BUSINESS & INDUSTRY

PARTNERSHIP GUIDE



TULSA PUBLIC SCHOOLS
COLLEGE & CAREER ACADEMIES

partnering to prepare the future workforce

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LET'S TALK ABOUT COLLEGE & CAREER ACADEMIES.

First things first → this isn't a brand-new idea and we didn't invent it. College & Career Academies (often referred to as Career Academies) have been around for decades, showing up in different forms across the country. What is new for us is how we're bringing this approach to life for our students and our community.

And just to clear up a common misconception: a Career Academy is not a new building. You won't see an "academy" sign go up for a shiny, new, centralized building to house all of our career-focused programs. Instead, we're reimagining the student experience by incorporating career-connected learning for all students. Courses will be structured around the two things that matter most: **what students are interested in** ***and*** **what the workforce actually needs.**

It looks like this.
Pathways are grouped under "Academies" or clusters. All students are still graduates of "TPS High School" - just with a unique course sequence that shapes their experience.

TPS High School

Engineering & Innovation Academy

Pathways:
1. Engineering & Robotics
2. Construction
3. Computer Science & AI

Health & Human Services Academy

Pathways:
1. Health Science
2. Public Safety
3. Education

Creative Arts & Media Academy

Pathways:
1. Digital Media & Design
2. Fine & Performing Arts

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PATHWAYS BY SCHOOL SITE*

Booker T Washington

Engineering & Innovation Academy
Engineering & Robotics
Computer Science & Automation

Business & Leadership Academy
Sports & Entertainment Marketing
Global Politics & Policy

Health & Human Services
Health Science

Creative Arts & Media
Digital Media & Design
Performing Arts

Central

Health & Human Services
Health Sciences

Creative Arts & Media
Fine & Performing Arts
Digital Media & Design

Edison Preparatory

Engineering & Innovation Academy
Innovative & Emerging Technology
Engineering

Health & Human Services Academy
Health Science
Education

Creative Arts & Media Academy
Fine & Performing Arts
Sports Media & Broadcasting

East Central

Engineering & Innovation
Aerospace & Aviation
Construction
Manufacturing

Health & Human Services
Health Sciences

Business & Leadership
Business & Entrepreneurship
Leadership & Management

Nathan Hale

Health & Human Services Academy
Hospitality Management
Culinary Arts
Public Safety (*Fire/EMSA/Police*)

Business & Leadership Academy
Marketing & Graphic Design
Leadership & Management

Engineering & Innovation Academy
Construction
Computer Science & AI

Memorial

Engineering & Innovation Academy
Engineering & Flight
Engineering & Robotics

Health & Human Services Academy
Health Science

Business & Leadership Academy
Digital Media & Design
Leadership & Management

College Prep
EDGE

McLain

Health & Human Services Academy
Veterinary Science
Health Science
Education
Public Safety (*Fire/EMSA/Police*)

Engineering & Innovation Academy
Manufacturing

Business & Leadership Academy
Marketing & Design

EDGE

Will Rogers

Health & Human Services Academy
Health Science
Education

Engineering & Innovation Academy
Computer Science & AI
Cybersecurity

Business & Leadership Academy
Business & Entrepreneurship
Leadership & Management

EDGE

Daniel Webster

Health & Human Services Academy
Agriculture Sciences

Creative Arts & Media Academy
Film & Digital Media

Business & Leadership Academy
Leadership & Management

*Pathways are subject to change and may be implemented over multiple years. Some pathways may not launch until later phases of implementation.

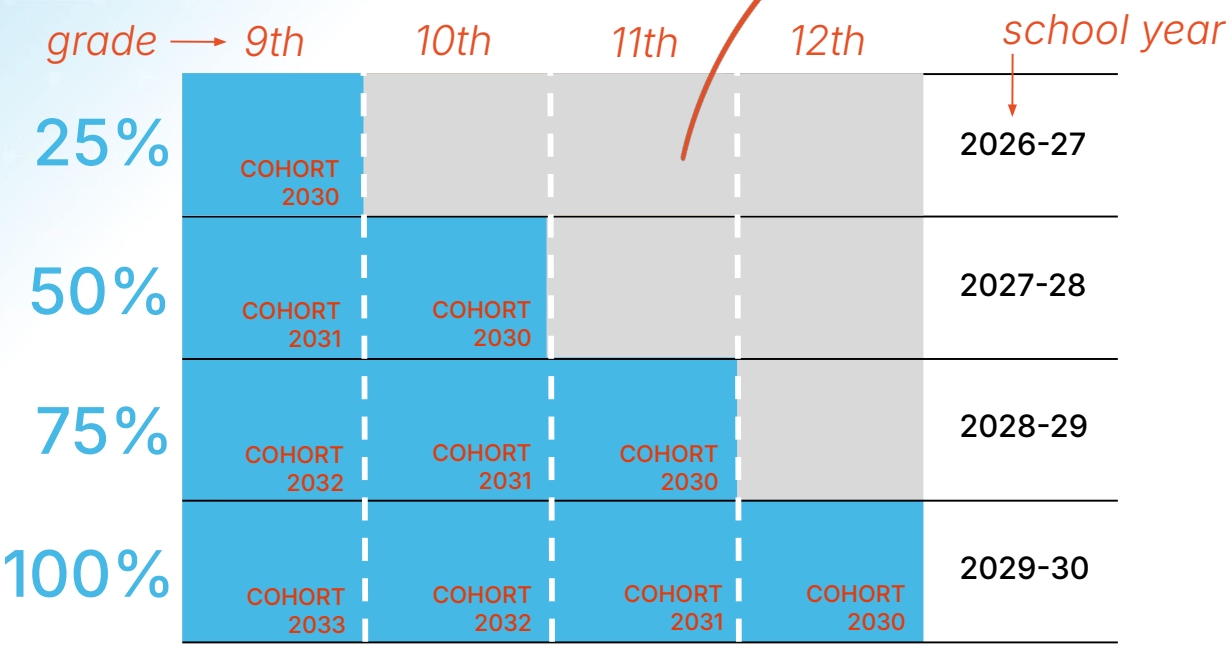
WHEN IS THIS HAPPENING?

Career-connected learning already exists across our district through courses, internships, and specialized programs. Career Academies will expand and connect these opportunities into one district-wide approach so that every student has access to meaningful, real-world learning experiences that prepare them for college, careers, and life after high school.

Beginning with students who enter 9th grade in the 2026-27 school year (the Class of 2030), Oklahoma's new graduation requirements will give students more opportunities to personalize their high school experience through career pathways, advanced coursework, and other options aligned to their interests and future goals. The Career Academy model is designed to help students make the most of these new opportunities while ensuring they graduate ready for college, careers, or military service.

Career Academies will be introduced one freshman class at a time. Each year, the next group of incoming 9th graders will begin the model until all students in grades 9-12 are participating by the 2029-30 school year.

Students in current grades (ahead of the Class of 2030) will also be able to take advantage of new courses, partnerships, and internship opportunities.



implementation

WHY PARTNER WITH US?



our goal is *simple* but **powerful**: to make sure students leave high school ready for what comes next → whether that's college, an industry training program, or stepping straight into a career. Each high school site is designing intentional course progressions, called Pathways, that students can choose as they move through their high school experience. Think of Pathways like college majors... *just without the tuition bill or penalty if you change your mind along the way.*

Of course, we can't do this alone. True career readiness doesn't happen *only* inside a classroom. Students need **real-world experiences** that introduce them to industries they may never have considered and careers they didn't even know existed. We also need professionals in our buildings who can teach specialized skills, share their expertise, and bring learning to life. And we need partners who are willing to grow alongside us, offering honest feedback, open communication, and true collaboration.

Together, we can transform learning and **prepare Tulsa's future workforce.**

PARTNERSHIP INVESTMENT.

Don't worry, this is NOT where we pitch the hard sell of *"partnership can be yours for the low price of..."*

We know that every partner has a different capacity for engagement based on the unique features of your organization. **Our main ask is that you commit time and talent to help our students learn skills that will benefit them for a lifetime.**

On the next two pages, you'll see our established partnership levels that provide structure and clarity to the ways you can engage with us in this work. While you won't see any required financial investment in these partnership levels, we're always open to discussing in-kind donations or financial support. However, your human capital is the most valuable investment for our students and that is the focus of our established partnership levels.

This structure is designed to strengthen relationships, expand student experiences, and align learning with real workforce needs. When schools and industry commit to this work together, both students and our local workforce are stronger.

We ask all partners to engage in *at least* one of these opportunities.

- Participate in one of our career exposure events
- Provide a real-world problem of practice or project for student learning
- Host a student intern(s)
- Host a student experience trip to your organization

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PARTNERSHIP LEVELS.

We know that our greatest impact happens through strong, honest, and sustained partnerships.

To support this work, we have established four Partnership Levels that bring clarity, shared expectations, and a clear pathway for deeper collaboration over time. These Partnership Levels are designed to allow organizations of any size or complexity to engage and support the work happening at our high school sites through Career Academies.

Experience Partner *(level 1)*

Experience Partners engage by offering smaller, targeted opportunities for students to gain industry exposure in the area of their organization.

Annual Commitment:

- ❏ Attend and engage in one of the two annual Advisory Council meetings to collaborate with teachers and ensure industry alignment of programming
- ❏ Provide one "problem of practice" or student project for a class
- ❏ Host one student engagement visit at your organization
- ❏ *Optional monetary support:* $250 (covers the transportation cost for an engagement visit)

Advisory Partner *(level 2)*

Advisory Partners support a Pathway by serving as consistent contributors. They provide industry insight and direct student engagement to strengthen the pathway experience.

Annual Commitment:

- ❏ Attend Advisory Council meetings (2x per year) to collaborate with teachers on curriculum and projects, and to ensure industry alignment of programming
- ❏ Host at least 1 student intern (paid or unpaid) each semester
- ❏ Minimum of 50 hours of volunteer time in the form of helping with student projects, hosting student mock interviews, providing mentorship, or any of the other activities listed above or within other partnership levels
- ❏ *Optional monetary support:* $500 (could cover things like transportation cost for two engagement visits, fees for student club competitions, t-shirts for students in a specific Pathway, or any other related experiences that benefit students!)

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PARTNERSHIP LEVELS.

(continued...)

Pathway Partner *(level 3)*

Pathway Partners help lead and shape one or more Pathway(s) by serving as primary industry partners. They play a key role in sustaining and elevating the Pathway through deep, ongoing collaboration.

Annual Commitment:

- ❏ Provide student engagement experiences for Pathway students 2-3x per year
- ❏ Advise on course content and curriculum
- ❏ Host one meeting per year for the Pathway's Advisory Council
- ❏ Offer a minimum of 4 student internship positions (paid or unpaid)
- ❏ Minimum of 200 hours of volunteer time in the form of helping with student projects, hosting student mock interviews, providing mentorship, or any of the other activities listed above
- ❏ *Optional monetary support:* $5,000 (could cover things like equipment, student concurrent enrollment fees, teacher stipends, or any related Pathway expenses that benefit students)

Academy Partner *(level 4)* | *Our highest level of partnership engagement.*

Academy Partners provide the most comprehensive support for one of our Career Academies (*remember - an Academy is a group of Pathways at a high school site*). **They are also a "named" partner**, meaning that the Academy will carry their name as part of the formal Academy title.

Annual Commitment:

- ❏ Coordinate student engagement experiences for all Pathways in the Academy
- ❏ Advise on course curriculum and content
- ❏ Help programs source and secure industry-aligned equipment and technology so that students are learning cutting-edge skills
- ❏ Host or support advisory council meetings for all Pathways in the Academy
- ❏ Provide an adjunct instructor for at least 1 section of a specialized course within one of the Pathways or sponsor a specialized teaching position
- ❏ Sponsor a Career Tech Student Organization associated with the Academy (student competition fees and travel)
- ❏ Offer a minimum of 8 student internship positions, with 4 being paid positions
- ❏ Minimum of 500 hours of volunteer time in the form of helping with student projects, hosting student mock interviews, providing mentorship, or any of the other activities listed above
- ❏ *Optional monetary support:* $10,000+ (could cover anything related to the student experience within a specific Academy)

WHAT DO WE PROVIDE?

We don't just connect partners to students, we provide intentional support to set everyone up for success. From training on how to communicate effectively with young people to guidance on hosting student experience visits, we walk alongside partners to ensure that your time and talent is productive.

Partner Engagement Training

Before working with students, all partners participate in a short engagement training. Teenagers are amazing. And a little unpredictable! This time will focus on practical tips for communicating with students and developing meaningful learning experiences.

Background Checks

Partners who volunteer in school buildings are required to complete a background check. Don't worry, we handle the process from start to finish. Partners can include covering the background check cost as part of their engagement with us, and we also have financial support for this expense from the Foundation for Tulsa Schools.

Memorandum of Understanding (MOU)

We've simplified the MOU process for partners hosting student interns. Our Postsecondary Readiness team will provide the internship MOU and manage the legal review process with you, which typically takes two to three weeks.

Student Intern Insurance

Our insurance policy provides coverage for students participating in unpaid internships with partner organizations. This allows partners of any size to host unpaid interns without taking on additional insurance or administrative burden. For paid internships, students must be covered under the employer's workers' compensation policy. In some cases, students may also have access to additional coverage through district-supported programs. Our team will provide guidance and support to ensure all placements meet appropriate requirements.

Student Intern Training & Support

Before students begin their internships, they receive foundational training focused on professionalism and workplace expectations. Each high school also has a dedicated Internship Coordinator who supports students throughout their experience by checking in regularly, helping troubleshoot challenges, and serving as a point of contact for both student interns and hosting partners.

LET'S GO!

Preparing students for life after high school takes more than great courses and strong intentions - it takes **partnership**.

Our Career Academy model is designed to help students explore interests, build real-world skills, and make informed choices about what comes next. But the impact depends on learning that extends beyond the classroom.

That's where you come in.

By sharing your expertise and engaging as a partner, you help us turn learning into opportunity. Together, we can ensure that every student graduates ready for college, job training, or a career.



SCAN ME!

OR CLICK HERE