

November 18, 2024 Agenda

Questions and Answers

(Agenda item numbers are based on the 11.18.24 draft agenda)

E.6 Amend Teaching and Learning Initiative of Oklahoma (TLI) Agenda Item

I did think item #6 is interesting in that it gives teachers some professional development which should help teachers teach better, and maybe help retain teachers. Please help expound.

The TLI partnership offers critical professional development and support to school leaders, leading to enhanced teacher instructional skills and boosting teacher retention. By equipping school leaders with strong coaching techniques grounded in district curriculum and teacher professional development supports, TLI helps ensure that teachers receive more targeted feedback and support, directly improving classroom practices. TLI partnered with elementary school leaders during both the 2023-2024 and 2024-2025 school years. Feedback from elementary school leaders and survey data show that TLI's training of school leaders has significantly strengthened literacy instruction and increased teacher confidence. Given this success, we aim to expand these supports to secondary schools through the OSDE GAP grant. This initiative aligns with our district's strategic priorities, aiming to elevate student achievement and further strengthen our teacher support systems.

E.8 School Mint

Clarifying, will the new software be used for the upcoming 25-26 school year or will the current software be used? It was a little unclear.

The district will begin using the new software in the spring of 2025 to enroll students for the 2025-2026 school year.

E.9 Encumbrance Report

On page 8 of 19 of the encumbrance report, TPS paid Tulsa Community \$338K this time. Was this for the summer and after-school programs that were approved in June?

Yes, this is for summer school 2024. The Opportunity Project, through TCF, supports Ready. Set. Summer by connecting our schools with community partners. This partnership helps expand learning opportunities during summer programming by providing engaging, hands-on experiences for students. The Opportunity Project was selected as the most responsive partner to RFP #21022 in July 2021. TCF invoices us for services and they pay the community partners.

Please explain New Direction Solutions for \$49,000 on page 13 of 19 of the encumbrance report.

This is a contract for therapists to provide services to students. This was approved on the September 18th board agenda as item E.8. as special education staffing solutions for therapeutic services required for students with special needs.

Please explain GCOMM Holdings, LLC for \$49,992 on page 17 of 19 of the encumbrance report.

This is for advertising on Channel 6 to recruit pre-k families to the district.

GCOMM Holdings, LLC is Griffin Media, the umbrella company for Channel 6. This is for a purchase of advertising on Channel 6, specifically commercials during the newscasts. This will allow us to purchase media ads from Griffin Media, LLC, during the 2024-2025 school year to promote district enrollment and employee recruitment.

Griffin Media offers a well-rounded platform of media outlets to reach Oklahomans. They offer an extensive range of promotional media outlets, such as TV and radio, and outdoor billboard networks. Utilizing Griffin Media as a vendor affords us the ability to promote Tulsa Public School enrollment and employment opportunities.

The purpose of running ads on Channel 6 is to engage with customers in the local area and build a strong presence in the community. Channel 6 allows us to create both broad and targeted ad campaigns to reach specific audiences. Every year, we advertise for pre-k enrollment in a variety of ways including advertising on TV, commercials, and billboards. This helps us to reach a wide audience and ensure that all families across Tulsa have information and access to enrollment for their four-year-old children.

Our data from the 2024-2025 enrollment period indicates that our pre-k enrollment ads reached 430,242 Tulsans from January 2024 to June 2024. Utilizing Channel 6, a trusted local vendor, offers the advantage of establishing a personal connection and working with a vendor that understands and meets the unique needs of the community.

E.13 Routine Staffing Items

Has the district developed an exit interview process to better document the reasons teachers and staff are leaving the district? It would be good to have data on this.

We are continuing to improve and refine our exit interview process. Currently, we have conducted 17 exit interviews so far. Our retention strategist reaches out with a formal email inviting the teacher to participate in an exit interview. During this conversation, the strategist explores potential solutions that might encourage the teacher to stay. Additionally, we have a Teacher Concern Form, encouraging teachers to share challenges, so that we can proactively identify issues and provide support accordingly.

E.17 Adjunct/Aspiring Teachers

Is there a limit to how many of the Aspiring Educators will be hired?

We are planning to keep the Aspiring Educator position posted through December, as we have a unique advantage over other districts: We can hire student teacher interns and December graduates immediately, even before their final transcript shows their bachelor's degree. Once their degree is conferred, we can transition them from adjunct status to certified teacher status.

How many have applied and been considered?

We've hired 22 aspiring educators so far, with two more currently in the onboarding process. Over 150 individuals have applied, we currently have five candidates in our active pool and another five being vetted.