

# Tulsa Public Schools 2023-2027 Strategic Plan: Goal and Guardrail Updated Proposal

Last summer, the board approved the initial set of Goal and Guardrail measures with the directive that the district would bring forward an updated proposal with final baselines/targets in Summer 2022 to coincide with the launch of the strategic plan in 2022-2023.

The original package included eleven goal and interim goal measures and fourteen interim guardrail measures. With the included changes, we still have eleven goal and interim goal measures and fourteen interim guardrail measures. No goals or interim goals were changed beyond precision of wording and updated baselines and targets. Interim goal 1.2 is still included, but will be delayed until we have national benchmarks to report.

These changes fall into four categories (some goals/interim goals/interim guardrails fall into multiple categories):

- Updated baselines and targets: 19 measures
- More precise language: 9 measures
- Additional interim guardrail added: 4 measures
- Duplicative interim guardrail deleted: 4 measures

These changes can be seen on the Goals and Guardrails 2022 - 2023 through 2026 - 2027 Proposed Updates document.

*Included documents:*

- *TPS Board of Education Proposed Data Monitoring Schedule 2022 - 2023 through 2026 - 2027*
- *Goals and Guardrails 2022 - 2023 through 2026 - 2027 Proposed Updates*
- *Goals and Guardrails Measure Graphs with Historical and Projected Data*
- *Goals and Guardrails Annual Targets*

**TPS Board of Education**  
**Proposed Data Monitoring Schedule**  
**2022 - 2023 through 2026 - 2027**

Month	Goal/Guardrail	Interim(s)
<b>July</b>		<i>No reports</i>
<b>August</b>	Post-Secondary Ready Graduates (Goal 3)	<b>2022:</b> - K-5 proficiency (Spring) -- GOAL 1 - K-5 growth (Fall-Spring) -- G 1.1 - 6-8 proficiency (Spring) -- GOAL 2 - 6-8 growth (Fall-Spring) -- G 2.1 - <i>Student Belonging</i> -- GR 1.1 - <i>SEL teaching practices</i> -- GR 1.2 - <i>Staff diversity</i> -- GR 2.1 - <i>Disproportionate suspensions</i> -- GR 2.2 - <i>School choice</i> -- GR 2.3 <b>2023 - 2027:</b> - On-track for CCR diploma -- G 3.1
<b>September</b>	Post-Secondary Ready Graduates (Goal 3)	<b>2022:</b> - On-track for CCR diploma -- G 3.1 <b>2022 - 2027:</b> - Advanced course eligibility -- G 3.2 Annual board self-evaluation
<b>October</b>	<b>Superintendent Evaluation</b> - compile most up-to-date data for all metrics	
	Post-Secondary Ready Graduates (Goal 3)	- FAFSA completion -- G 3.3
<b>November</b>	K-5 Literacy (Goal 1)	- K-5 MLL English language proficiency growth -- G 1.3
	6-8 Literacy (Goal 2)	- 6-8 MLL English language proficiency growth -- G 2.2
<b>December</b>	K-5 Literacy (Goal 1)	- K-5 proficiency (Fall) -- GOAL 1
	6-8 Literacy (Goal 2)	- 6-8 proficiency (Fall) -- GOAL 2
	<b>Quarterly board self-evaluation</b>	
<b>January</b>	Post-Secondary Ready Graduates (Goal 3)	- FAFSA completion -- G 3.3
	State Corrective Action (Guardrail 4)	- <i>Timely eligibility determination</i> -- GR 4.1 - <i>SPED suspension disproportionality</i> -- GR 4.2 - <i>Timely information about SPED services</i> -- GR 4.3
<b>February</b>	Post-Secondary Ready Graduates (Goal 3)	- On-track for CCR diploma -- G 3.1
<b>March</b>	K-5 Literacy (Goal 1)	- K-5 proficiency (Winter) -- GOAL 1 - K-5 growth (Fall-Winter) -- G 1.1
	6-8 Literacy (Goal 2)	- 6-8 proficiency (Winter) -- GOAL 2 - 6-8 growth (Fall-Winter) -- G 2.1
	<b>Quarterly board self-evaluation</b>	
<b>April</b>	Post-Secondary Ready Graduates (Goal 3)	- % of graduates earning post-sec credentials -- GOAL 3
	Access to Curriculum (Guardrail 3)	- <i>AP ready AP enrollment</i> -- GR 3.1 - <i>Tech, TCC, AP/IB enrollment</i> -- GR 3.2 - <i>Course sharing</i> -- GR 3.3
	Practical Life Skills (Guardrail 5)	- <i>Hands-on Financial Literacy</i> -- GR 5.1 - <i>ICAP benchmarks</i> -- GR 5.2
<b>May</b>	Post-Secondary Ready Graduates (Goal 3)	- FAFSA completion -- G 3.3
<b>June</b>	K-5 Literacy (Goal 1)	<b>2023 - 2027:</b> - K-5 proficiency (Spring) -- GOAL 1 - K-5 growth (Fall-Spring) -- G 1.1
	K-5 Literacy (Goal 1)	- MAP fluency - G 1.2 - <i>on hold pending release of national norms</i>
	6-8 Literacy (Goal 2)	<b>2023 - 2027:</b> - 6-8 proficiency (Spring) -- GOAL 2 - 6-8 growth (Fall-Spring) -- G 2.1
	SEL Practices (Guardrail 1)	<b>2023 - 2027:</b> - <i>Student Belonging</i> -- GR 1.1 - <i>SEL teaching practices</i> -- GR 1.2 - <i>Positive youth development training</i> -- GR 1.3
	Inequitable Practices (Guardrail 2)	<b>2023 - 2027:</b> - <i>Staff diversity</i> -- GR 2.1 - <i>Disproportionate suspensions</i> -- GR 2.2 - <i>School choice participation</i> -- GR 2.3
	<b>Quarterly board self-evaluation</b>	

## Goals and Guardrails 2022 - 2023 through 2026 - 2027 Proposed Updates

### Original text

Goals
Goal 1: The percentage of K-5 students who are eligible for free/reduced lunch who are at/above the 50th percentile indicating grade-level proficiency in reading on MAP will increase from 23% in May 2021 to 40% by May 2027.
Interim Goal 1.1: Percentage of K-5 students who are eligible for free/reduced lunch meeting their projected reading growth on MAP will increase from 50% in January 2020 to 60% by May 2027
Interim Goal 1.2: Percentage of K-3 students who have demonstrated grade-level appropriate foundational reading skills (based on MAP fluency assessment) will increase from X% in May 2022 to Y% in May 2027
Interim Goal 1.3: Percentage of K-5 English Language Learner students meeting their English Language Proficiency targets will increase from X% in May 2021 to Y% by May 2027
Goal 2: The percentage of 6-8 students who are eligible for free/reduced lunch who are at/above the 50th percentile indicating grade-level proficiency in reading on MAP will increase from 26% in May 2021 to 40% by May 2027.
Interim Goal 2.1: Percentage of 6-8 students who are eligible for free/reduced lunch meeting their projected reading growth on MAP will increase from 47% in January 2020 to 60% by May 2027
Interim Goal 2.2: Percentage of 6-8 English Language Learner students meeting their English Language Proficiency targets will increase from X% in May 2021 to Y% by May 2027
Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from k% in May 2022 to l% by May 2027.
Interim Goal 3.1: Percentage of 9th, 10th, 11th, and 12th graders “on track” for College and Career Readiness diploma will increase from 68% in May 2021 to 85% in May 2027.
Interim Goal 3.2: Percentage of 10th-12th graders who meet the assessment requirements for enrolling in college and career tech courses will increase from X% in May 2021 to Y% in May 2027.
Interim Goal 3.3: Percentage of 12th grade students who complete FAFSA or other approved financial aid application will increase from 41% in 2020 to 70% in 2027.
Guardrails

### Updated text

Goals
Goal 1: The percentage of K-5 students who are <b>economically disadvantaged</b> who are at/above the <b>national</b> 50th percentile <b>indicating grade-level proficiency</b> in reading on MAP will increase from 23% in May 2022 to <b>37%</b> by May 2027.
Interim Goal 1.1: Percentage of K-5 students who are <b>economically disadvantaged</b> meeting their projected reading growth on MAP will increase from <b>33%</b> in <b>May 2022</b> to <b>45%</b> by May 2027
<i>Interim Goal 1.2: Percentage of K-3 students who have demonstrated grade-level appropriate foundational reading skills (based on MAP fluency assessment) will increase from X% in May 2023/2024 to Y% in May 2027</i> <b>We will begin to report on Interim Goal 1.2: MAP Fluency once NWEA has developed an aggregate measure</b>
Interim Goal 1.3: Percentage of K-5 <b>multilingual learner</b> students meeting their <b>annual</b> English language proficiency <b>growth</b> targets <b>on the ACCESS 2.0 language proficiency assessment</b> will increase from <b>32%</b> in May 2021 to <b>45%</b> by May 2026.
Goal 2: The percentage of 6-8 students who are <b>economically disadvantaged</b> who are at/above the <b>national</b> 50th percentile <b>indicating grade-level proficiency</b> in reading on MAP will increase from <b>22%</b> in May 2022 to <b>36%</b> by May 2027.
Interim Goal 2.1: Percentage of 6-8 students who are <b>economically disadvantaged</b> meeting their projected reading growth on MAP will increase from <b>37%</b> in May 2022 to <b>45%</b> by May 2027.
Interim Goal 2.2: Percentage of 6-8 <b>multilingual learner</b> students meeting their <b>annual</b> English language proficiency <b>growth</b> targets <b>on the ACCESS 2.0 language proficiency assessment</b> will increase from <b>19%</b> in May 2021 to <b>25%</b> by May 2026.
Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from <b>43%</b> in May 2022 to <b>54%</b> by May 2027.
Interim Goal 3.1: Percentage of 9th, 10th, 11th, and 12th graders “on track” for College and Career Readiness diploma will increase from <b>39%</b> in May 2022 to <b>49%</b> in May 2027.
Interim Goal 3.2: Percentage of 10th-12th graders who meet the assessment requirements for enrolling <b>concurrently</b> in college and career tech courses <b>from postsecondary institutions</b> will increase from 19% in May 2022 to 32% in May 2027.
Interim Goal 3.3: Percentage of 12th grade students who complete FAFSA or other approved financial aid application will increase from <b>36%</b> in <b>May 2022</b> to 70% in <b>May</b> 2027.
Guardrails

### Rationale

The language is more precise and we have included updated baselines and targets.

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NWEA is developing a measure that will allow for district-wide year-over-year comparison, hopefully within the next two years.

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We have included updated baselines and targets.

The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture
Interim Guardrail 1.1: The percentage of students' favorable responses about their sense of teacher-student relationships will increase from 57% in April 2021 to 65% (grades 6-12) in April 2027.
Interim Guardrail 1.2: The percentage of students' favorable responses about their sense of belonging will increase from 38% in April 2021 to 45% (grades 6-12) in April 2027.
Interim Guardrail 1.3: The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from X% in May 2022 to 80% in May 2027.
The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.
Interim Guardrail 2.1: The percentage of bilingual or multilingual staff and staff of color will increase from 44% in June 2021 to 50% in May 2027.
Interim Guardrail 2.2: The percentage of lowest quintile K-8 students who meet their projected reading growth will increase from 51% in January 2020 to 64% in May 2027.
Interim Guardrail 2.3: Disproportionate suspension rates for black students will decrease from 1.9X higher than the overall average suspension rate for all students in May 2020 to no more than 1.2X higher in May 2027.
The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.
Interim Guardrail 3.1: The percentage of advisory classrooms delivering district-aligned content will increase from X% May 2022 to 80% in May 2027.
Interim Guardrail 3.2: The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 42% in May 2021 to 65% by May 2027.
The supt will not allow the district to be in state corrective action regarding services to students with disabilities, including proper and timely identification.

The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture
<del>Interim Guardrail 1.1: The percentage of students' favorable responses about their sense of teacher-student relationships will increase from 57% in April 2021 to 65% (grades 6-12) in April 2027.</del>
Interim Guardrail 1.1: The percentage of students' favorable responses about their sense of belonging will increase from 38% in April 2022 to 41% (grades 6-12) in April 2027.
Interim Guardrail 1.2: The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from 27% in May 2022 to 80% in May 2027.
<del>Interim Guardrail 1.3: The percentage of high school teachers receiving district training on positive youth development will increase from 0% in May 2022 to 80% in May 2023.</del>
The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.
Interim Guardrail 2.1: The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027.
<del>Interim Guardrail 2.2: The percentage of lowest quintile K-8 students who meet their projected reading growth will increase from 51% in January 2020 to 64% in May 2027.</del>
Interim Guardrail 2.2: Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65X higher in May 2027.
<del>Interim Guardrail 2.3: The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027</del>
The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.
<del>Interim Guardrail 3.1: The percentage of advisory classrooms delivering district-aligned content will increase from X% May 2022 to 80% in May 2027.</del>
<del>Interim Guardrail 3.1: The percentage of PSAT-designated AP-ready students enrolled in AP courses will increase from 58% in May 2022 to 65% in May 2027.</del>
Interim Guardrail 3.2: The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 36% in May 2022 to 52% by May 2027.
<del>Interim Guardrail 3.3: The percentage of high schools implementing shared, cross-site courses for students will increase from 0% in May 2022 to 50% in May 2023.</del>
The superintendent will not allow the district to be in state corrective action regarding services to students with disabilities, including proper and timely identification.

This interim is duplicative of Interim Guardrail 1.1.
We have included updated baselines and targets.
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Additional interim guardrail that aligns to intent of the guardrail.
We have included updated baselines and targets.
This interim is duplicative of Goal 1 and Interim Goal 1.1.
We have included updated baselines and targets.
Additional interim guardrail that aligns to intent of the guardrail.
This interim is duplicative of Interim Guardrail 5.2.
Additional interim guardrail that aligns to intent of the guardrail.
We have included updated baselines and targets.
Additional interim guardrail that aligns to intent of the guardrail.

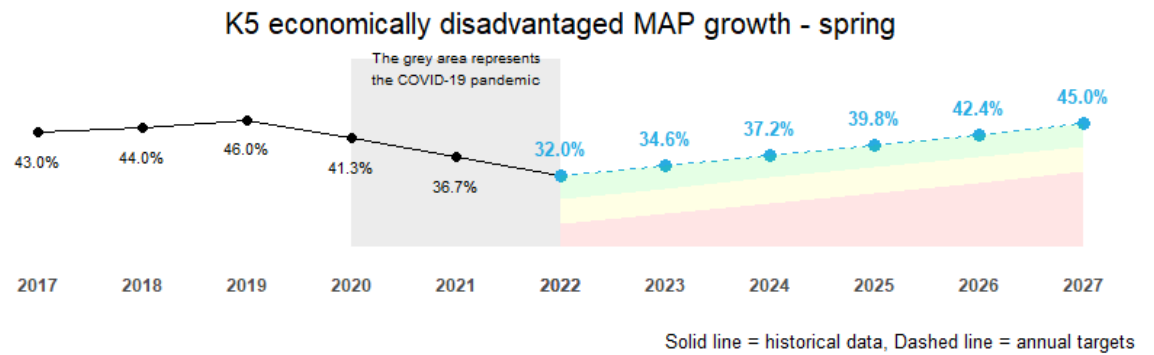
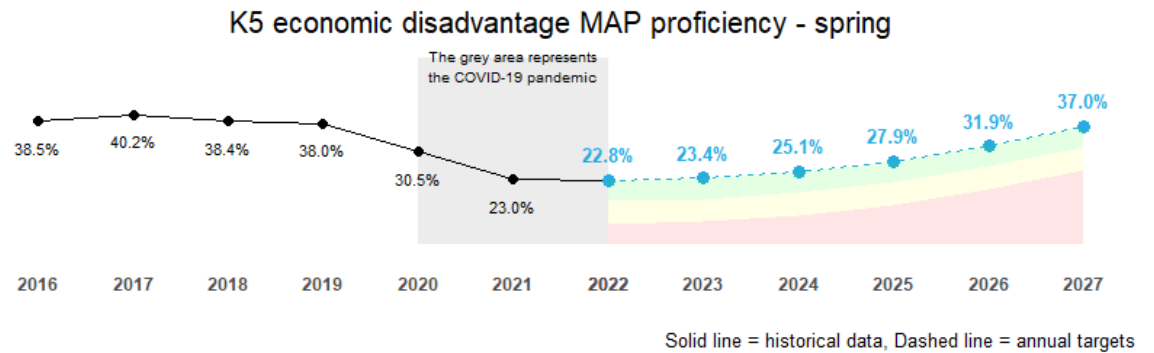
Interim Guardrail 4.1: Percentage of children who are evaluated and whose eligibility for special education services is determined within 45 school days of parent consent will increase from 94% in June 2020 to 98% in June 2025.
Interim Guardrail 4.2: Long-term suspensions or expulsions (10 days or longer) of students with disabilities will decrease from 2.1x higher than the statewide average in June 2020 to no more than 1.5x higher in June 2025.
Interim Guardrail 4.3: Families receiving accessible and timely information about special education rights, process, and services will increase from X% in May 2022 to 95% in August 2024.
The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.
Interim Guardrail 5.1: The percentage of 9th-12th grade students who have participated in at least one work-based or service learning experience will increase from X% in May 2022 to Y% in May 2027.
Interim Guardrail 5.2: The percentage of 9th-12th grade students that participate in a hands-on financial literacy experience will increase from X% in May 2022 to Y% in May 2027.
Interim Guardrail 5.3: Percentage of 9th-12th grader students completing their yearly Individual Career Academic Plan required benchmarks will increase from 50% in May 2021 to 90% by May 2027.

Interim Guardrail 4.1: Percentage of children who are evaluated and whose eligibility for special education services is determined within 45 school days of parent consent will increase from <b>89%</b> in June <b>2021</b> to <b>95%</b> in June <b>2026</b> .
Interim Guardrail 4.2: Long-term suspensions or expulsions (10 days or longer) of students with disabilities will decrease from 2.1x higher than the statewide average in June 2020 to no more than 1.5x higher in <b>June 2026</b> .
Interim Guardrail 4.3: Families <b>acknowledging receipt of</b> accessible and timely information about special education rights, process, and services will increase from <b>40%</b> in May 2022 to <b>75%</b> in August <b>2027</b> .
The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.
<del>Interim Guardrail 5.1: The percentage of 9th-12th grade students who have participated in at least one work-based or service learning experience will increase from X% in May 2022 to Y% in May 2027.</del>
Interim Guardrail <b>5.1</b> : The percentage of 9th-12th grade students that participate in a hands-on financial literacy experience will increase from <b>0%</b> in May 2022 to <b>55%</b> in May 2027.
Interim Guardrail <b>5.2</b> : Percentage of 9th-12th grade students completing their yearly Individual Career Academic Plan required benchmarks will increase from <b>23%</b> in May 2022 to <b>75%</b> by May 2027.

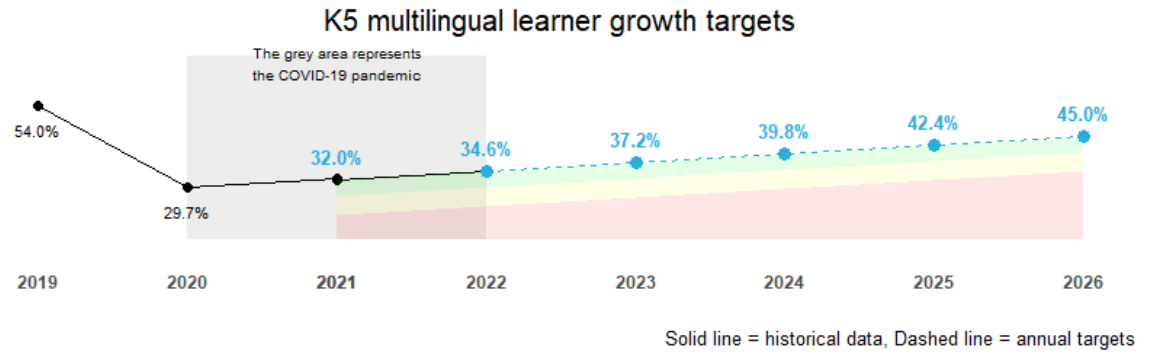
We have included updated baselines and targets.
The language is more precise.
The language is more precise and we have included updated baselines and targets.
This interim is duplicative of Goal 3, its interim goals, and Interim Guardrail 5.2.
We have included updated baselines and targets.
We have included updated baselines and targets.

# Goals and Guardrails Measure Graphs with Historical and Projected Data

Goals
<p><b>Goal 1:</b> The percentage of K-5 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 23% in May 2022 to 37% by May 2027.</p>
<p><b>Interim Goal 1.1:</b> Percentage of K-5 students who are economically disadvantaged meeting their projected reading growth on MAP will increase from 33% in May 2022 to 45% by May 2027</p>
<p><i>Interim Goal 1.2:</i> Percentage of K-3 students who have demonstrated grade-level appropriate foundational reading skills (based on MAP fluency assessment) will increase from X% in May 2023/2024 to Y% in May 2027</p>



**Interim Goal 1.3:** Percentage of K-5 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 32% in May 2021 to 45% by May 2026.

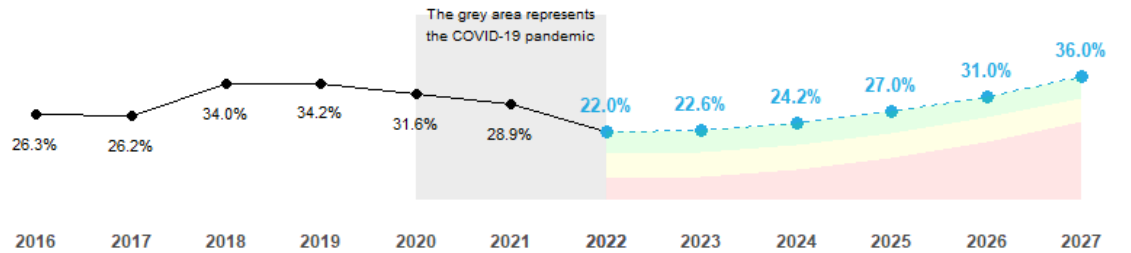


**Goal 2:** The percentage of 6-8 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 22% in May 2022 to 36% by May 2027.

**Interim Goal 2.1:** Percentage of 6-8 students who are economically disadvantaged meeting their projected reading growth on MAP will increase from 37% in May 2022 to 45% by May 2027

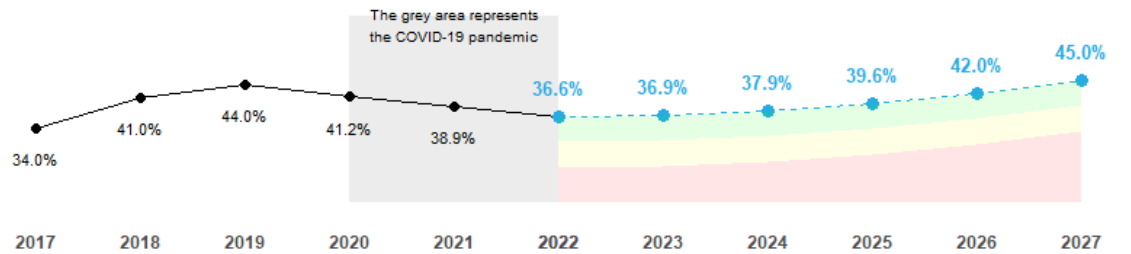
**Interim Goal 2.2:** Percentage of 6-8 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 19% in May 2021 to 25% by May 2026.

6-8 economically disadvantaged MAP proficiency - spring



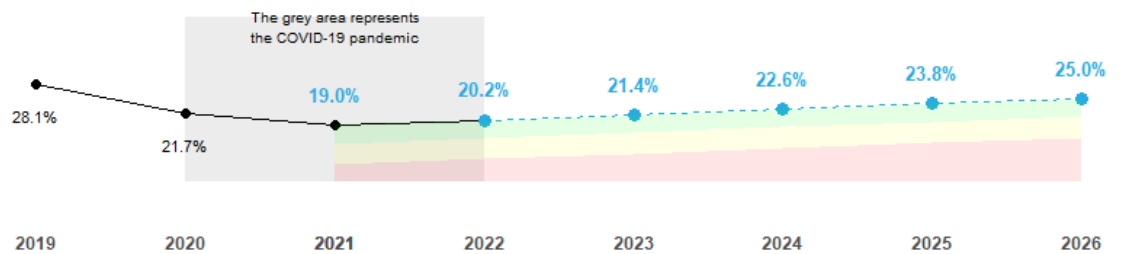
Solid line = historical data, Dashed line = annual targets

6-8 economically disadvantaged MAP growth - Spring



Solid line = historical data, Dashed line = annual targets

6-8 multilingual learner growth targets



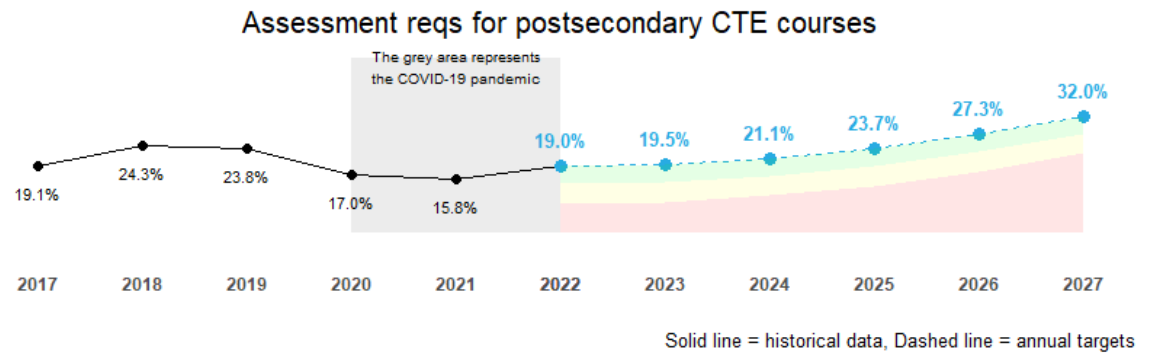
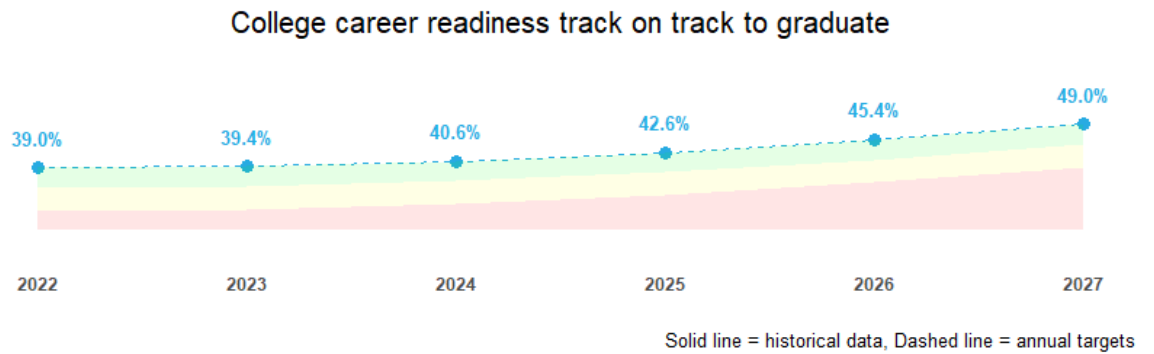
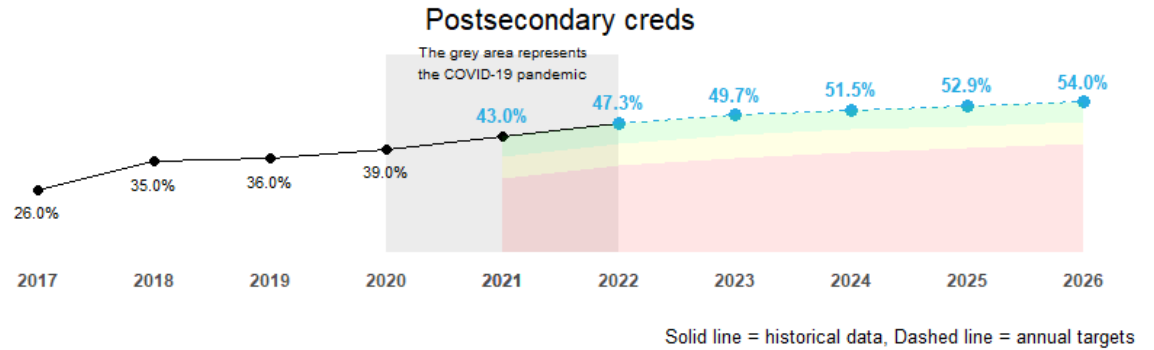
Solid line = historical data, Dashed line = annual targets



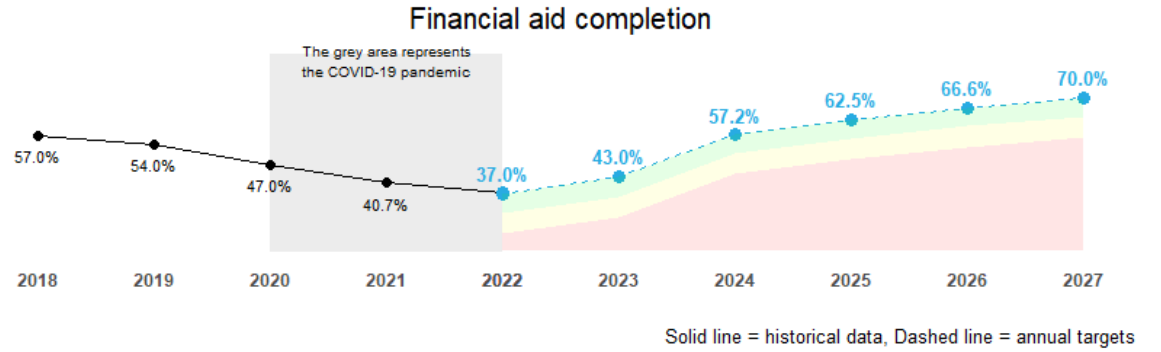
**Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from 43% in May 2022 to 54% by May 2027.**

**Interim Goal 3.1:** Percentage of 9th, 10th, 11th, and 12th graders “on track” for College and Career Readiness diploma will increase from 39% in May 2022 to 49% in May 2027.

**Interim Goal 3.2:** Percentage of 10th-12th graders who meet the assessment requirements for enrolling concurrently in college and career tech courses from postsecondary institutions will increase from 19% in May 2022 to 32% in May 2027.



**Interim Goal 3.3:** Percentage of 12th grade students who complete FAFSA or other approved financial aid application will increase from 36% in May 2022 to 70% in May 2027.



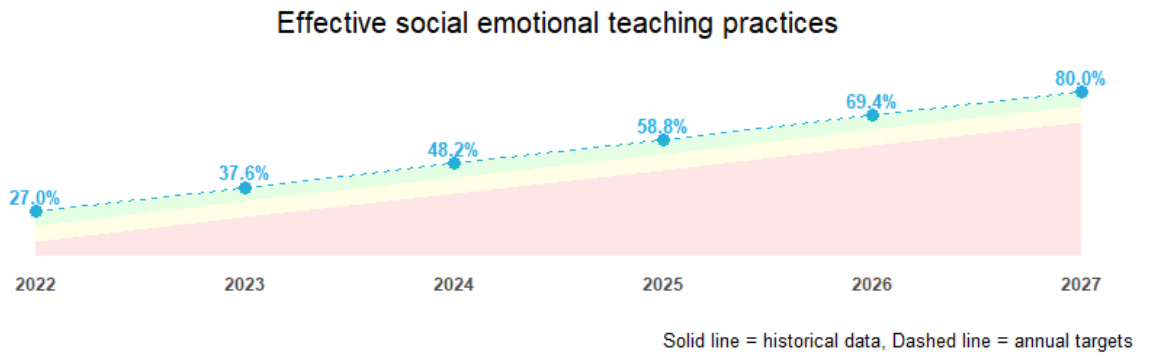
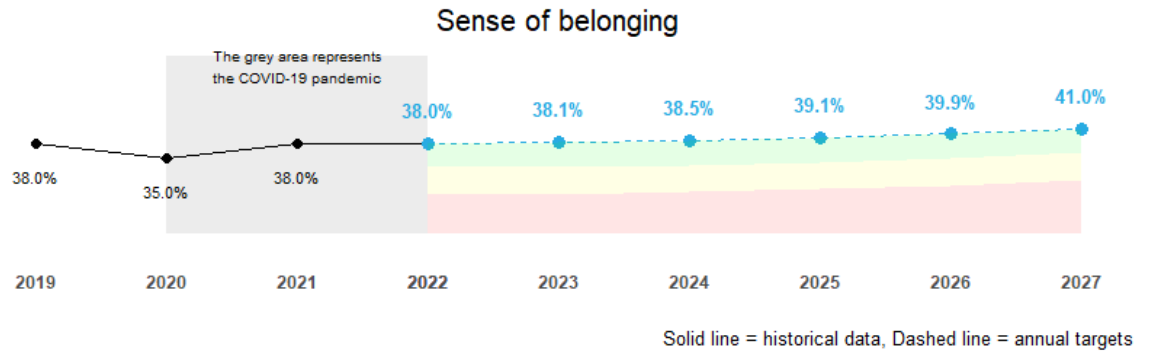
**Guardrails**

**Guardrail 1:** The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture

**Interim Guardrail 1.1:** The percentage of students’ favorable responses about their sense of belonging will increase from 38% in April 2022 to 41% (grades 6-12) in April 2027.

**Interim Guardrail 1.2:** The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from 27% in May 2022 to 80% in May 2027.

**Interim Guardrail 1.3:** The percentage of high school teachers receiving district training on positive youth development will increase from 0% in May 2022 to 80% in May 2023.

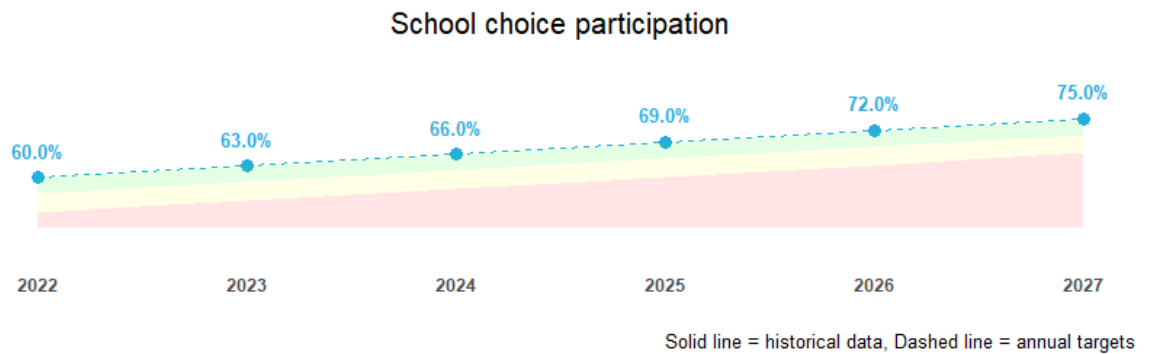
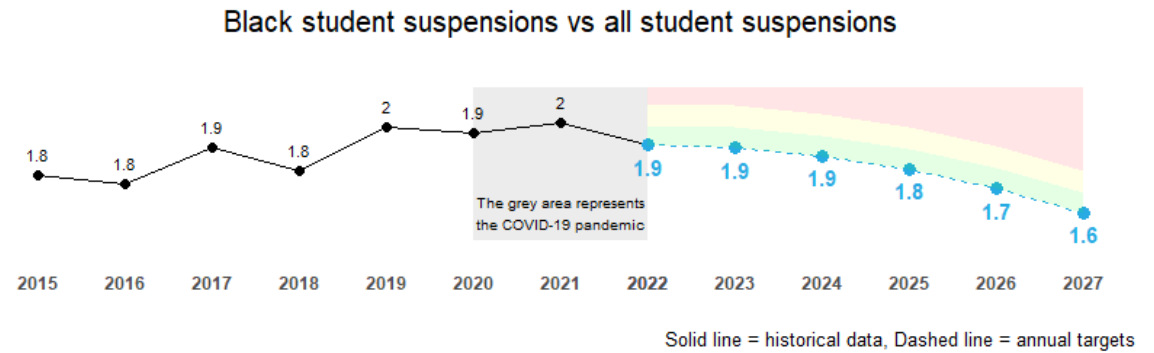
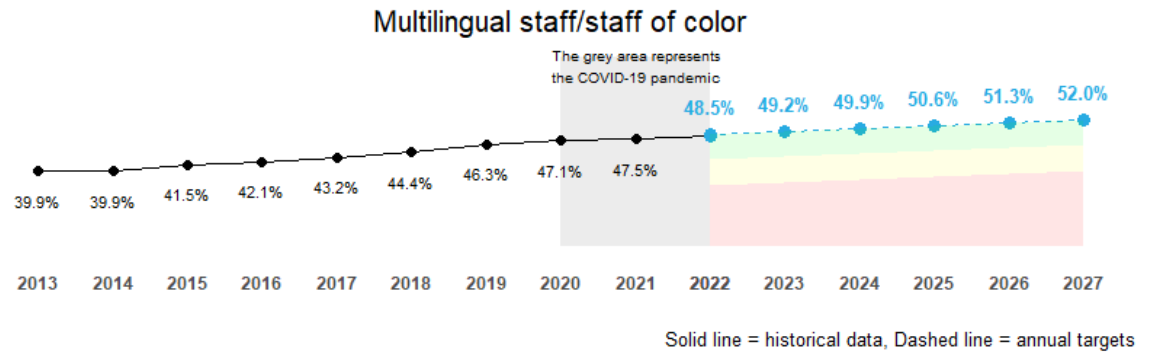


**Guardrail 2:** The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

**Interim Guardrail 2.1:** The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027.

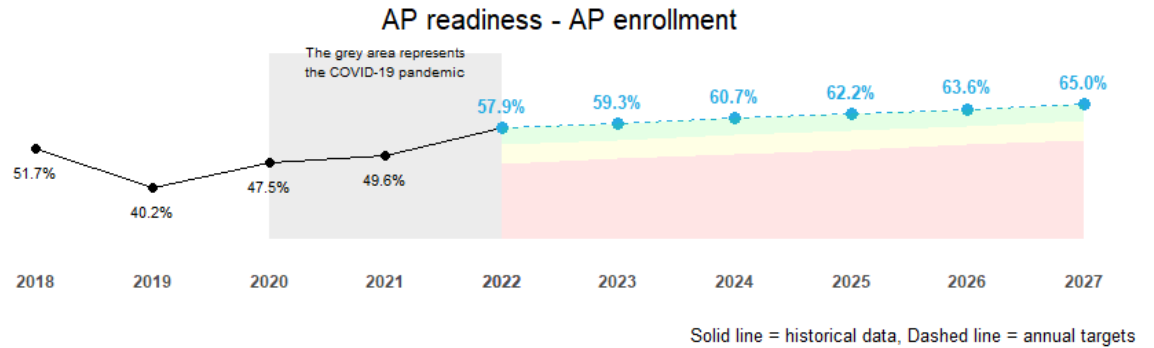
**Interim Guardrail 2.2:** Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65X higher in May 2027.

**Interim Guardrail 2.3:** The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027.

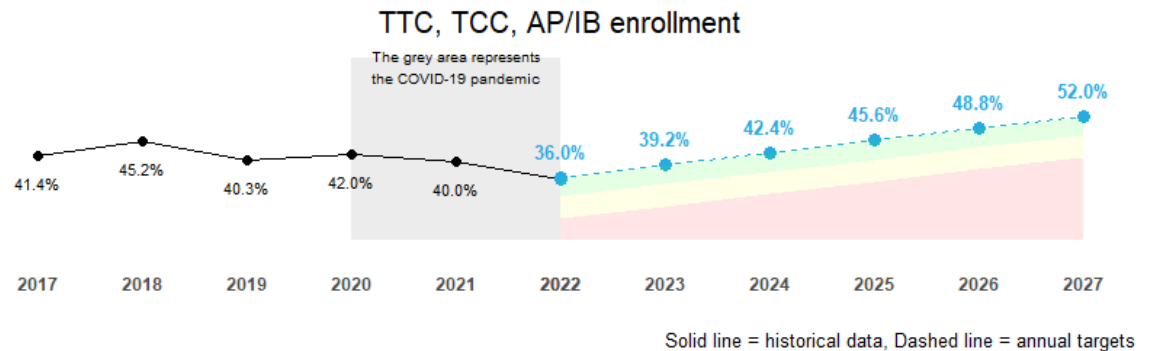


**Guardrail 3:** The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.

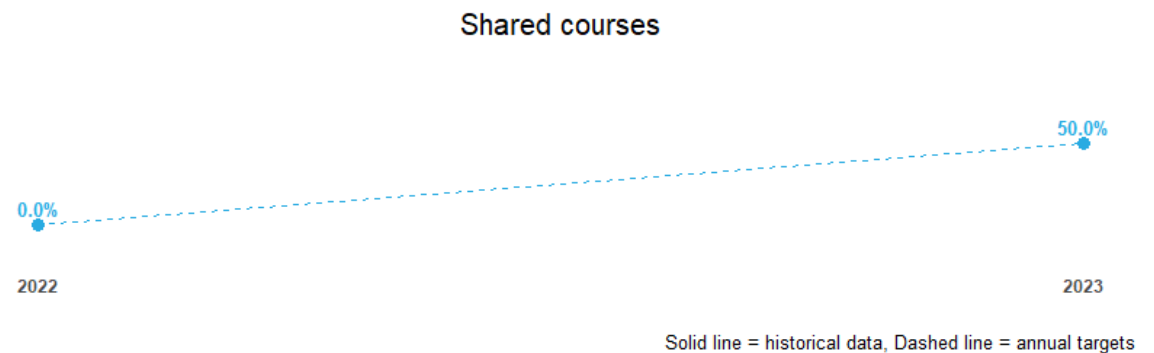
**Interim Guardrail 3.1:** The percentage of PSAT-designated AP-ready students enrolled in AP courses will increase from 58% in May 2022 to 65% in May 2027.



**Interim Guardrail 3.2:** The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 36% in May 2022 to 52% by May 2027.



**Interim Guardrail 3.3:** The percentage of high schools implementing shared, cross-site courses for students will increase from 0% in May 2022 to 50% in May 2023.



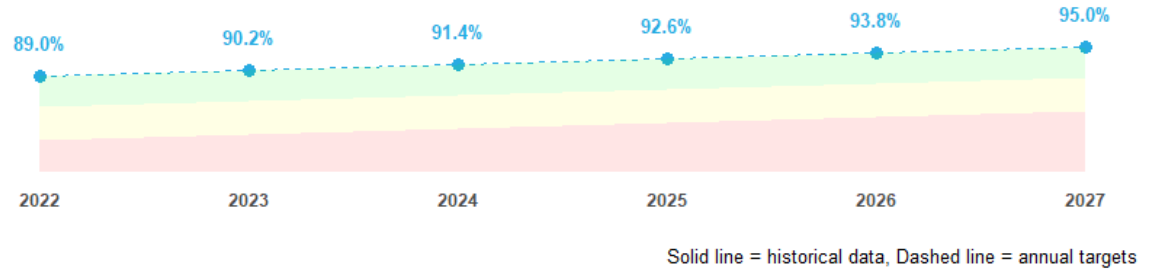
**Guardrail 4:** The superintendent will not allow the district to be in state corrective action regarding services to students with disabilities, including proper and timely identification.

**Interim Guardrail 4.1:** Percentage of children who are evaluated and whose eligibility for special education services is determined within 45 school days of parent consent will increase from 89% in June 2021 to 95% in June 2026.

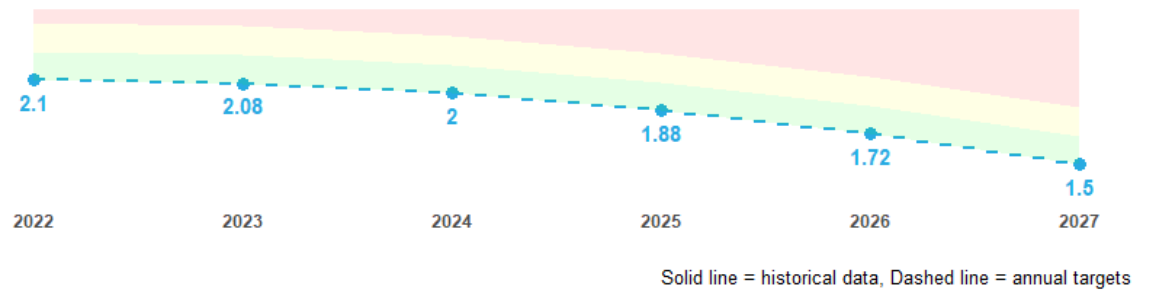
**Interim Guardrail 4.2:** Long-term suspensions or expulsions (10 days or longer) of students with disabilities will decrease from 2.1x higher than the statewide average in June 2020 to no more than 1.5x higher in June 2026.

**Interim Guardrail 4.3:** Families acknowledging receipt of accessible and timely information about special education rights, process, and services will increase from 40% in August 2021 to 75% in August 2027.

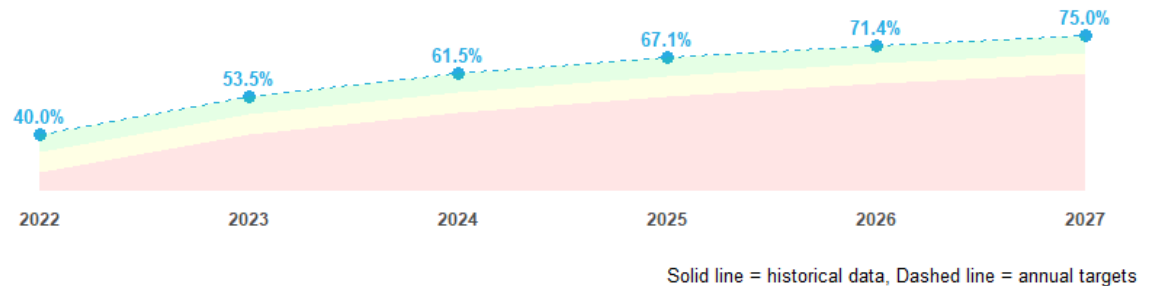
ESS eligibility determined in 45 days



ESS long-term suspensions vs statewide average



Receive timely ESS info

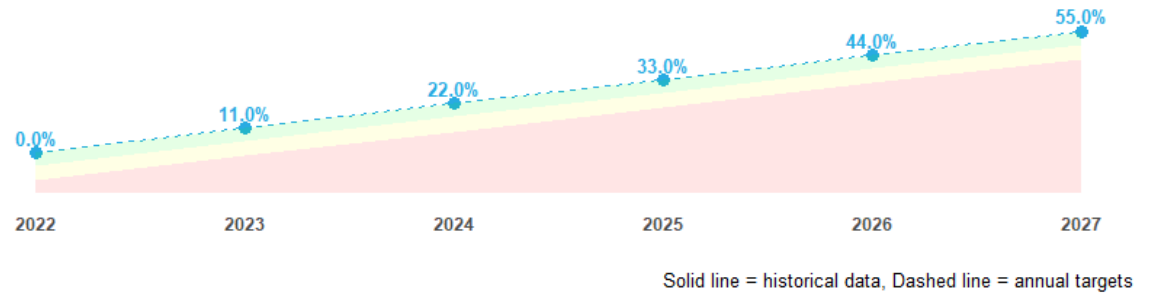


**Guardrail 5:** The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.

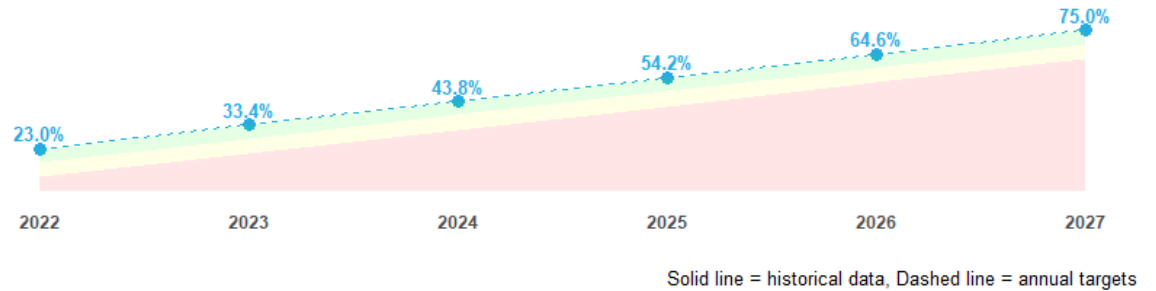
**Interim Guardrail 5.1:** The percentage of 9th-12th grade students that participate in a hands-on financial literacy experience will increase from 0% in May 2022 to 55% in May 2027.

**Interim Guardrail 5.2:** Percentage of 9th-12th grade students completing their yearly Individual Career Academic Plan required benchmarks will increase from 23% in May 2022 to 75% by May 2027.

Hands-on financial literacy



ICAP benchmarks



## Goals and Guardrails Annual Targets

Goals	Report year					
	Baseline (2022)	Y1 (2023)	Y2 (2024)	Y3 (2025)	Y4 (2026)	Y5 (2027)
<b>Goal 1: The percentage of K-5 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 23% in May 2022 to 37% by May 2027.</b>	<b>0.23</b>	<i>0.24</i>	<i>0.25</i>	<i>0.28</i>	<i>0.32</i>	<b>0.37</b>
<b>Interim Goal 1.1:</b> Percentage of K-5 students who are economically disadvantaged meeting their projected reading growth on MAP will increase from 33% in May 2022 to 45% by May 2027	<b>0.33</b>	<i>0.35</i>	<i>0.38</i>	<i>0.40</i>	<i>0.43</i>	<b>0.45</b>
<i>Interim Goal 1.2: Percentage of K-3 students who have demonstrated grade-level appropriate foundational reading skills (based on MAP fluency assessment) will increase from X% in May 2023/2024 to Y% in May 2027</i>	We will begin to report on <b>Interim Goal 1.2: MAP Fluency</b> once NWEA has developed national benchmarks for this assessment; we are expecting this to occur within the next two years.					
<b>Interim Goal 1.3:</b> Percentage of K-5 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 32% in May 2021 to 45% by May 2026.	<b>0.32</b>	<i>0.35</i>	<i>0.37</i>	<i>0.40</i>	<i>0.42</i>	<b>0.45</b>
<b>Goal 2: The percentage of 6-8 students who are economically disadvantaged who are at/above the national 50th percentile in reading on MAP will increase from 22% in May 2022 to 36% by May 2027.</b>	<b>0.22</b>	<i>0.23</i>	<i>0.24</i>	<i>0.27</i>	<i>0.31</i>	<b>0.36</b>
<b>Interim Goal 2.1:</b> Percentage of 6-8 students who are economically disadvantaged meeting their projected reading growth on MAP will increase from 37% in May 2022 to 45% by May 2027	<b>0.37</b>	<i>0.37</i>	<i>0.38</i>	<i>0.40</i>	<i>0.42</i>	<b>0.45</b>
<b>Interim Goal 2.2:</b> Percentage of 6-8 multilingual learner students meeting their annual English language proficiency growth targets on the ACCESS 2.0 language proficiency assessment will increase from 19% in May 2021 to 25% by May 2026.	<b>0.19</b>	<i>0.20</i>	<i>0.21</i>	<i>0.23</i>	<i>0.24</i>	<b>0.25</b>



<b>Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from 43% in May 2022 to 54% by May 2027.</b>
<b>Interim Goal 3.1:</b> Percentage of 9th, 10th, 11th, and 12th graders “on track” for College and Career Readiness diploma will increase from 39% in May 2022 to 49% in May 2027.
<b>Interim Goal 3.2:</b> Percentage of 10th-12th graders who meet the assessment requirements for enrolling concurrently in college and career tech courses from postsecondary institutions will increase from 19% in May 2022 to 32% in May 2027.
<b>Interim Goal 3.3:</b> Percentage of 12th grade students who complete FAFSA or other approved financial aid application will increase from 36% in May 2022 to 70% in May 2027.
<b>Guardrails</b>
<b>Guardrail 1:</b> The superintendent will not allow the ineffective implementation of social emotional learning strategies that support effective teaching and learning in a safe, inclusive climate and culture
<b>Interim Guardrail 1.1:</b> The percentage of students’ favorable responses about their sense of belonging will increase from 38% in April 2022 to 41% (grades 6-12) in April 2027.
<b>Interim Guardrail 1.2:</b> The percentage of classrooms observed implementing consistent, effective social and emotional teaching practices will increase from 27% in May 2022 to 80% in May 2027.
<b>Interim Guardrail 1.3:</b> The percentage of high school teachers receiving district training on positive youth development will increase from 0% in May 2022 to 80% in May 2023.
<b>Guardrail 2:</b> The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

<b>0.43</b>	<i>0.47</i>	<i>0.5</i>	<i>0.52</i>	<i>0.53</i>	<b>0.54</b>
<b>0.39</b>	<i>0.39</i>	<i>0.41</i>	<i>0.43</i>	<i>0.45</i>	<b>0.49</b>
<b>0.19</b>	<i>0.20</i>	<i>0.21</i>	<i>0.24</i>	<i>0.27</i>	<b>0.32</b>
<b>0.36</b>	<i>0.43</i>	<i>0.57</i>	<i>0.62</i>	<i>0.67</i>	<b>0.70</b>
<b>0.38</b>	<i>0.38</i>	<i>0.39</i>	<i>0.39</i>	<i>0.40</i>	<b>0.41</b>
<b>0.27</b>	<i>0.38</i>	<i>0.48</i>	<i>0.59</i>	<i>0.69</i>	<b>0.80</b>
<b>0.00</b>	<b>0.80</b>				

**Interim Guardrail 2.1:** The percentage of bilingual or multilingual staff and staff of color will increase from 49% in June 2022 to 52% in May 2027.

**Interim Guardrail 2.2:** Disproportionate suspension rates for black students will decrease from 1.89X higher than the overall average suspension rate for all students in May 2022 to no more than 1.65 X higher in May 2027.

**Interim Guardrail 2.3:** The percentage of transitional grade students (5th and 8th graders) who participate in the school choice process will increase from 60% in February 2022 to 75% in February 2027.

**Guardrail 3:** The superintendent will not deny any secondary students who have met relevant pre-requisite requirements access to curriculum offerings within Tulsa Public Schools.

**Interim Guardrail 3.1:** The percentage of PSAT-designated AP-ready students enrolled in AP courses will increase from 58% in May 2022 to 65% in May 2027.

**Interim Guardrail 3.2:** The percentage of juniors/seniors enrolled in Tulsa Tech, TCC, or AP/IB courses will increase from 36% in May 2022 to 52% by May 2027.

**Interim Guardrail 3.3:** The percentage of high schools implementing shared, cross-site courses for students will increase from 0% in May 2022 to 50% in May 2023.

**Guardrail 4:** The superintendent will not allow the district to be in state corrective action regarding services to students with disabilities, including proper and timely identification.

**Interim Guardrail 4.1:** Percentage of children who are evaluated and whose eligibility for special education services is determined within 45 school days of parent consent will increase from 89% in June 2021 to 95% in June 2026.

	<b>0.49</b>	<i>0.49</i>	<i>0.50</i>	<i>0.51</i>	<i>0.51</i>	<b>0.52</b>
	<b>1.89</b>	<i>1.88</i>	<i>1.85</i>	<i>1.80</i>	<i>1.74</i>	<b>1.60</b>
	<b>0.60</b>	<i>0.63</i>	<i>0.66</i>	<i>0.69</i>	<i>0.72</i>	<b>0.75</b>
	<b>0.58</b>	<i>0.59</i>	<i>0.61</i>	<i>0.62</i>	<i>0.64</i>	<b>0.65</b>
	<b>0.36</b>	<i>0.39</i>	<i>0.42</i>	<i>0.46</i>	<i>0.49</i>	<b>0.52</b>
	<b>0.00</b>	<b>0.50</b>				
	<b>0.89</b>	<i>0.90</i>	<i>0.91</i>	<i>0.93</i>	<i>0.94</i>	<b>0.95</b>

<b>Interim Guardrail 4.2:</b> Long-term suspensions or expulsions (10 days or longer) of students with disabilities will decrease from 2.1 x higher than the statewide average in June 2020 to no more than 1.5x higher in June 2026.
<b>Interim Guardrail 4.3:</b> Families acknowledging receipt of accessible and timely information about special education rights, process, and services will increase from 40% in August 2021 to 75% in August 2027.
<b>Guardrail 5:</b> The superintendent will not allow students to graduate high school without practical, hands-on life skill experiences.
<b>Interim Guardrail 5.1:</b> The percentage of 9th-12th grade students that participate in a hands-on financial literacy experience will increase from 0% in May 2022 to 55% in May 2027.
<b>Interim Guardrail 5.2:</b> Percentage of 9th-12th grade students completing their yearly Individual Career Academic Plan required benchmarks will increase from 23% in May 2022 to 75% by May 2027.

<b>2.10</b>	<i>2.08</i>	<i>2.00</i>	<i>1.88</i>	<i>1.72</i>	<b>1.50</b>
<b>0.40</b>	<i>0.54</i>	<i>0.62</i>	<i>0.67</i>	<i>0.71</i>	<b>0.75</b>
<b>0.00</b>	<i>0.11</i>	<i>0.22</i>	<i>0.33</i>	<i>0.44</i>	<b>0.55</b>
<b>0.23</b>	<i>0.33</i>	<i>0.44</i>	<i>0.54</i>	<i>0.65</i>	<b>0.75</b>