



# State of TPS Address

## Progress, challenges, and what's next

Dr. Ebony Johnson  
October 27, 2025

# ABOUT OUR DISTRICT



## MISSION

Our students lead through literacy, are empowered through experience, and contribute to their community.

## VISION

We honor the diversity, creativity, and passion of our students, elevating every student to be designers of their destiny.

## Progress, challenges, and what's next

- Welcome families, students, educators, staff, and partners, and thank you for your commitment.
- Our purpose tonight is to share two-year progress and the path ahead.
- We commit to district non-negotiables including transparency, accountability, and equitable outcomes for every student.

# Dr. Johnson's Non-Negotiables for Tulsa Public Schools



**WE CONTINUOUSLY IMPROVE BASED ON DATA.**



**WE USE THE DISTRICT SELECTED CURRICULA AND ASSESSMENT TOOLS.**



**WE WELCOME AND EMPOWER TULSA PUBLIC SCHOOLS FAMILIES.**



**WE CREATE AND MAINTAIN WARM AND SUPPORTIVE ENVIRONMENTS.**



**WE LEAD BY EXAMPLE.**



## SYSTEM SNAPSHOT

**45** ELEMENTARY SCHOOLS

**10** MIDDLE SCHOOLS

**9** HIGH SCHOOLS

**8** ALTERNATIVE SCHOOLS

**6** DISTRICT-AUTHORIZED  
CHARTER SCHOOLS

**3** VIRTUAL SCHOOLS

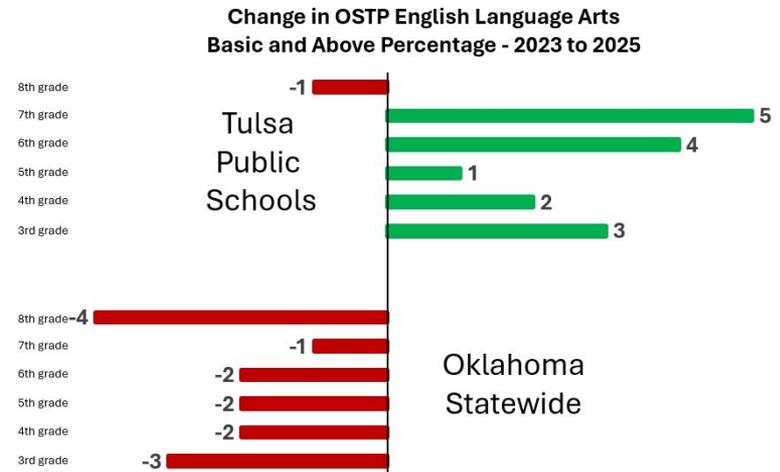


# Academic Success — Early Literacy & Elementary Reading

- Our literacy results have risen across grades over the last two years, even as statewide scores slipped.
- Our data shows consistent intervention use has driven MAP growth in concert with aligned curriculum, small-group instruction, coaching, and tighter progress monitoring.
- There's more work to be done; we're pressing to accelerate toward our 2027 goals.



**GAINS AMID  
DOWN STATEWIDE  
ENVIRONMENT**



# Post-Secondary Readiness: On-Track, Eligible, and Earning Real Credit

- In 2024-25, the percentage of students on track for a College and Career-Ready diploma grew to 59.2%, up 10.6% in one year and ahead of the 2027 goal.
- 68.8% of 10th-12th graders are currently enrolled in AP (2,531), IB (524), concurrent/dual-credit (415), TulsaTech (629), or a credentialed pathway (2,354) in TPS Career Tech).
- We increased credit-bearing offerings through TCC and Tulsa Tech that align to local high-demand fields.
- We are launching a districtwide Career Pathways Initiative, dramatically increasing students' opportunity to earn industry-based certifications, coursework, and internships at all high schools.
- 98% of students completed FAFSA/Opt-Out form.



**MORE CREDIT,  
EARLIER ACCESS**



# Operational & Strategic Alignment: Budgeting for Classrooms and Trust

- We are directing the majority of operating dollars to schools—78.5% of the General Fund goes to school sites (teachers, counselors, student supports, operations at schools).
- FY25 delivered classroom-first investments (\$6M retention incentive, teacher salary schedule increases, and higher support-staff headcount; FY26 budgeting right-sizes post-ESSER funding to protect instructional functions.
- We tightened financial controls and transparency with a new CFO and Executive Director of Accounting (both CPAs), stricter purchasing and invoicing controls, and clearer board policies.



PRIORITIES,  
INVESTMENTS &  
TRANSPARENCY



# Teacher Retention: Turnover Down, Support Up

- Overall teacher retention improved from 80.1% (SY21–22) to 83.9% (SY24–25), reversing the post-COVID dip.
- Novice retention rose from 71.2% → 76.2% over the same period, narrowing the experience gap.
- Coaching, targeted onboarding, OTEP leadership pathways, and dependable sub coverage are powering these gains.

**“I enjoy helping other teachers and I feel like I am good at it.” - Spring 2025 OTEP participant**



**RISING STABILITY  
SINCE SY22**



# Teacher Vacancies: Faster Fills, Targeted Needs

- Our internal snapshots show fewer vacancy-cover sub requests compared to last year, indicating quicker fills and fewer unstaffed classrooms.
- Open roles are concentrated in elementary grades and SPED.
- We're tightening our hiring pipeline — earlier offers, residencies/apprenticeships, and university partnerships — to sustain the downward trend alongside retention gains.



FEWER GAPS,  
K-5 & SPED FOCUS



# Attendance & Chronic Absenteeism: Every Day Counts

- Through day 40 (SY25–26), chronic absenteeism is 30.6% (9,956 students), about 3.1 points lower than last year.
  - 49 of 77 sites are down vs last year, with 25+ sites down  $\geq 5\%$
- Attend to Win is scaling districtwide — Attendance Recovery Coordinator coaching, 38 trained mentors (outreach starts Oct 20), and a November review committee — to catch students early and re-engage those furthest off-track.



PROGRESS WITH  
ROOM TO GROW



# Family Engagement: From Feedback to Action With Families

- The Spring 2025 Family Survey (1,098 responses; 977 families) shows rising trust: 88% feel welcomed/empowered (+10) and 86% say progress is communicated clearly (+28).
  - Families' priorities are clear — classroom experience, safer travel/transportation, and attendance supports — and we're responding accordingly.
- Our volunteer pipeline is expanding and safer (more Ambassadors trained, 138 sign-ups to date, and Navigate360 vetting across 70 schools) so more adults can help confidently where they're needed most.



FAMILY INSIGHTS  
DRIVE ACTION



## Partnership, Oversight & Shared Results: OSDE + Board

- OSDE partnership is stabilized and accreditation affirmed, with joint recognition of 2025 school improvements (e.g., 13 schools exiting CSI) and regular state touchpoints on literacy, attendance, and pathways.
- Board engagement is deeper and more routine, with board walks, standing committee check-ins, and data reviews that surface issues early and track progress visibly.
- Transparency is the norm, with monthly public updates and community listening sessions feeding the next strategic plan and tying oversight to concrete actions.



**PARTNERS IN  
OVERSIGHT**





## Together for every student

Thank you to our students, families, educators, staff, and partners for your daily work and care.

Your effort is powering our gains in literacy, readiness, and attendance.

## Stay Involved

Join a board listening session or volunteer at your school.

Share feedback or sign up for updates at [tulsaschools.org](https://tulsaschools.org)



**TULSA PUBLIC  
SCHOOLS**