

OKLAHOMA CITY PUBLIC SCHOOLS

**PATHWAY**

**TO**

**GREATNESS**



# OUR MISSION


Every day, Oklahoma City Public Schools will ignite a passion for learning in every child, invite families to engage, and inspire respectful and trusting relationships with our diverse community.



## Our Vision

By providing equitable access to a world class education, every Oklahoma City Public Schools student will graduate ready to fulfill their unique purpose in a healthy, vibrant community.

# ➤ Guiding Principles






- 
- We believe our top priority must be serving students equitably, rather than maintaining under-enrolled facilities.
  - We believe families deserve high-quality educational opportunities in 21st century learning environments.
  - We believe that racially and socioeconomically integrated schools are best for students.
  - We believe that planning in consistent PK-12 feeder patterns and grade bands provides the best experience for students.
  - We believe in keeping neighborhoods together.
  - We believe that every district facility should be used for a positive community purpose.

Current State



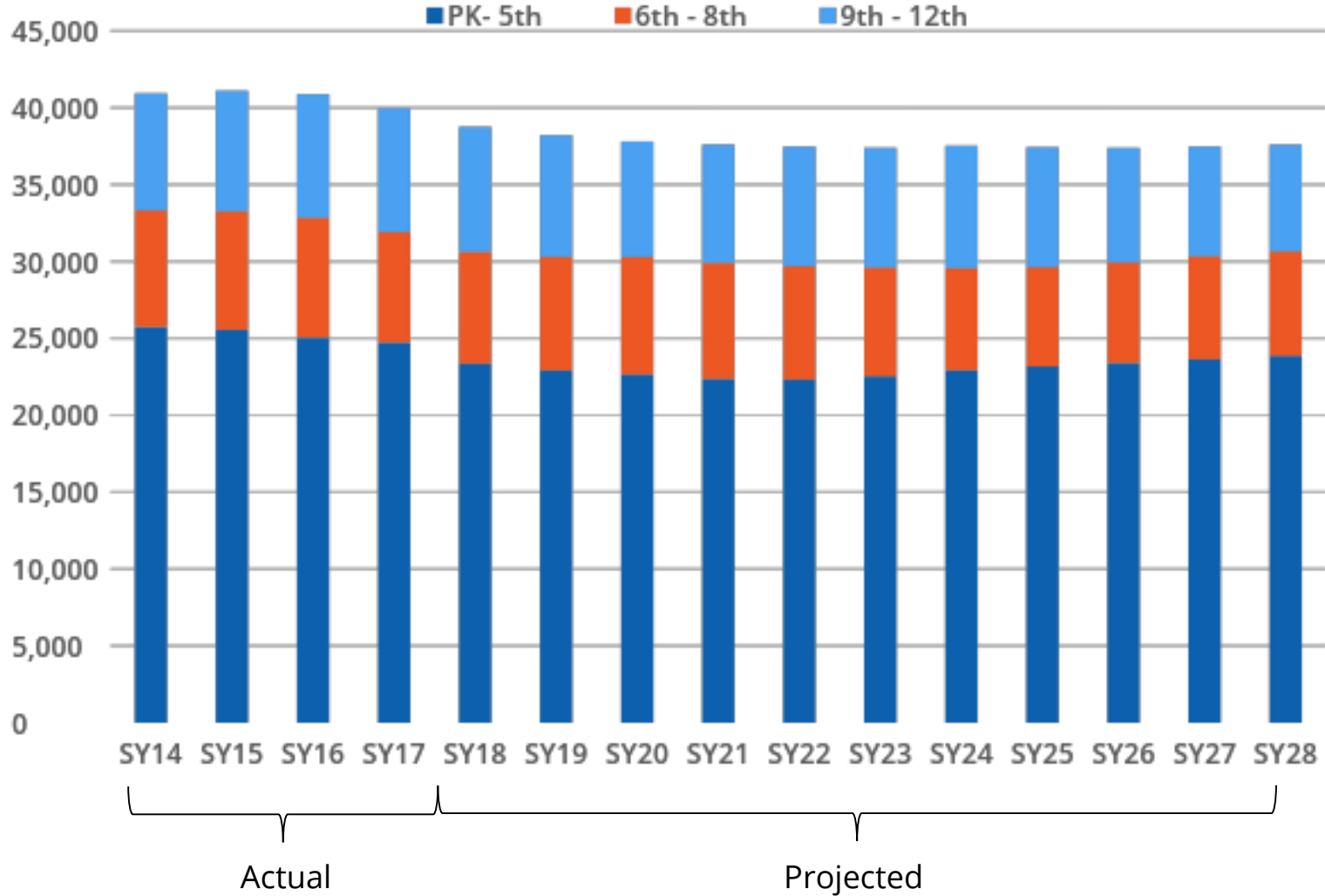
# What We Know:

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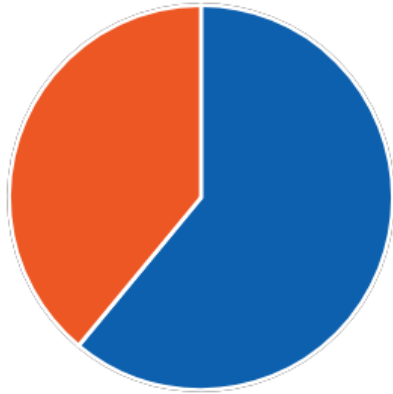
-  The status quo is not acceptable.
-  Our past way of doing business has contributed to the problem we face.
-  This is a district-wide problem that requires a district-wide solution.
-  We must build on what is working and improve what is not working.
-  It is time to create the future of education, not recreate the past.



## Enrollment Districtwide PK-12

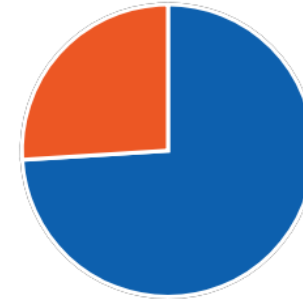


## Utilization Elementary



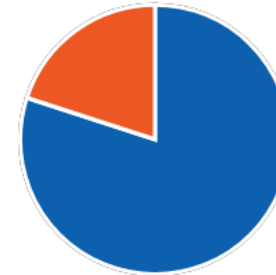
■ Enrollment ■ Empty Seats

## Utilization Middle School / High School (including portables)



■ Enrollment ■ Empty Seats

## Utilization Middle School / High School (excluding portables)

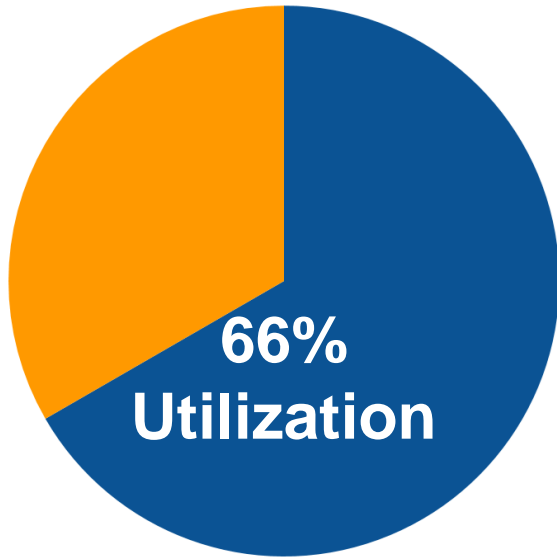


■ Enrollment ■ Empty Seats

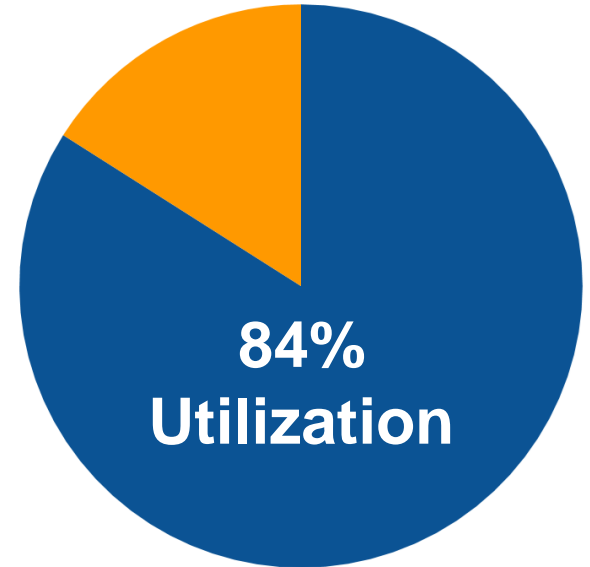
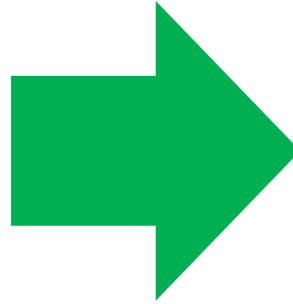
~1/3 of available instructional capacity is vacant

**~\$2M/year to maintain underutilized schools**

# P2G Impact on Vacant Seats



**Today**



**After  
P2G**





## Why change?

*I wish for school to be more accessible for those with mental health problems (anxiety, depression, etc.) ... online options... more counselor hours and accessibility, and training for dealing with mental health.*  
- OKCPS Student

*Change is always hard, but the bottom line is what is best for the kids. This change will give us more resources for our students. - OKCPS Teacher*

*I firmly believe the answer is NOT to do better what we've done before. The OKCPS District MUST do something else. The challenge is not to fix the system, but to change it; not to reform it but to transform it. - OKCPS Caregiver*

*THANK YOU!!! Equalizing class sizes and resources is long overdue. - OKCPS Community Member*

*The changes that will result from Pathway will impact the culture of schools for students, families, communities, and staff. - OKCPS Staff member*

A Better Future



# Pathway to Greatness Trade-Ups for The Great Commitment



## Great Teaching & Learning

*Culturally responsive,  
rigorous teaching and  
learning*

**Increased  
access to  
learning  
opportunities**



## Great Culture

*Loving, joyful climate  
and strong  
relationships with  
family and community*

**Added  
social  
supports for  
students**



## Great People

*Inspired, effective  
teachers,  
leaders & staff*

**Better  
support for  
teachers**



## Great Systems

*Data-informed,  
needs-based  
resource allocation*

**More  
resources  
dedicated to  
serving  
students**

# By making these changes...



## Increased access to learning opportunities

- Provide full-time **art, music & PE** in every elementary
- Offer access to **science labs & co-curriculars** to all students in grade 5 - 12
- Provide **STEAM space** in every elementary



## Added social supports for students

- Provide full-time **counselor** in every school
- Provide more **school nurses**



## Better support for teachers

- **Reduce class sizes** in grades K-6
- Provide **assistant principal** to support teachers in every school
- Invest in **transformational leadership teams** in highest-need schools



## More resources dedicated to serving students

- Bring nearly all schools to **ideal size**
- Create **consistent grade bands & feeder patterns**

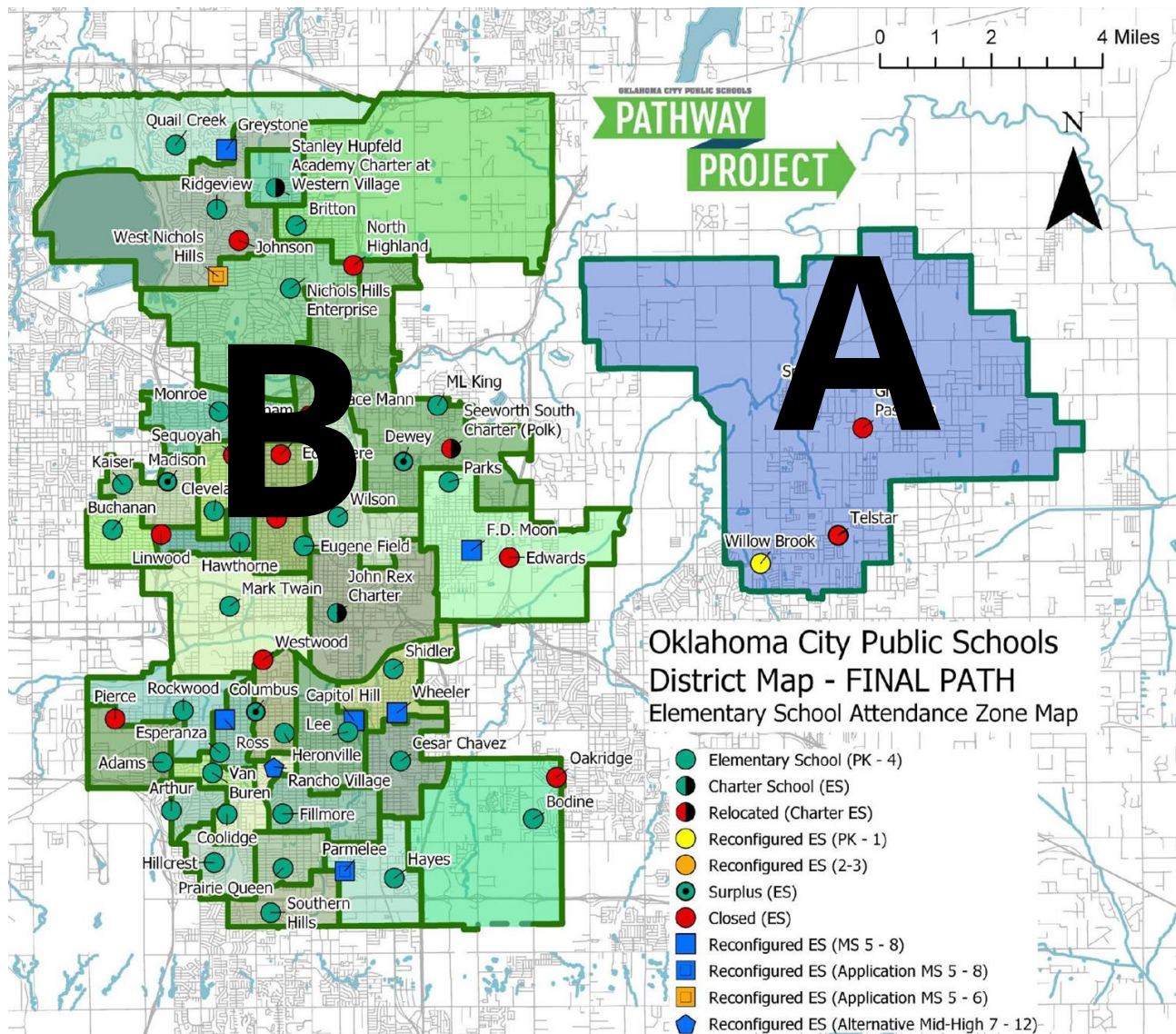
## ...we support these outcomes

- Build a culture of **learning and collaboration** among teacher teams to improve the success of our students
- Promote **stable, positive school cultures**
- Enable better **PK-12 curriculum planning** for students with consistent feeder patterns and aligned practices
- Support our educators to **increase teacher retention and effectiveness**
- Establish necessary conditions for **growth and success at our highest-need schools**

**For the Final Path, we were able to make adjustments or create plans to address input about...**

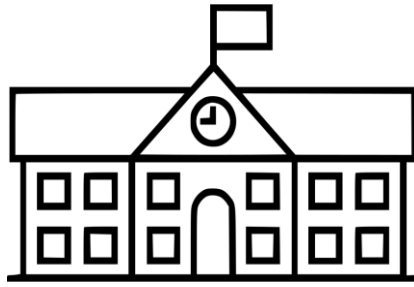
- MLK Elementary vs. FD Moon for middle school
- Transfer students in high-transfer schools
- Telstar vs. Spencer for 2nd-3rd grade
- Opportunities to combine school communities and cultures
- Transfer and application timelines for next year
- Repurposing options for schools

# Final Path



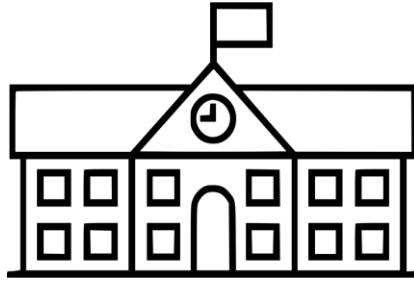


**HERONVILLE - 728**  
**LEE - 577**



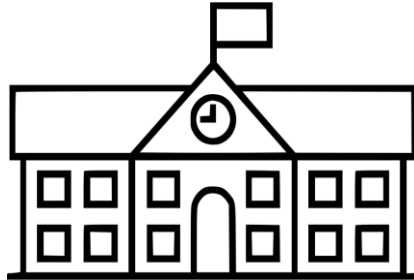
**CAPITOL HILL MIDDLE - 764**

**BODINE - 636**  
**FILLMORE - 803**  
**HAYES - 534**



**WEBSTER MIDDLE - 848**

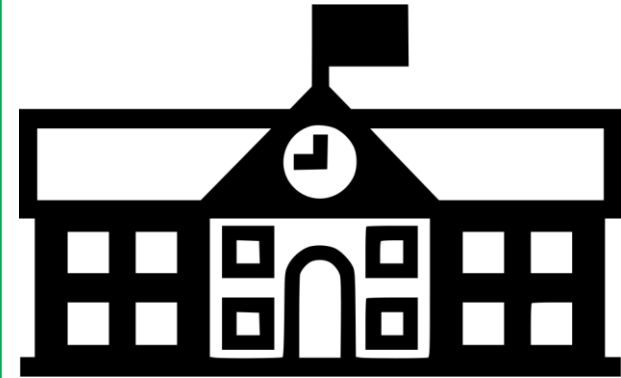
**CHAVEZ - 776**  
**SHIDLER - 434**



**WHEELER MIDDLE - 546**

# Final Path

17



**CAPITOL HILL HIGH**  
**1286**

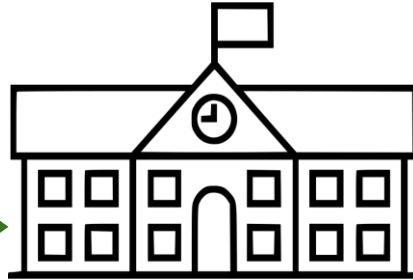
EUGENE FIELD - 622

**ML KING - 481**

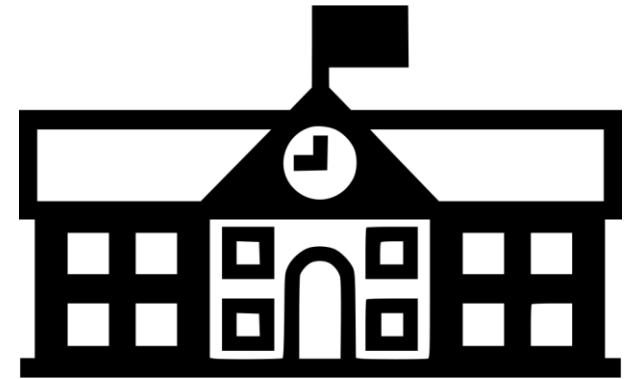
THELMA PARKS - 630

JOHN REX (n/a)

WILSON - 406

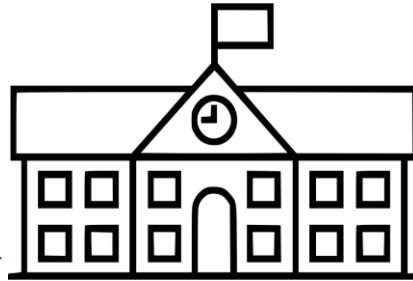


**F.D. MOON MIDDLE**  
**772**

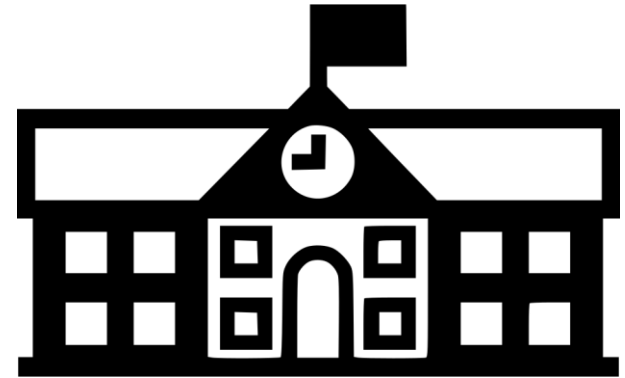


**DOUGLASS HIGH**  
**502**

BRITTON - 655  
STANLEY HUPFELD (n/a)  
MONROE - 450  
NICHOLS HILLS - 576  
QUAIL CREEK - 515  
RIDGEVIEW - 465



**JOHN MARSHALL**  
MIDDLE - 939  
(formerly Greystone)

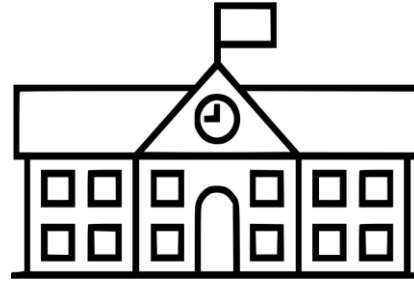


**JOHN MARSHALL HIGH**  
765

# Final Path

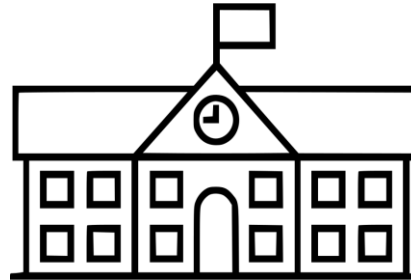
20

ESPERANZA - 532  
ROCKWOOD - 663  
VAN BUREN - 458

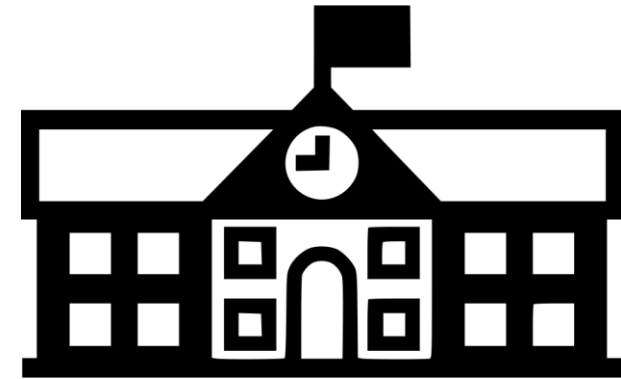


MARY GOLDA ROSS  
MIDDLE  
878

BUCHANAN - 540  
CLEVELAND - 515  
HAWTHORNE - 510  
KAISER - 584  
MARK TWAIN - 403

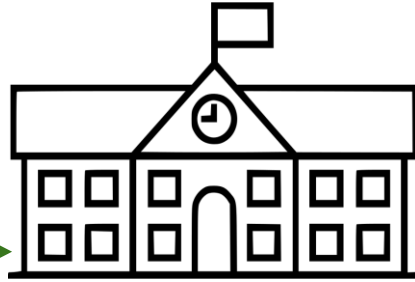


TAFT MIDDLE  
991



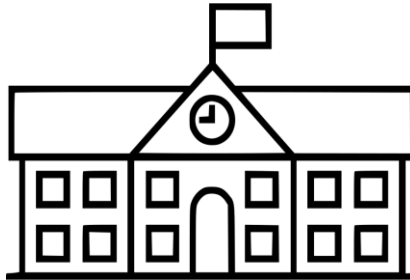
NW CLASSEN HIGH  
1243

HILLCREST - 501  
PRAIRIE QUEEN - 667  
SOUTHERN HILLS - 597

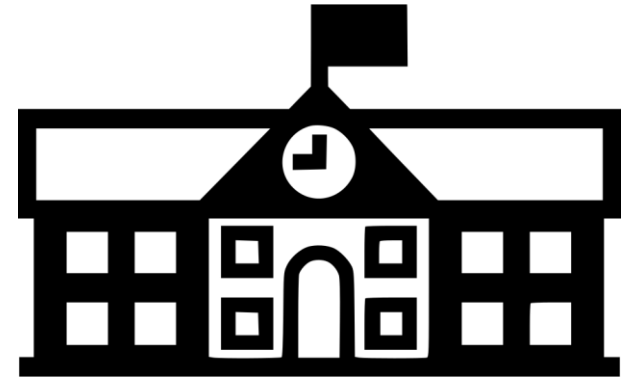


JEFFERSON MIDDLE  
882

ADAMS - 547  
ARTHUR - 554  
COOLIDGE - 641



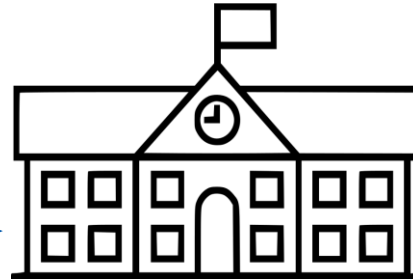
ROOSEVELT MIDDLE  
889



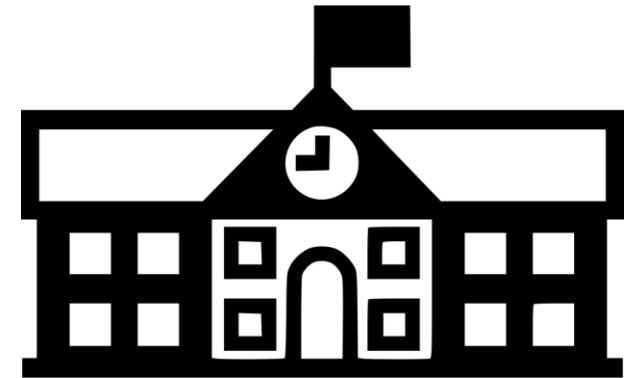
US GRANT HIGH  
1458

**WILLOW BROOK - 509**  
(PK-1st grade)

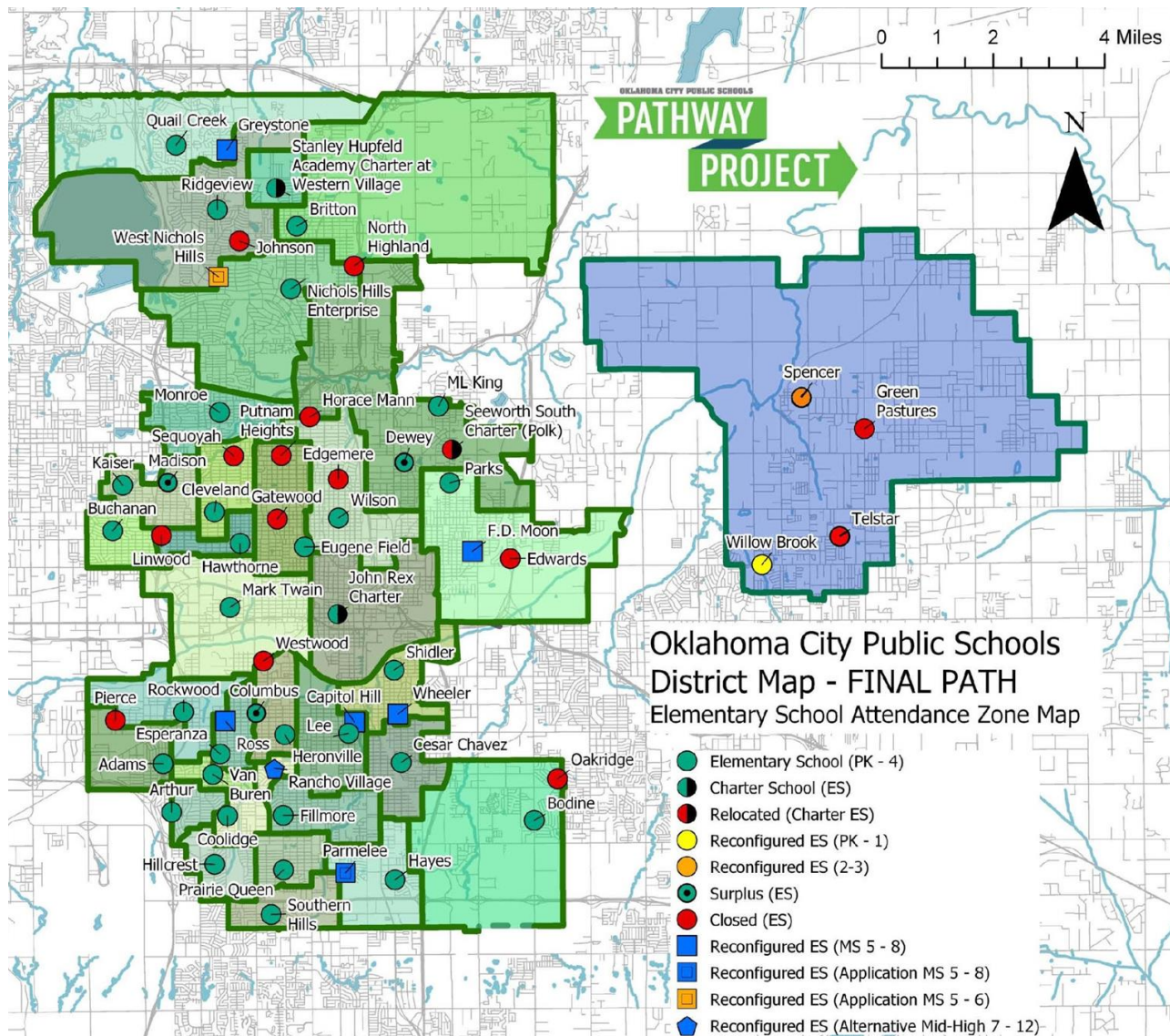
**SPENCER - 323**  
(Grades 2-3)



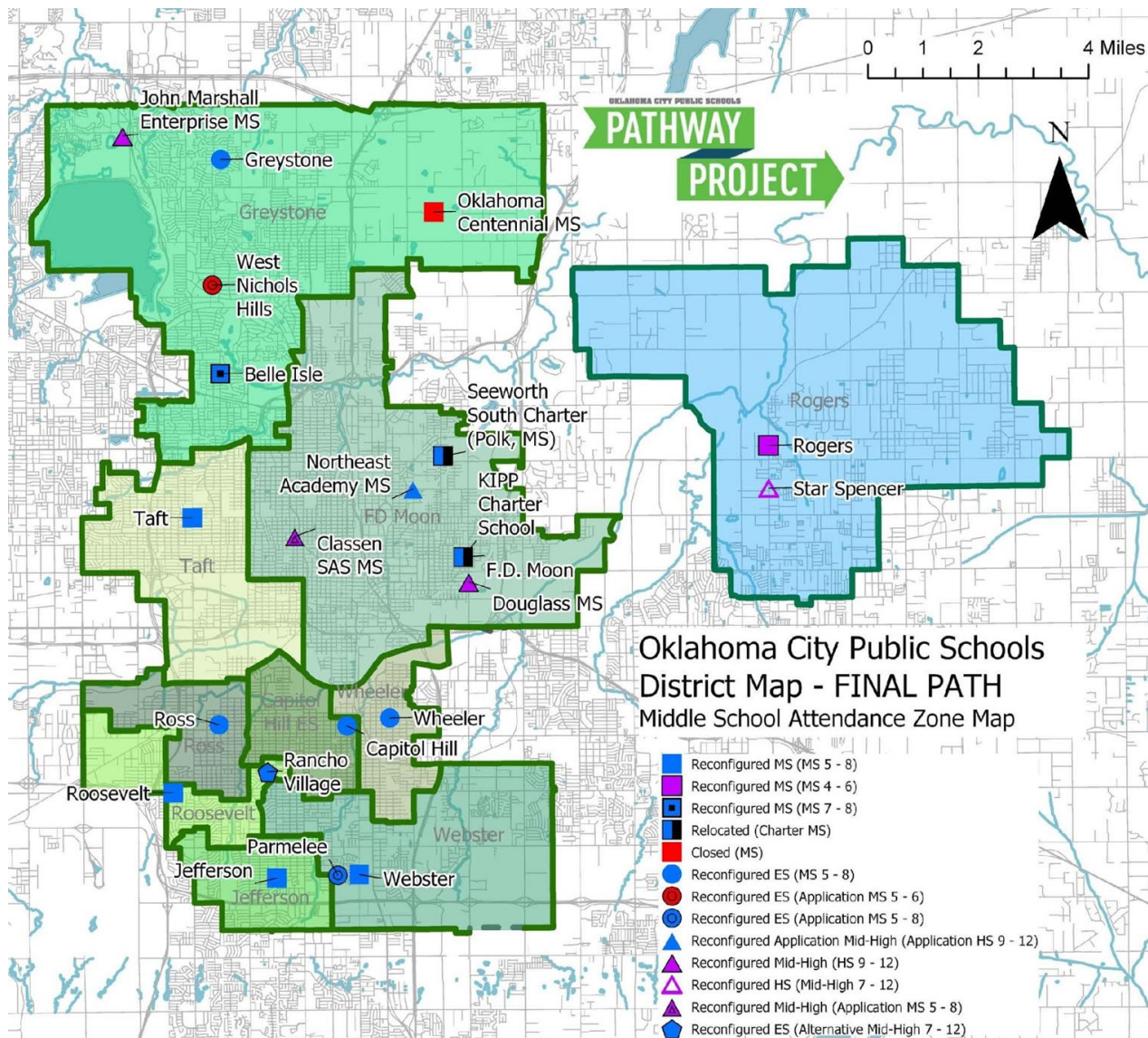
**ROGERS**  
**418**  
(Grades 4-6)



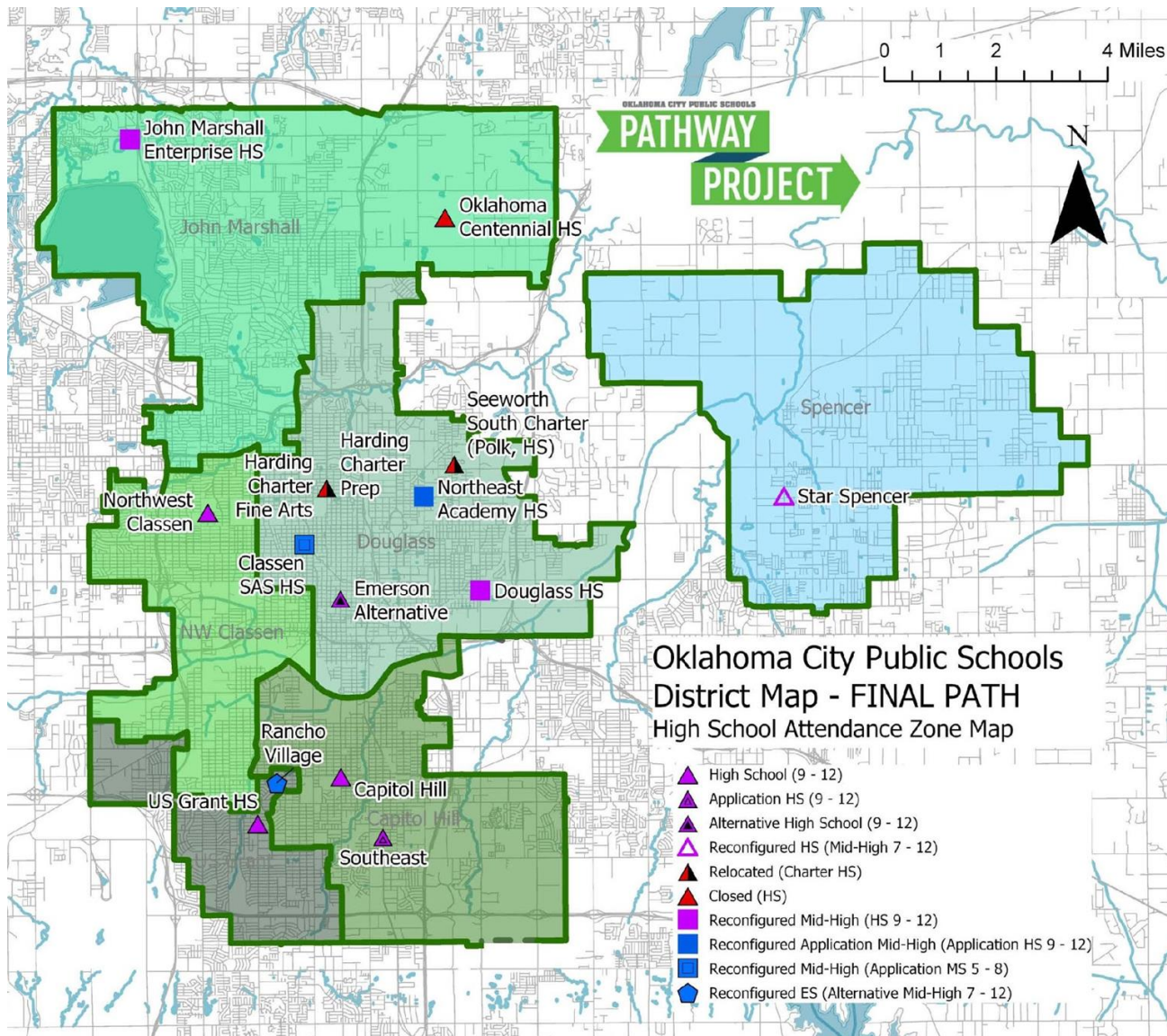
**STAR SPENCER HIGH**  
**510**  
(Grades 7-12)











# Summary of Final Path

## Close and Repurpose:

1. Edgemere
2. Edwards
3. Gatewood
4. Green Pastures
5. Horace Mann
6. Johnson
7. Linwood
8. North Highland
9. Oakridge
10. Oklahoma Centennial
11. Pierce
12. Putnam Heights
13. Sequoyah
14. Telstar
15. Westwood

## Reconfigure into Intermediate/Middle Schools:

1. Capitol Hill ES
2. Classen SAS Mid-High
3. Greystone (John Marshall MS)
4. F.D. Moon
5. Mary Golda Ross
6. Parmelee (Southeast MS)
7. Wheeler ES

## Reconfigure into High Schools:

1. Douglass Mid-High
2. John Marshall Mid-High
3. Classen SAS Mid-High

## Reconfigure, Other:

1. Northeast to house Classen SAS HS
2. West Nichols Hills to house Belle Isle 5/6
3. Rancho Village to house Emerson South

## Star Spencer Feeder Pattern:

- Willow Brook (PK-1)  
↓
- Spencer (2-3)  
↓
- Rogers (4-6)  
↓
- Star Spencer (7-12)

# Financials



# Trade-Ups from Reinvestment Dollars

Operational efficiency savings (annual)	\$1,858,000
Staffing efficiency savings (annual)	\$2,191,000
Total investment dollars (annual)	\$4,049,000
<b><i>Trade-ups</i></b>	<b><i>Cost Estimate</i></b>
Reduce Kindergarten-6th grade class size ratios	\$1,346,000
Increase school nurses	\$707,000
Reduce elementary counselor ratios	\$732,000
Increase Assistant Principals & Admin Interns	\$297,000
Other Trade-ups (e.g. professional development, instructional supplies, transportation) & Contingency	\$967,000

# Implementation Costs for Final Path

Activity	Funding Source	Projected Cost
Athletic practice fields, uniforms & equipment, MS locker rooms & futsal courts	Bond Funds, Fields & Future Partnership	\$4,272,000
Fine Arts remodels & musical instruments	Bond Funds	\$1,650,000
IT equipment movement & additions	Building/Bond Funds	\$400,000
Mobile Science Labs	Bond & District Partners	\$435,000
Moving (Staff, Furniture & Equipment)	Building/Bond Funds	\$2,495,000
Other school remodels, furniture & fixtures	Building/Bond Funds	\$1,240,000
Security & Signage	General/Bond Fund	\$550,000
Self-contained (Special Education) space remodels	Building/Bond Funds	\$100,000
<b>Estimated Total (including contingencies)</b>	<b>98.5% non-General Funds</b>	<b>\$11,142,000</b>

# Repurposing



## ➤ Repurposed for School Relocation



- **Edwards** → Seeworth Academy
- **North Highland** → KIPP Reach
- **Oklahoma Centennial** → Harding Charter Prep
- **Putnam Heights** → Harding Fine Arts
- **Rancho Village** → Emerson South



**TENTATIVE DRAFT**

## Repurposed for District & Community Use

### Early Childhood Center

- Horace Mann\*
- Johnson\*
- Pierce
- Telstar



### Health / Community Center

- Oakridge



\* *will house regional PK overflow*

**TENTATIVE DRAFT**



## ➤ Repurposed for District & Community Use

- **Edgemere** → TBD
- **Gatewood** → Oklahoma Children's Theatre / Autism Foundation
- **Green Pastures** → TBD
- **Linwood** → Junior Achievement
- **Westwood** → OKCPS Student Services



Retained for future district purpose/growth:

- **Sequoyah**

**TENTATIVE DRAFT**

# Supporting Change

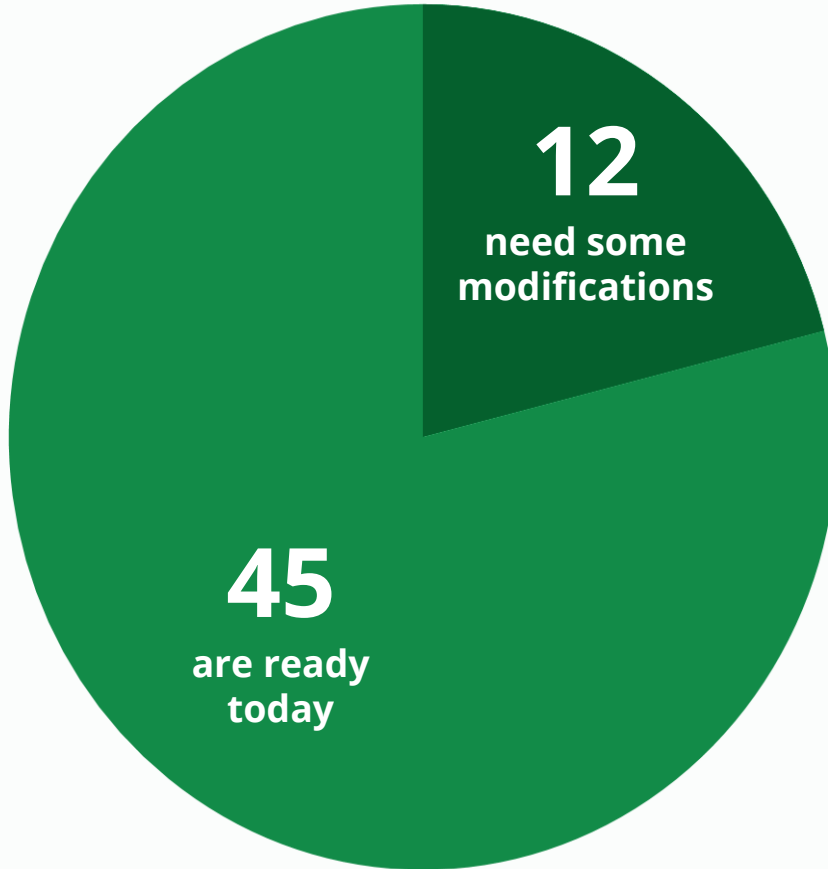


# Ensuring a Smooth Transition

- New online school locator will be available by Mid-March
- District-wide open house & school tours for families - **May 4, 2019**
- Summer “bridge” opportunities for families and staff
- Student ambassadors to welcome incoming students
- Staff collaboration between schools to ensure transitioning students’ needs are known and supported

May 2019						
M	Tu	W	Th	F	Sa	Su
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

# P2G Facility Modifications



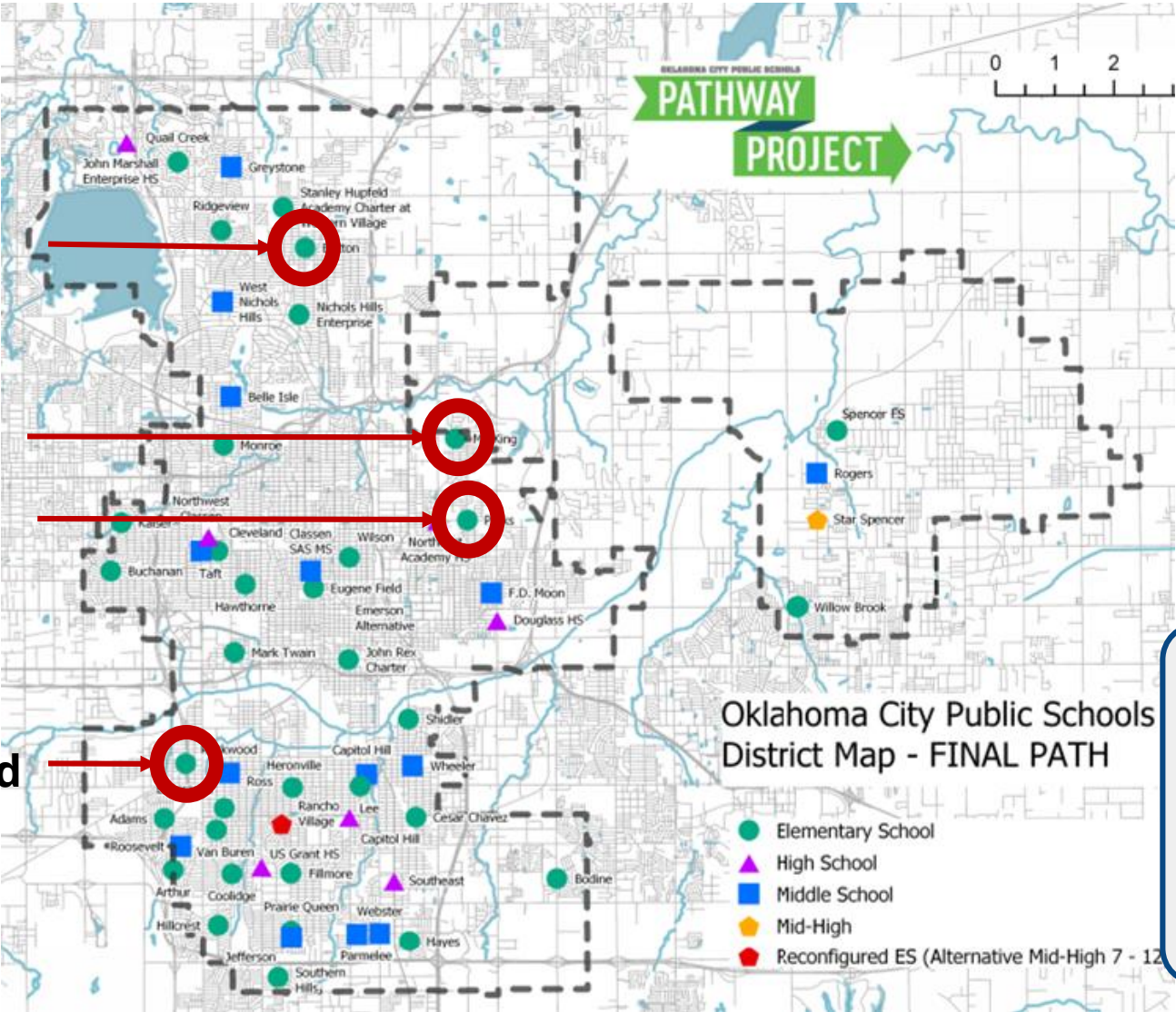
- ✓ About 44 toilets need to be replaced
- ✓ Athletic practice fields & play spaces
- ✓ 2G internet bandwidth in new MS
- ✓ Classen SAS art & dance spaces

Britton

ML King

Parks

Rockwood



**Belle Isle**  
7 to 8

**Belle Isle**  
5 to 6



**Classen SAS HS**  
9 to 12

**Classen SAS MS**  
5 to 8



**Southeast HS**  
9 to 12

**Southeast MS**  
5 to 8



Enrolled students in each application feeder network will automatically feed to the next level with no additional application



## First week of March:

Reopen application school window & *online* transfer application available

**April 1:** New application school deadline

**April 12:** *Online* transfer application closes

**Mid-May:** Notifications to families

## March 2019

M	Tu	W	Th	F	Sa	Su
				1	2	3
4	5	6	7	8]	9	10
11+	12+	13+	14	15	16	17
18△	19△	20△	21△	22△	23	24
[25	26	27	28	29	30	31

## April 2019

M	Tu	W	Th	F	Sa	Su
1*	2*	3*	4*	5*	6	7
8*	9*	10*	11*	12*	13	14
15*	16*	17*	18*	19*	20	21
22*	23*	24*	25*	26*	27	28
29*	30*					

## May 2019

M	Tu	W	Th	F	Sa	Su
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24]●	25	26
27△	▶ 28	29	30	31		

- Our Special Education Department has a plan for where each special education student will go
- Self-contained classrooms will be relocated to nearby schools, for example:
  - MD classes currently at Johnson ES will move together to Ridgeview ES
  - MD classes currently at Rancho Village ES will move to Van Buren ES
- Teachers and paraprofessionals will have the opportunity to move with their students
- Required facility enhancements & equipment moves will be completed by August





- All students who live outside of the 1.5 mile walk radius from their assigned school will have access to bus transportation
- We are modeling new transportation routes and analyzing options for any adjustments next year
- We estimate adding 10 bus routes to support P2G (without adjusting any start times)
- Bus routes and stops will be communicated before the end of the school year



## **Elementary:**

Current average distance will increase by ~1.5 miles

## **Middle:**

Current average distance will increase by ~2 miles

## **High:**

Current average distance will increase by ~3 miles



## February 2019

M	Tu	W	Th	F	Sa	Su
				1	2	3
4	5	6	7	8 ^	9	10
11 P	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

**2/22:** Letter of Intent sent to Teachers to learn their desire to return and stay in their current school for 2019-2020

**3/05:** School Leaders named

**3/07:** Career Fair for Trade-Up positions

**3/08:** Vacancies posted for Continuing Contract Teachers (CCT)

## March 2019

M	Tu	W	Th	F	Sa	Su
				1	2	3
4	5	6	7	8	9	10
11+	12+	13+	14	15	16	17
18△	19△	20△	21△	22△	23	24
25	26	27	28	29	30	31

**3/12:** ALL affected CCTs submit 6 preferences based on posted openings (via Google Form)

**3/25:** Affected CCTs with 10+ years from reconfigured and closed schools will be placed by preference in order of seniority

**4/01:** Other affected CCTs will be placed based on preferences and needs at schools

**4/08:** 1<sup>st</sup> round of non-CCTs placed based on preferences from Letter of Intent

**4/15:** Additional non-CCTs (2<sup>nd</sup> Round) are eligible to apply for any remaining open positions

**4/15:** Normal Hiring resumes for remaining non-CCTs and new applicants

## April 2019

M	Tu	W	Th	F	Sa	Su
1*	2*	3*	4*	5*	6	7
8*	9*	10*	11*	12*	13	14
15*	16*	17*	18*	19*	20	21
22*	23*	24*	25*	26*	27	28
29*	30*					

## Volunteers:

- Please continue serving at your current location. No changes will happen until 2019-20
- Annual background checks are valid at all OKCPS schools
- We hope volunteers will shift service to the new school of the students you serve -- the more friendly and familiar faces our students see, the easier these transitions will be for them!

## Community Partners:

- OKCPS will work with our community partners to place them at a new location if needed
- Outreach to active partners will occur this spring or email [partnersinaction@okcps.org](mailto:partnersinaction@okcps.org) for questions



# ➤ Continuing on the Pathway...

## 2019 - 2020

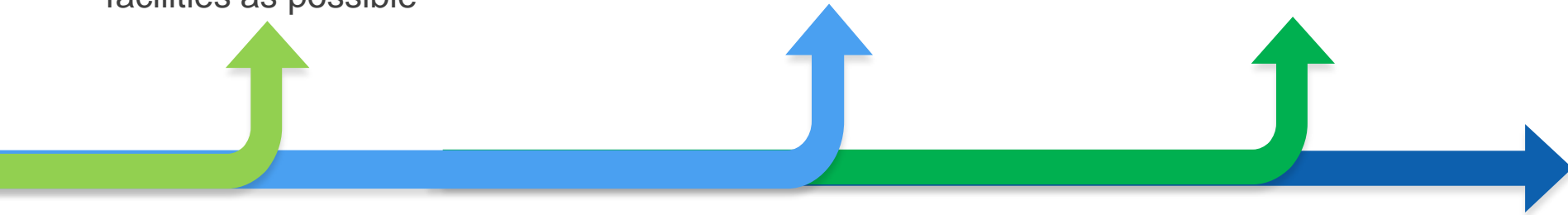
- Open school with new boundaries, grade bands, and trade-ups
- Launch of 4 transformation campuses
- Implement expansion of application programs
- Repurpose as many facilities as possible

## 2020 - 2021

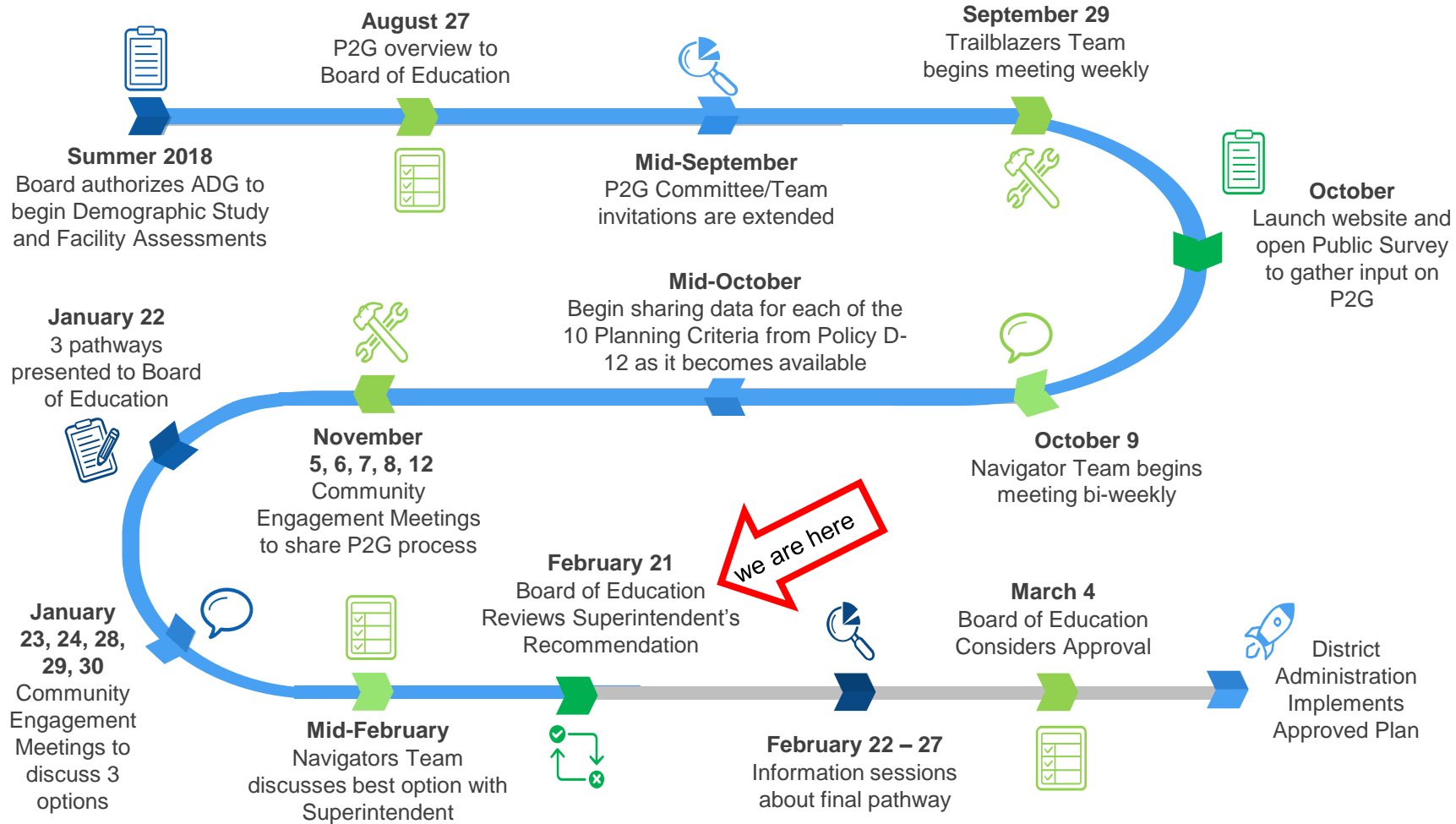
- 2020 bond election to invest in our facilities
- Launch additional strategic programs
- Kick off 2020-2025 strategic plan

## 2021 – 2022+

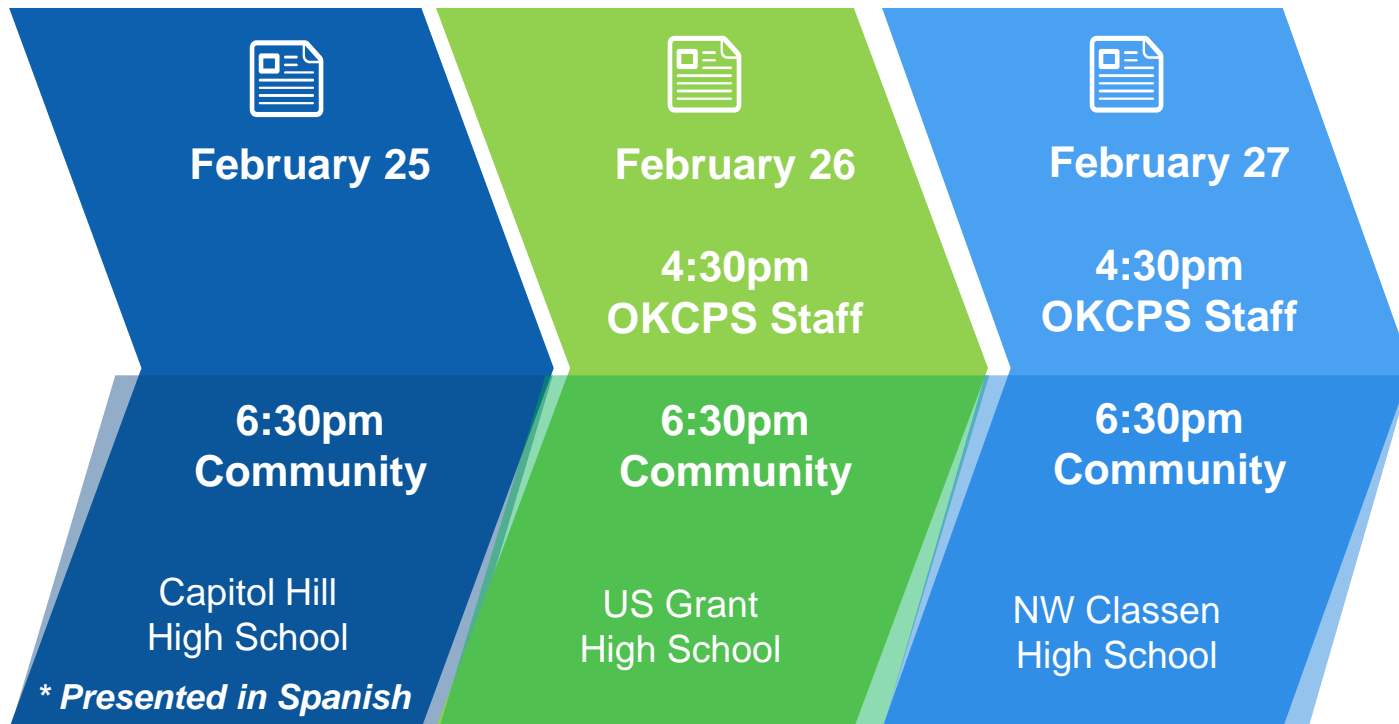
- Future program enhancements per 2020-2025 strategic plan
- Evaluation, learning, and improvements



# Pathway Project Timeline & Next Steps



# Informational Meetings on Final Path for Families & Staff



Registration is not required to attend – Spanish translation and ASL interpretation services provided –  
Community meetings open to public, including media – No childcare services will be provided







[www.okcps.org/PathwayProject](http://www.okcps.org/PathwayProject)

**PATHWAY**

TO

**GREATNESS**