergarten students</td>
<td>2,627</td>
</tr>
<tr>
<td>Elementary students</td>
<td>19,922</td>
</tr>
<tr>
<td>Junior high and middle school students</td>
<td>5,250</td>
</tr>
<tr>
<td>High school students</td>
<td>8,721</td>
</tr>
<tr>
<td>District-authorized charter students</td>
<td>2,585</td>
</tr>
<tr>
<td>TOTAL ENROLLMENT</td>
<td>39,105</td>
</tr>
</tbody>
</table>

*2018-2019 enrollment as of 10/1/2018
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

CUINARY, 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

RACIAL/ETHNIC DISTRIBUTION OF OUR TEAM

- African American: 26%
- White: 55%
- Latinx: 10%
- Asian/Pacific Islander: 2%
- American Indian or Alaska Native: 5%
- Multi-racial/Other: 1%

3RD LARGEST EMPLOYER IN TULSA COUNTY

TEAM MEMBERS

- Classroom teachers: 2,296
- Paraprofessionals/teacher assistants: 669
- School leaders (principals and assistant principals): 137
- School-based support staff: 1,562
- Part-time staff: 616
- District-level support (administrative, child nutrition, facilities, maintenance, safety and security, transportation, etc.): 992
- District-level certified (nurses, speech pathologists, psychologists, mentors, etc.): 169

2018-2019 beginning teacher base salary*: $37,901

*Visit TulsaSchools.org/compensation for more information
**OUR BUDGET**

78% Classroom and school services:
- supervising and supporting students, teaching staff, instructional support staff, transportation of students, and student counseling services

7% Professional learning and curriculum support:
- curriculum, instruction, assessment supports

7% Business services:
- Human resource and legal services, IT, accounting, payroll, warehouse, and procurement

6% Operations:
- Maintaining and operating clean, comfortable, and safe school facilities

2% General administration:
- General administrative and executive responsibility for district operations inclusive of superintendent, deputy superintendent, board of education, state and federal grants, legal services, and treasury services.

Total Expenditures: $330,681,488

**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

<table>
<thead>
<tr>
<th>COLLEGE AND CAREER READY GRADUATES</th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduation rate</td>
<td>76.9%*</td>
<td>74.9%*</td>
</tr>
<tr>
<td>% of students meeting SAT college readiness benchmarks in both reading/writing and math</td>
<td>33%</td>
<td>27%</td>
</tr>
<tr>
<td>% of graduates enrolled in a post secondary institution in the fall of their cohort graduation year***</td>
<td>49%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ACADEMIC EXCELLENCE</th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of 3rd graders proficient in reading</td>
<td>34%</td>
<td>33%</td>
</tr>
<tr>
<td>% of students proficient in both reading and math</td>
<td>26%</td>
<td>26%</td>
</tr>
<tr>
<td>% of students meeting projected reading growth</td>
<td>43%</td>
<td>46%</td>
</tr>
<tr>
<td>% of students meeting projected math growth</td>
<td>47%</td>
<td>49%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAFE, SUPPORTIVE AND JOYFUL SCHOOL CLIMATE/CULTURE</th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average daily attendance rate</td>
<td>91.9%</td>
<td>91.7%</td>
</tr>
<tr>
<td>Chronic absenteeism rate</td>
<td>28.0%</td>
<td>28.8%</td>
</tr>
<tr>
<td>Suspension rate</td>
<td>7.7%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ORGANIZATIONAL HEALTH</th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Novice teacher retention rate</td>
<td>76.4%</td>
<td>76.4%</td>
</tr>
<tr>
<td>% of employees who are engaged and committed to Tulsa Public Schools (% of favorable responses based on staff survey questions)</td>
<td>86%</td>
<td>91%</td>
</tr>
<tr>
<td>% of teachers and principals with positive perceptions of district office service (% of favorable responses based on staff survey questions)</td>
<td>64% (teachers)</td>
<td>69% (teachers) 86% (principals)</td>
</tr>
</tbody>
</table>

*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

SCHOOL GOALS

| SCHOOL A | 91% |
| SCHOOL B | 95% |
| SCHOOL C | 97% |

DISTRICT OVERALL GOALS

94.3% (94.3% is the average of the three schools’ goals)

EXAMPLE GOAL DEVELOPMENT PROCESS

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.
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**

<table>
<thead>
<tr>
<th>Year</th>
<th>Graduates</th>
<th>Graduation Rate</th>
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</thead>
<tbody>
<tr>
<td>2013</td>
<td>1,356</td>
<td>64.4%</td>
</tr>
<tr>
<td>2014</td>
<td>1,375</td>
<td>62.8%</td>
</tr>
<tr>
<td>2015</td>
<td>1,416</td>
<td>67.5%</td>
</tr>
<tr>
<td>2016</td>
<td>1,571</td>
<td>72.5%</td>
</tr>
<tr>
<td>2017</td>
<td>1,633</td>
<td>76.9%</td>
</tr>
<tr>
<td>2018</td>
<td>1,658</td>
<td>74.9%</td>
</tr>
</tbody>
</table>

*Preliminary data as of September 13, 2019

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.

Nicolé 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

ERICICA 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.

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.

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.

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.

› 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
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”

**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.

**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.

**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 | Darryl Mayfield | Lori Anne Sample | Donna Wiley

Dolores Huerta Elementary School | Kendall-Whittier Elementary School | Carnegie Elementary School | Carver Middle School

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TOMÁS RIVERA HEROES IN EDUCATION AWARD

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

Mayra Carranza | Julie Reagle

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 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.
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.

- 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.
- 659 high school students received “hot spots” providing out-of-school internet access through the Sprint 1Million Project.
- 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.
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- 1,600 students and families attended the annual Back to School Fair hosted by Tulsa Public Schools and the Coalition of Hispanic Organizations.
- 1 fully-equipped STEAM Lab at Carnegie Elementary School funded by the Carnegie Foundation and Parent/Teacher Association.

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

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.
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.
OUR COMMUNITY IS ESSENTIAL

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.
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 Catholic 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 Church
St. John’s Episcopal Church
St. Mark’s United Methodist Church
St. Matthew’s United Methodist Church
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
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: