



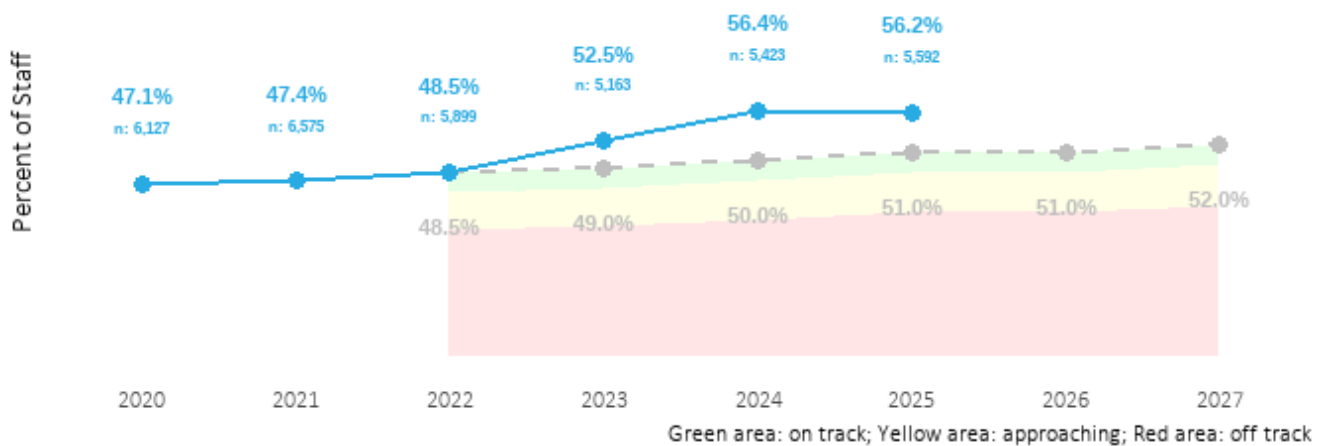
Tulsa Public Schools 2022-2027 Strategic Plan: Guardrail Monitoring Report

Guardrail 1: The superintendent will not cause or allow conditions, practices, or procedures that are inequitable for students.

Overall Guardrail Status: On Track

Interim Guardrail 1.1: 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 Status: On Track



Status: On Track

Green area: on track; Yellow area: approaching; red area: off track; den: denominator

Information about this interim

Metric information

This metric includes our staff members who are either multilingual or staff of color. Multilingual staff are members of TPS who speak a language in addition to English; the most common non-English language spoken is Spanish.

Why it matters

Tulsa Public Schools is a large school district which serves an array of students and families from different ethnicities and backgrounds. Increasing staff diversity provides students with a different set of adult role models. Over time, this could create different environments and conditions for our students.



Breakdowns for Staff

Spring 2025

Language	Number of Staff	Percent of Staff
Spanish	700	12.52%
Other	164	2.93%
French	33	0.59%
ASL	26	0.46%
Chinese	14	0.25%
Russian	13	0.23%
Arabic	8	0.14%
Dari	8	0.14%
Urdu	7	0.13%
Hmong	6	0.11%
Pashto	5	0.09%
Tagalog	4	0.07%
Vietnamese	4	0.07%
Ukrainian	1	0.02%

Gender	2022	2023	2024	2025
Female	2,190	1,957	2,075	2,107
Male	681	659	715	698

Ethnicity	2022	2023	2024	2025
Asian	105	93	101	100
African American	1,474	1,241	1,285	1,354
Hispanic/Latino	639	613	735	719
Native American	329	277	284	279
White	229	195	241	232