



TULSA PUBLIC SCHOOLS

Interim Goal 3.1:
**Percent of Students On-Track
for a College and Career Ready
(CCR) Diploma**



April 6, 2026



Team Schools Team Members

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Metric Overview

Pathways to Opportunity 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.

Who is included:

- 9th-12th grade students (cohorts 2026, 2027, 2028, and 2029) are included in December data, whereas 9th-11th grade students (cohorts 2026, 2027, and 2028) are included in May reporting.
- This goal reflects a new expectation that most students graduate with the college and career-ready diploma, the highest-available diploma. This metric measures student progress toward earning the college and career diploma. Failing grades in required credits mark the student as currently ‘off track.’
- Required credits include English, math, laboratory science, history and citizenship, world languages, computer technology, fine arts, P.E./health and other electives.



What are the requirements of a CCR diploma?

- The College and Career Ready (CCR) curriculum requirements represent Oklahoma's highest-level diploma, preparing students for postsecondary success in key ways:
 - Higher-rigor math (Algebra I and above),
 - Two units of the same world language or computer technology,
 - One additional college-preparatory unit, and
 - Several non-credit requirements: Personal Financial Literacy, CPR/AED, ICAP, Naturalization Test, and FAFSA
- TPS has made significant progress in ensuring students graduate on the CCR track.
 - Share of graduates earning the CCR diploma has risen from 84% to 95% in three years
 - 96.1% of current 2026 seniors assigned to the CCR pathway, up from 91% last year.
 - In 2025, 1,776 students (69.8%) graduated with the CCR diploma, more than any of the past four years.
- The Board's metric focuses on students attaining their diploma on the CCR curriculum and reflects our district-wide commitment to ensuring every student graduates prepared for college and career.



The Big Picture

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.



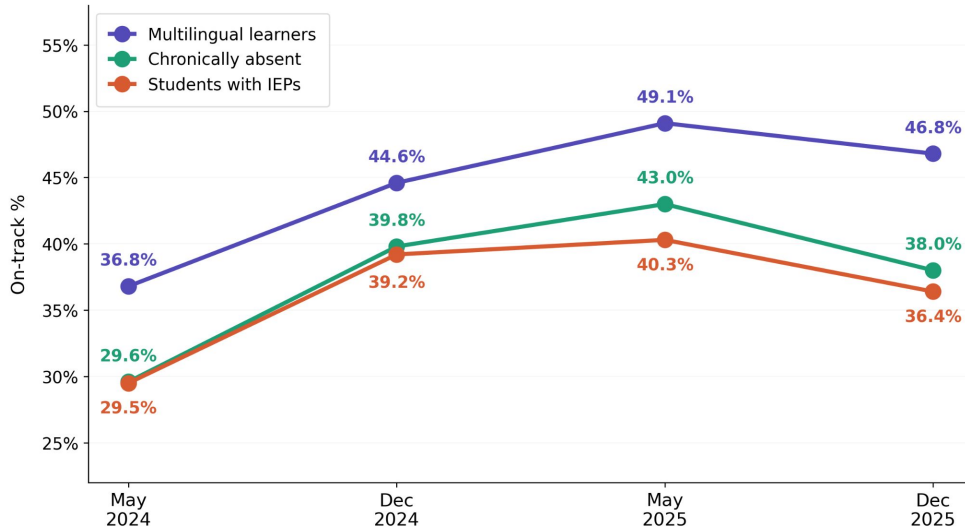
Status: On Track

Under Dr. Johnson’s leadership, Tulsa Public Schools has built strong momentum in improving on-track rates, exceeding our 2027 target and continuing to trend upward over time.

*May only includes grades 9-11 students, December includes grades 9-12 students

Where We See The Most Movement

On-track rate by subgroup: May 2024 - Dec 2025



Since May 2024, students with historically challenging barriers to growth have seen gains, particularly

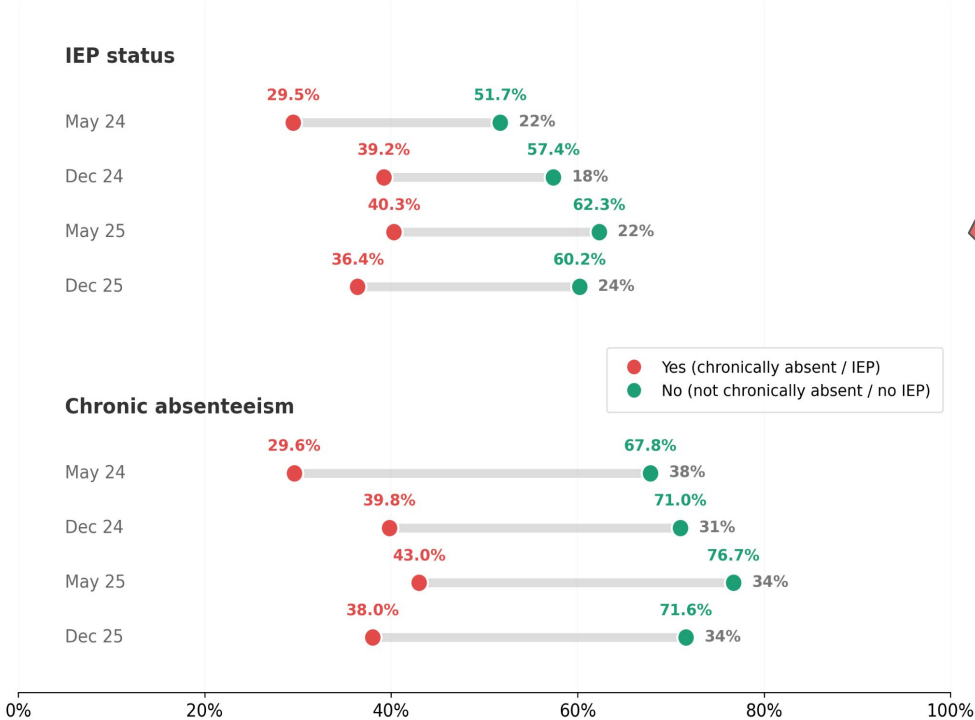
- MLL students, up to 46.8% from 36.8%
- Chronically absent students up to 38.0% from 29.6%
- Students with IEPs, up to 36.4% from 29.5%

*May only includes grades 9-11 students, December includes grades 9-12 students



Where Gaps Remain

On-track rate gap by subgroup: May 2024 - Dec 2025



We are focused on sustaining gains and closing gaps by:

- Continuing to reduce barriers for students based on their needs
- Strengthening first-time course completion to reduce reliance on credit recovery
- Aligning attendance, engagement, and instructional supports to sustain within-year momentum

*May only includes grades 9-11 students, December includes grades 9-12 students

What We've Built to Drive Goal 3.1 Progress

- **New Vision Academy, expanded Northstar, and restart of Twilight and Summer School** — giving students multiple pathways to get back on track
- **A New Graduation Outcomes Team at every high school** — designated administrators and counselors who proactively re-engage potential dropouts
- **Enrollment Center collaboration** — to ensure students are in the right courses from Day 1
- **Smaller counselor-to-student ratios** for closer monitoring of enrollments, grades and grad progress
- **Student accountability tied to extracurriculars and events** — attendance, grades, and grad requirements all factor in
- **Funding for 9 College and Career Advisors** — to work alongside counselors to connect students to postsecondary opportunities

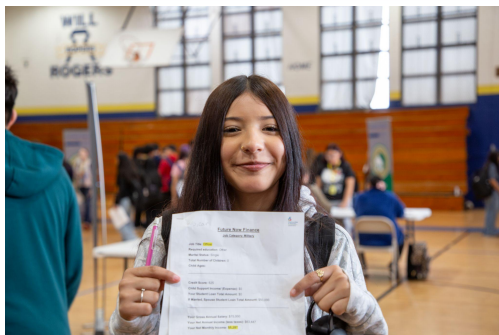


Fall Graduation - October 2025



Career Tech Expo - February 2026

Where We're Going to Continue Goal 3.1 Progress



Future Now Finance Event at Will Rogers College Middle School - March 2026



Youth Medical Summit at Tulsa Tech- March 2026

- **Start earlier:** middle school exploration and Bridge courses connecting interests to future pathways, plus a new Middle School College and Career Advisor
- **Protect access:** strengthen attendance and first-time course completion to keep students on track for CCR
- **Grow relevant pathways:** expand TulsaTech, TCC, industry credentials, and Career Academies
- **Remove navigation barriers:** high-touch support for FAFSA, TulsaTech applications, TCC enrollment, scholarships, and college applications
- **Build the infrastructure:** the 2026 bond proposal includes more than \$40M for post-secondary education, including career academies at every high school



School Spotlight: Booker T. Washington High School

We shifted our focus to a proactive laser like focus on prevention to ensure every Hornet is on track for a College & Career Ready future.

- Early Identification & Intervention
 - Monitor failing grades + D-range students (new proactive layer)
 - Parent communication begins before failure occurs
 - Ongoing grade reviews across all core and required credits
 - Tutoring is offered by teachers
- Structured Advisory Systems
 - Coordinated support from counselors and college & career advisor
 - Advisory delivers non-credit graduation requirements:
 - Financial Literacy
 - ICAP (Individual Career Academic Plan)
 - FAFSA completion

- Freshman On-Track Foundations
 - CPR certification completed in 9th grade (PE)
 - Builds early momentum toward diploma completion requirements
 - Financial Literacy Modules started and completed by end of 10th grade
- Targeted Credit Recovery Pathways
 - When students fall off track, we individualize recovery plans:
 - Decisions aligned to student & family goals
 - Credit recovery
 - Summer school
 - Course retake
 - Twilight School (flexible scheduling)

Goal

3.1

SY 24/25

89%

Target

90%

School Spotlight: Rogers College High School

- 1:1 check-ins (5–7 students daily), ongoing grade monitoring, and family communication
- Weekly PowerSchool reports and semester credit checks using Graduation Progress Dashboard
- 150+ meetings and contracts for chronically absent students, 19% decrease in chronic absenteeism
- Grade-level forums, SEL lessons, and post-secondary
- Biweekly Student Success & Attendance Team meetings
- After-school tutoring, Edgenuity credit recovery, and summer programs (100 students, 120 courses recovered)
- Strong alignment between counselors, teachers, and admin to identify and respond to student needs
- AP-led team monitoring progress and intervening early





School Spotlight: McLain High School

Current Initiatives that Work at McLain

- **Attendance**
 - 8% increase in our ADA
 - 18% decrease in Chronic Absenteeism
- **Focus on “In-Classroom” ELA focused Graduation Checks** for all 9th-12th graders
- **McLain’s parent week / communicating with families**
- **Strong focus on Graduation Outcomes**
 - Parent Week
 - ‘Graduation Requirement Week’ for students
 - PTSA
 - McLain Newsletter
- **Focus on the outcomes that matter**
 - TCC
 - Tulsa Tech (+400% increase)
- **BRIDGE**
 - Helps students prepare for their high school career
- **NTC (New Teacher Cohort)**
 - Currently we have no core vacancies for next year !!

Percentage of McLain positions filled 22’-26’

SY 21-22: 92.30%

SY 22-23: 92.95%

SY 24-25: 93.02%

SY 25-26: 97.75%



Conclusion: The Road Ahead

- Three years ago, 84% of our graduates earned the CCR diploma. Today **it's 95%**.
 - We've built the systems: graduation outcomes teams, real-time monitoring, counselor support, and credit recovery pathways at every high school
 - Now we're building the infrastructure: Career Academies at every high school, expanded TulsaTech and TCC access, and more than \$40M in proposed bond investment for postsecondary readiness
- Every student who walks across the stage should leave TPS not just with a diploma, but with a plan.





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Graduation Check Simulation: Small Group

2027 College Preparatory/Work Ready Curriculum Graduation Requirements



Student Full Name: _____ Career Goal: _____

23 UNITS OR SETS OF COMPETENCIES ARE REQUIRED TO MEET STATE GRADUATION REQUIREMENTS.
70 O.S. § 11-103.6, OAC 210.35-25-2

Mark beside each course upon successful completion of the required unit or set of competencies as each semester credit for the course is earned. Refer to the most recent [Subject Codes](#) list for approved courses in each area, and the [OSDE's Instruction page](#) for more information regarding each subject area.

COURSEWORK REQUIREMENTS

ENGLISH (4)

- English I
- English II
- English III
- English IV
- Other Approved Course

HISTORY & CITIZENSHIP (3)

- 1/2 OK History
- 1/2 Government
- US History
- Other Approved Course

ADDITIONAL UNIT (1)

CHOOSE EITHER ONE OF THE FOLLOWING SUBJECTS:

- English
- Math
- World Language
- Computer Technology

OR

ONE OF THE FOLLOWING COURSES APPROVED FOR COLLEGE ADMISSION:

- Career Technology Education
- Concurrently Enrolled
- Advanced Placement
- International Baccalaureate



23 UNITS OR SETS OF COMPETENCIES ARE REQUIRED TO MEET STATE GRADUATION REQUIREMENTS.

MATHEMATICS (3)

- 3 ARE REQUIRED IN GRADES 9 - 12:
- Algebra I
 - Geometry
 - Algebra II
 - Algebra III
 - Pre-Calculus
 - Other Approved Course

WORLD LANGUAGE OR COMPUTER TECHNOLOGY (2)

EXCLUDES KEYBOARDING OR TYPING COURSES

- 1st year of Language
- 2nd year of SAME Language
- OR
- 1st year of Computer Technology
- 2nd Year of Computer Technology

FINE ARTS (1)

- Music, Art, Dance, or Drama
- Humanities
- Speech or Communications

LABORATORY SCIENCES (3)

STUDENTS MUST TAKE BIOLOGY 1, A PHYSICAL SCIENCE COURSE AND A 3RD SCIENCE LET OR ABOVE THE RIGOR OF THE BIOLOGY OR PHYSICAL SCIENCE COMPETENCIES

- Biology I
- Chemistry, Physics, Or Physical Science
- AND
- Other Physical Science
- OR
- Other Life Science
- OR
- OR Earth/Space Science

ELECTIVES (6)

-
-
-
-
-
-

DATE OF CHECK	TOTAL UNITS	STUDENT INITIAL
TOTAL UNITS UPON FINAL CHECK		



CLASS OF 2027

Unofficial Transcript

Tulsa Public Schools
3027 S. New Haven Ave. • Tulsa, OK 74114
Phone: 918-796-7500 • studentrecords@tulsa.k12.ok.us

				Cumulative Data			
Grade: 11				Total Credit Hours Earned:	23.0		
Gender: F Student				Total Credit Hours Attempted:	23.0		
ID: #####				Cumulative Simple GPA (4.0):	3.5000		
Cohort: 2027 Diploma Pathway: College Prep				Cumulative Weighted GPA (5.0):	3.6389		
Date Graduated: Not yet graduated				Class Rank:	53 out of 240		
Course Title	S1	S2	Y1	Course Title	S1	S2	Y1
20-21 MIDDLE SCHOOL	Grade Credit	Grade Credit	Grade Credit				
Gr: 5 SPANISH LANGUAGE ARTS 1 HS/CR	B .50	C .50					
21-22 MIDDLE SCHOOL							
Gr: 7 SPANISH LANGUAGE ARTS 2 HS/CR	A .50	A .50					
22-23 MIDDLE SCHOOL							
Gr: 8 ART 1 HS/CR	B .50	A .50					
Gr: 9 SPANISH LANGUAGE ARTS 3 HS/CR	A .50	A .50					
Gr: 8 PHY SCEN HS/CR	B .50	B .50					
23-24 HIGH							
Gr: 9 ART II	B .50	A .50					
Gr: 9 ADVANCED ENGLISH I	C .50	B .50					
Gr: 9 RUSSIAN I	A .50	A .50					
Gr: 9 ALGEBRA I	A .50	A .50					
Gr: 9 BIOLOGY I	A .50	A .50					
Gr: 9 US GOVERNMENT (.5)	B .50	B .50					
Gr: 9 OK HISTORY (.5)	B .50	A .50					
Gr: 9 COLLEGE SUMMIT I	B .50	A .50					
24-25 HIGH							
Gr: 10 ADVANCED ENGLISH II	A .50	A .50					
Gr: 10 RUSSIAN II	A .50	A .50					
Gr: 10 ENG LANG DEV - DEVELOPING	A .50	A .50					
Gr: 10 GEOMETRY	B .50	B .50					
Gr: 10 CHEMISTRY	A .50	A .50					
Gr: 10 WORLD HISTORY: MODERN AP*	B .50	B .50					
Gr: 10 BRIDGE 10	B .50	A .50					
25-26 HIGH							
Gr: 11 INTRODUCTION TO PSYCHOLOGY - TCC	B 1.00						
Gr: 11 US HISTORY CIVIL WAR-PRES - TCC*	B 1.00						
Gr: 11 CAREER CONDITIONING I	A .50						
Gr: 11 ENG LANG COM AP*	A .50						
Gr: 11 ALGEBRA I	B .50						
Gr: 11 COLLEGE SUMMIT III	B .50						
Gr: 11 COHORT STUDY GROUP	ING:00						
				CCRA	EOI		
				Testing Date: Not Taken	Highest Language Arts, Math & EOI:		
				ELA OPI: <	English II:		
				Testing Date: Not Taken	Math OPI: <		
				Math OPI: <	Algebra I:		
				Testing Date: Not Taken	Algebra II:		
				Science OPI: <	Geometry:		
				Testing Date: Not Taken	Biology I:		
				U.S. History OPI: <	US History:		
				ICAP	Recognitions		
				ICAP 9 = Yes			
				ICAP 10 = Yes			
				ICAP 11 = Yes			
				ICAP 12 =			
				ICAP Work-Based Learning = Yes			
				Achievements			
				*Financial Literacy Passport: Student has successfully completed the 14 areas of instruction			
				*CPR/AED: Student has successfully completed CPR/AED graduation requirement			
				*Student has satisfactorily completed the United States Naturalization Test			
				*Student has not satisfactorily completed the ICAP graduation requirements			
Grading Scale: A=100-90, B=89-80, C=79-70, D=69-60, F=59							
* = Weighted with added value; of 1pt. if grade earned =A, B or C							



Graduation Check Simulation: 1:1 Check-In

Graduation Progress

Cohort 2027 Generated on 2026-04-06
Grad Plan 2024+ College Prep/Work-Ready Curriculum - World Languages

Summary of Requirements

Requirement	Total Credits Needed	Credits Earned	Credits in Progress
English	4 credits	2.5	0.5
Mathematics	3 credits	2.5	0.5
Science	3 credits	3	0
Social Studies	3 credits	3	0
World Language (2 Years of the Same Language)	2 credits	2	0
Additional Approved Unit	1 credit	1	0
Fine Arts	1 credit	1	0
Physical Education	1 credit	0.5	0.5
Electives	5 credits	5	0

College and Career Readiness Assessments

Assessment	Passed
CCRA ELA Test	No
CCRA Math Test	No
CCRA Science Test	No
CCRA US HistoryTest	No

Non-Academic Requirements

Requirement	Status
Free Application for Federal Student Aid (FAFSA)	
Personal Financial Literacy (PFL)	Yes
CPR	Yes
US Civics Knowledge Assessment	Yes
ICAP 9	Yes
ICAP 10	Yes
ICAP 11	Yes
ICAP 12	
ICAP WBL	Yes

Completion or Recovery Plan

Requirement	Planned	Method of Completion	Notes
English IV - 1 credit	26/27 S1	Student is/will be currently enrolled in course on-site	Needs to complete during senior year

Comments from Counselor

GRAD STATUS: ON TRACK
 You are on track to graduate! Passing all current classes, following the completion plan above, and consistent attendance is important for success this semester and staying on track. Remember that any class with 9 or more unexcused absences will not receive credit.
 In addition to credits, you need to complete these Junior year graduation tasks:
 - ACT Exam and CCRA tests (April)
 You are welcome to meet with me for support and coaching. Tutoring is also available.



Strategic Supports Impacting Interim Goal 3.1

- **Creation of New Vision Academy and expansion of Northstar Academy** and restart of Twilight and Summer School options to ensure students have additional support to retake courses needed to get back on track
- **Collaboration with the Enrollment Center** to locate and translate transcripts to ensure students are enrolled in the correct courses and school setting
- **Increased counselor/student engagement:** smaller counselor to student ratios to ensure closer monitoring of course enrollments and grades
- **Elevated student accountability** for participation in extra-curriculars and events based on attendance, grades, and completion of graduation requirements
- **Sustained funding for 9 College and Career Advisors** who work alongside grade-level counselors and specialize in facilitating and supporting post-secondary opportunities
- **Creation of a Graduation Outcomes Team** that partners with a designated AP and counselors at each high school to proactively monitor potential dropouts and ensure outreach to re-engage students who have left



Expanding access at scale requires an end-to-end strategy

Students must see options early, stay on pace, and receive enough guidance and experiences to turn readiness into a real post-graduation

- **Start earlier:** utilize middle school exploration and Bridge courses to connect interests to future pathways; added a Middle School College and Career Advisor
- **Protect access:** improve attendance and first-time course completion so that students stay on track for the CCR diploma and postsecondary options
- **Grow relevant pathways:** expand participation in TulsaTech, TCC, industry credentials, and Career Academies
- **Remove navigation barriers:** organize high-touch support for FAFSA, TulsaTech applications, TCC enrollment, scholarships, and college application completion
- **Build the infrastructure:** the 2026 bond proposal includes more than \$40M for post-secondary education, including career academies at all high schools



School Spotlight: Introduction

- Monitor & Communicate Graduation Progress
 - Graduation checks completed early and updated regularly
 - Clear Communication with families on progress
- Align Systems to Support Success
 - Master schedules prioritize transitional success and interventions
 - Staffing and instruction focused on improving first time course completion
- Prioritize Attendance & Engagement
 - Staff assigned to support chronically absent students
 - Family outreach, incentives, and engagement opportunities (clubs & athletics)
- Intervene Early on Academics
 - Bi-Weekly failing grade reports
 - Immediate Student & Family Outreach and targeted supports
- Provide Credit Recovery Pathways
 - Edgenuity, summer school, and alternative programs
 - Ongoing monitoring of student completion and progress