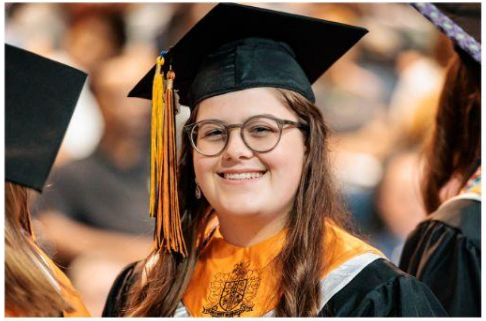
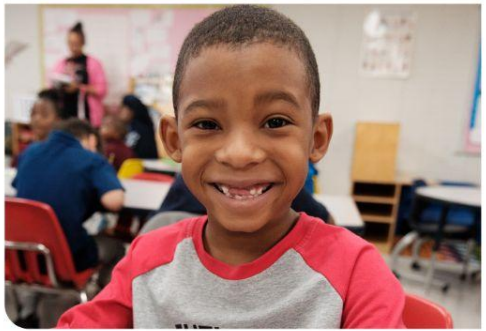
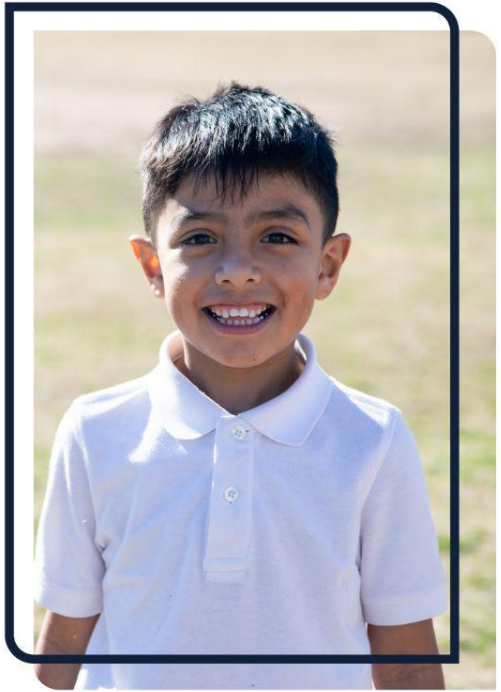
TULSA PUBLIC SCHOOLS

State of Tulsa Public Schools

October 29, 2026







TULSA PUBLIC SCHOOLS

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ABOUT OUR STUDENTS

OUR 32,450 STUDENTS*

RACIAL/ETHNIC DISTRIBUTION*

- Black **21%**
- American Indian or Alaska Native **4%**
- Asian/Pacific Islander **3%**
- Hispanic/Latinx **41%**
- Multi-racial **12%**
- White **19%**

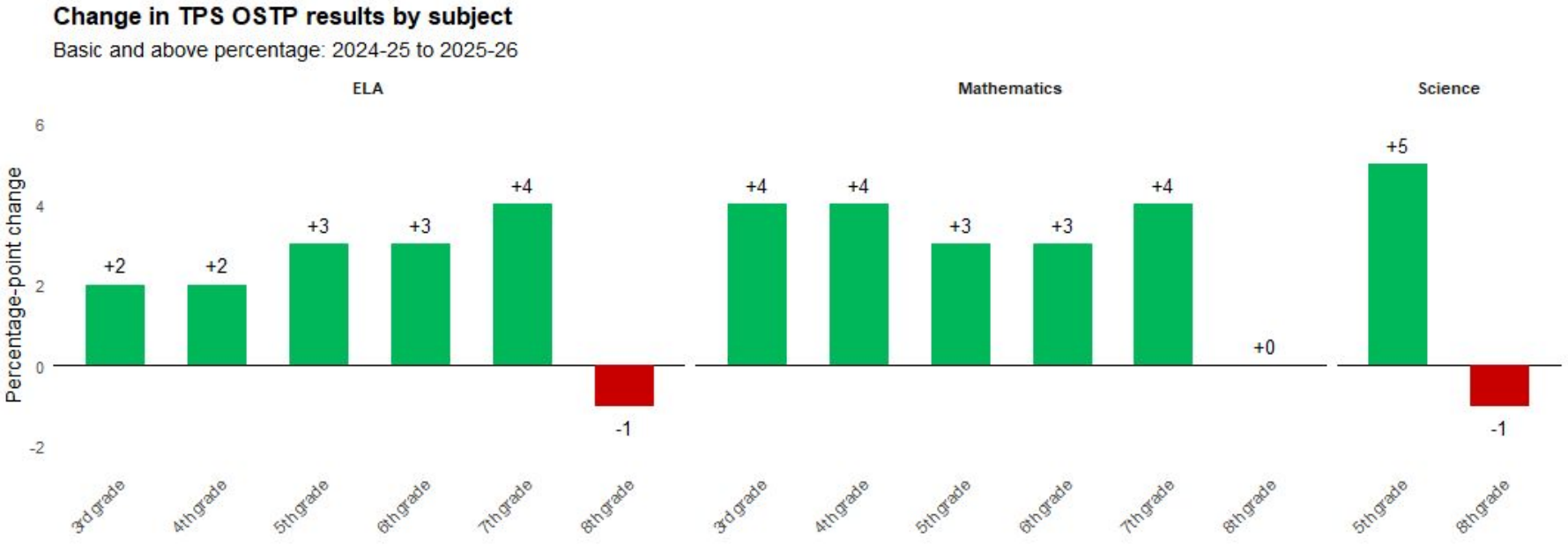
- Economically disadvantaged **81%**
- Gifted and talented **15%**
- Students with disabilities **13%**
- Multilingual learners **32%**

*As of October, 2025.
**Represents both current and former multilingual learners

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

Literacy - Goals 1 and 2

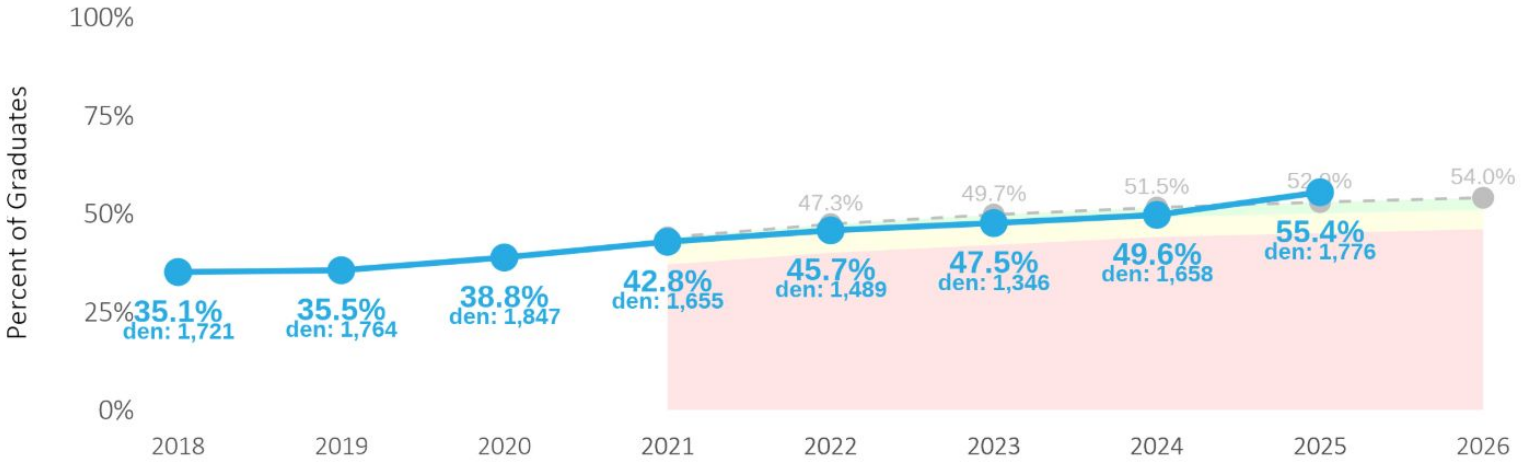
- Tulsa Public Schools maintained literacy and math growth in nearly all grades while overall statewide performance declined in many grade levels.
- Despite this improvement, we fell short of meeting our board goals. We are continuing to aggressively pursue increased growth and improvement across the district.



Postsecondary Readiness - Goal 3

- The number of graduates earning postsecondary credits and qualifying credentials continues to increase.
- We are excited about growing momentum around Career Academies as a strategy to further this progress for students.

Goal 3: The percentage of graduates earning post secondary credits and qualifying credentials will increase from 43% in May 2022 to 54% by May 2027.



Status: On Track

Academics

Assessment Strategy

- Launched benchmark assessments (grades 2–12) to monitor student progress toward mastery of grade-level standards
- Implemented a coordinated strategy to prepare students leading up to the ACCESS and Oklahoma School Testing Program (OSTP) assessments
- Embedded ACT-aligned practice in core content classes (grades 9–11)

Curriculum and Instruction Support

- 75% of the 25-26 Kindergarten cohort attended TPS pre-K, and had the highest gains (11.4 percentile points) from beginning of year to end of year MAP
- Secured grant funding for 7 educators to begin training as Certified Academic Language Therapists
- Adopted new curriculum in pre-K and K–12 social studies
- Improved OSTP scores across tested subjects at rates higher than the state average

Student Services

- Improved the Child Find process to identify students with disabilities, reduced number of vacancies
- Focused professional learning on academic speaking and writing in content instruction to build language for all learners

Team Schools

Organizational Learning

- **Tulsa Way Saturdays:**
  - SY25-26 Tulsa Way Saturday Summary
    - Total of 187 sessions offered across 6 Saturdays (average of 31 sessions each Saturday)
    - Average of 250 teachers in attendance each Saturday
    - Average participant satisfaction: 5.72/6 -“How likely would you be to recommend this session to others?
  - Looking at our progress for 26-27, November over 124 sessions with 604 teachers attending with 93% overall positive feedback
- **Tulsa Teacher Corps:**
  - Retention: 89% of last year’s year 2 cohort returned for a 3rd year
  - 205 currently active Corps members
- **Instructional Mentoring:**
  - 1,413 teacher interactions & 131 school leader interactions
- **New tools & resources**
  - Volume 3 of the Essential Practices Playbook, STRONG Educator, Teaching Channel, and KickUp platform

School Operations

- **95% of families completed our reimagined Return to School Form**
- Enroll Tulsa - there was an **8.7% increase in the number of applicants** from the previous year
- **7,000 families have visited the Enrollment Center** and **4,500 educational records have been processed**
- **134 additional students graduated between June 1 and October 1, 2026** as a result of summer programming and supports

Team Schools

School Leadership

- Prioritized high-quality, actionable feedback to better support teacher development
- Transitioned school-level data collections and new school leader development responsibilities to School Leadership Directors
- Implemented a collaborative assistant principal selection process

Athletics

- Developed a three-year athletic uniform rotation approach to support consistency and financial planning
- Implemented weekly academic and attendance eligibility monitoring, increased use of Rank One participation processes, standardized safety expectations for athletic events, and enhanced equipment oversight
- Strengthened consistency in athletics operations through more structured eligibility monitoring, athletic participation documentation, coach training, and safety procedures

Postsecondary

- High schools all planned a freshman academy experience and we updated the freshman Bridge curriculum to emphasize career pathway exploration
- 544 students enrolled in programs at Tulsa Tech
- 181 students participated in Tulsa Tech Extension Programs at their high school
- 409 unique students enrolled in TCC concurrent enrollment courses and had a pass rate of 89.8% (1,827 courses passed in total)
- Successfully launched an summer internship program for Central and McLain High Schools
- Redesigned the Enrollment Center structure to enable the Graduation Outcomes team to respond directly and promptly to counselors' concerns and work quickly to prevent student dropouts
- 100% of our Career and Technical Education programs are in compliance based on last year's program work

Strategy and Data

Districtwide wins from 2025-26:

- TPS continued to see a third straight year of near across-the-board improvement in key measures and passed the largest bond in the district's history.
- Our district is documenting learnings from Pathways to Opportunity as we transition to the next plan in 2027-28.
    - One of our aspirations is to deliver an exceptional Teacher Leadership strategy that will enable TPS to become the teacher talent magnet across our entire region.
- Oklahoma Teacher Empowerment Program (OTEP) - we have successfully grown the program and saw 95%+ retention for OTEP teachers.
- Joint effort with Finance and Operations led to successful building sales for our charter-occupied sites – this was a win-win for charters and TPS.
- The data team grew skills with qualitative analysis (i.e. surveys, focus groups) while supporting engagement of our community, Team Tulsa, and our students and families.
    - In the third annual cycle of the Family Feedback Survey, we saw a second consecutive increase in overall family satisfaction and used the information to better understand family sentiment around a variety of topics.
    - We launched a universal survey this year that reaches every student (3-12) and all of our team Tulsa staff at sites and district office.
- We launched the new School Systems team this summer - the goal is to increase satisfaction and quality of experience for school staff when using key school-facing technology applications.

Operations

Bond - Passed a $609M bond and teams are submitting board agenda items for key projects for the summer of 2027, including career tech labs, athletic equipment, HVAC, roofing, and other facilities improvements.

Campus Police - Improved our school safety measures by leveraging weapon detection systems, and we've seen a decrease in weapons on school property. Worked with Athletics to determine security planning for game coverage for this school year. Team is evaluating enhanced security systems to improve our school safety.

Child Nutrition - Announced we would be moving to self-managed food service. Currently securing bids for food service companies, back office systems, and creating and interviewing for leadership positions, as part of transitioning management back in-house.

Information Technology - Wrapping up key projects such as wireless network and sound system upgrades. Team will be submitting a board agenda item for cyber security enhancements and other network upgrades as part of established lifecycle.

Maintenance / Plant Operations - After a tough and hot start of school, teams are focusing on winter prep as well as school consolidation and all things needed to support impacted school sites. Also planning bond projects as part of our preventative maintenance work.

Risk Management - Transitioned from Commercial Risk Services to HUB International. This transition to a large international firm allows the district access to more resources and expertise.

Transportation - Successfully transitioned to in-house managed department last year. Engaging with key internal stakeholders to continue to improve performance. Working with HopSkipDrive to plan for next school year's consolidation.

Finance

- Budget team provided extensive, in-depth reporting to address stakeholder questions and concerns related to school consolidation
- Continued sale of surplus properties
- Position control improvements
    a. Continued implementation of Position Control Specialist pilot
    b. Cleanup of position control database
    c. Reassignment effective dating process
- Transitioned bidding for capital projects and child nutrition to finance
- Streamlined OCAS data review process and submitted data a full month ahead of deadline
- Restructured school support positions
    a. Launched school budget guide
    b. Created spending trackers and all-schools spending dashboard, including substitute budget tracker
    c. Redesigned school planning workbook including finance ownership of staffing information with TM support
- Created multiple cross functional teams:
    a. Building fund resource planning (maintenance, IT, campus police, finance)
    b. Finance led 2026 Bond six year spending plan
    c. Finance leads a meeting every two weeks with all bond budget owners to monitor spending, review progress toward benchmarks, address obstacles, and coordinate next steps.
    d. Child nutrition revenue, spend, claim submissions and financial benchmarks (operations, child nutrition, finance)
- Release of district planning workbook planned for winter 2027, including staffing and budget tabs

Talent

Recruitment & Hiring

- 120% increase in the number of weeks meeting the 14-day onboarding goal.
- 25% faster in teacher application reviews.
- 56% faster in processing special education teacher hiring recommendations, reducing time in this hiring stage by more than 24 days.
- 77% faster in providing offer letters for special education teachers, reducing the median time in the offer stage to less than half a day

Strategic Partnerships & Talent Pipelines

- Expanded recruitment efforts through Experience Tulsa.
- Established a Grow Your Own partnership with the Oklahoma Public School Resource Center (OPSRC) to support teacher certification pathways.

Operational Excellence

- Partnered with the Data Team to develop a centralized dashboard that allows school leaders to track candidate progress throughout the hiring process.
- Partnered with Team Finance to streamline data entry responsibilities, improving the speed and accuracy of information entered into district systems.
- Strengthened employee relations and workplace investigation capacity.
- 16% improvement on SL Survey from 24-25 to 25-26 and high satisfaction from the Talent Principal Advisory Group.

Communications

The district focus on outreach led to a significant increase in engagement, reach, and followers across multiple social media platforms while driving efforts that generated a **$26,550,563 value** in earned media from August 2025-August 2026.

- Total audience from August 2025-August 2026 was **1.9 billion,** and **earned media value generated** during that time was **$26,550,563**
- Total social media views grew **49.3%** from 4.85 million to **7.24 million** views
- TPS' social media presence grew +**24.7%** on Instagram and +**5.91%** on Facebook year-over-year
- TPS website traffic grew +**37%** in total number of visitors year-over-year
- **Citywide public affairs best campaign award** for *Strong Schools, Strong Tulsa*

General Counsel

New Contract Management System - Ironclad

- The system creates a centralized location for all contract documents, including Board of Education approvals.
- Multiple parties review contracts, including the initiating department, purchasing, finance, and legal. Redlines and proposed changes to contracts are made clear to each party. Each approval is documented. The board president or vice president may access and sign contracts electronically.
- Most contract terms are July 1 – June 30. For FY26 contracts, the Office of General Counsel received and reviewed 330 contract requests.
- For FY27, the Office of General Counsel has received 398 contract requests through October 26.

TULSA PUBLIC SCHOOLS

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, post-secondary readiness, and attendance.