

A photograph of the Oklahoma City skyline under a clear blue sky. The skyline features several prominent skyscrapers, including the tallest one on the left. In the foreground, there are lower-rise buildings, trees, and a parking lot. The text is overlaid on the image.

Northeast Taskforce

Final Recommendation

March 2, 2017

Oklahoma City Public Schools

Purpose & Commitment



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Purpose of NE Taskforce

Parents, students, staff members, and community leaders will come together to:

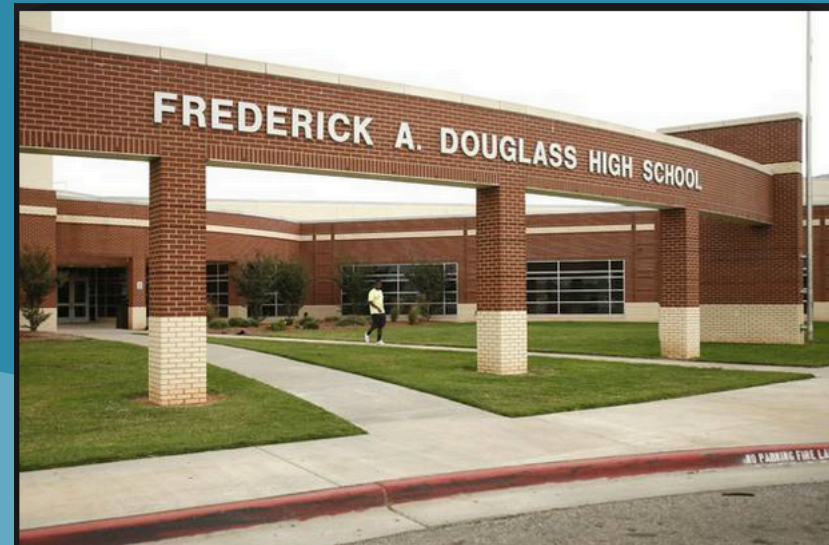
- Analyze the declining performance and enrollment in our schools in educational district 5, serving predominantly African-American students
- Review research and best practices to improve chronically low-performing schools
- Develop cost-neutral recommendations for the transformation of schools in NE OKCPS to present to the superintendent and the Board of Education

Administration's commitment

Superintendent Lora charged the taskforce with developing cost-neutral recommendations, to be implemented in the 2017-18 school year and beyond.

The district is committing to the NE Taskforce and the students, families, and community that costs that can be saved through school consolidations will be reinvested in the NE OKCPS schools.

Membership



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Representation of diversity of NE OKCPS

Members were selected from pool of 255 applicants to represent the following groups:

- Students
- Parents
- Teachers
- Principals
- Community leaders
- Clergy
- Elected officials
- Reps from each school/neighborhood

Members

1. Glenna Berry	Principal	11. Allegra Logan	Teacher
2. Rita Brown	Parent/Guardian	12. Alberta Owens	Community Leader
3. Joshua Busby	Clergy	13. Camal Pennington	Community Leader
4. Tamia DeBerry	Teacher	14. John Pettis	Elected Official
5. Vernona Dismuke	Parent/Guardian	15. Sue Starr	Principal
6. James Dorn	Clergy	16. Sandino Thompson	Community Leader
7. Jahree Herzer	Principal	17. Carmon Williams	Parent/Guardian
8. Quintin Hughes	Community Leader	18. Lauryn Williams	Student
9. Gary Jones	Community Leader	19. Artisha Woody	Community
10. Anna King	Parent/Guardian		

Process



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7 weeks of study & collaboration

Meeting	Theme
1 – 1/19	Teaming, state of the schools
2 – 1/26	Strengths, challenges & dreams
3 – 2/2	Exploring solutions – academics
4 – 2/9	Exploring solutions – wraparound
5 – 2/16	Exploring solutions – school structure
6 – 2/23	Preliminary proposal for recommendations
7 – 3/2	Final draft of recommendations

Activities

Reviewed data, research and best practices to make recommendations around:

- Academic programming
- Wraparound supports
- School structure

Goals



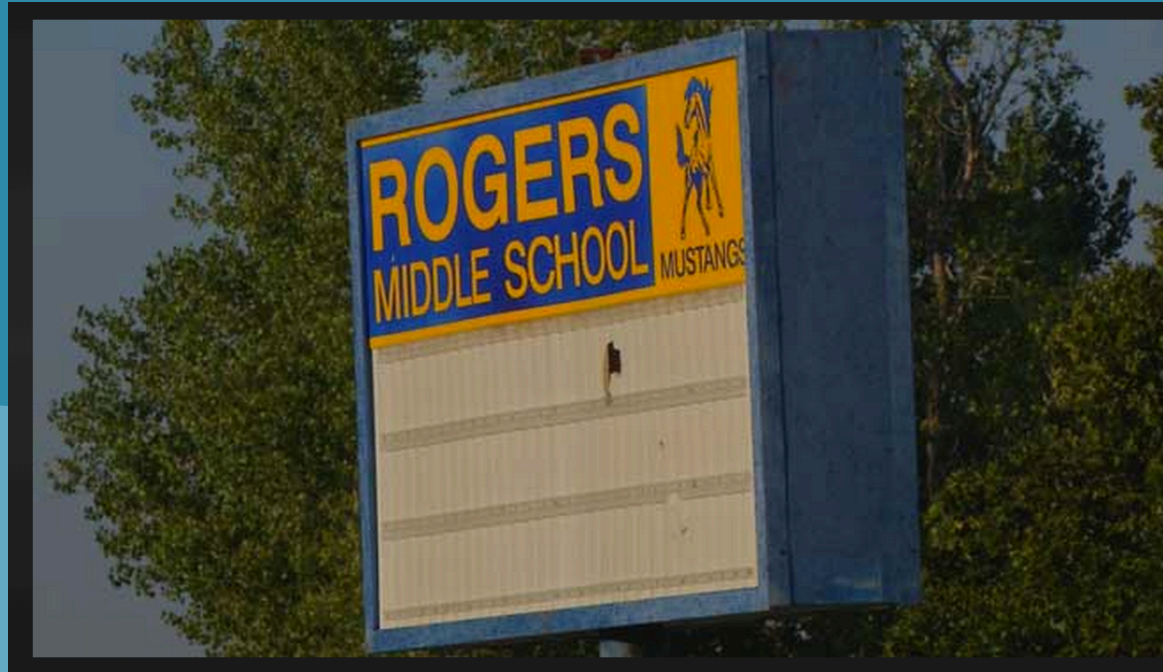
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Goals for NE OKCPS

The Taskforce wants to achieve the following goals for NE OKCPS schools:

- Strategically change the narrative about NE OKC and Spencer
- NE OKCPS schools consistently among top performing schools in the state
- NE OKCPS schools are top-choice schools for resident families

Academic Program



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Taskforce Recommendation #1:

Create structured, on-going community engagement

Convene an invested group of stakeholders (parents, educators & community members) to define and monitor a strategic vision for P-12 programming in each P-12 cluster

Cluster support teams should include representatives of each school and include active students, teachers, parents, and community leaders. The team should have authority to make appropriate governance decisions over the strategic direction of their P-12 cluster.

Taskforce Recommendation #2:

Plan strategically & monitor implementation

Work with the cluster support team to develop, execute, and monitor aligned cluster and school strategic plans that address the areas of:

- Teaching and learning
- Culture
- People
- Systems

Taskforce Recommendation #3:

Roll out rigorous academic programming over time

Over the next five years, roll out rigorous academic programming that will provide all students with access to college and career readiness. Consider the following options:

- Science, Technology, Engineering, Math (STEM)
- Early College
- Leadership
- Themes for existing NAF academies

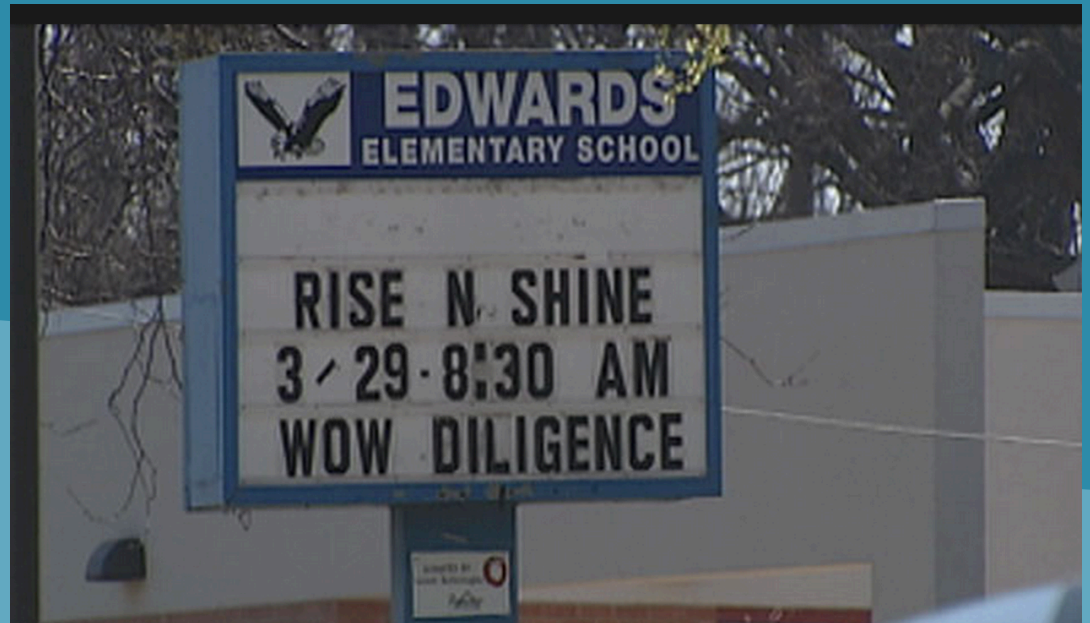
Taskforce Recommendation #4:

Invest in recruiting, developing & retaining great people

Focus on teacher and leader effectiveness by creating a high expectations zone

- Recruitment of turnaround leaders
- Recruitment of effective, committed teachers
- Retention
- Career ladders
- Support for teachers
- Leadership pipeline

Wraparound Supports



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Taskforce Recommendation #5:

Build wraparound supports through partnerships

School level:

Through the cluster support team strategic planning process, position schools as community centers and enter partnerships that provide wraparound supports (e.g. physical and mental health, social services) from the school facility, recruiting providers that are culturally competent and familiar with the NE and Spencer communities to the extent possible.

System level:

Develop a process for equitable and targeted recruitment of partnerships and donations to support NE and Spencer schools and their individual needs.

Taskforce Recommendation #6: Equip staff & families to support students

Focus on equipping teachers, staff, and families with skills and training to support students:

- Provide trauma sensitivity training for teachers, and staff to support a safe and supportive environment
- Explore reconfiguring Title I family engagement efforts to support effective interventions (e.g. home visits)
- Provide training and support opportunities for families based upon school needs

Taskforce Recommendation #7: Teach social & emotional skills explicitly

Implement research-based social and emotional learning and appropriate staff supports identified through cluster and school strategic planning processes.

School Structure



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Taskforce Recommendation #8: Rethink grade configurations

Consider changing grade configurations to support student success:

- Eliminate mid-high structure
- Consider research-based reconfigurations such as:
 - House 5th grade with adolescent students
 - Explore grade bands

Taskforce Recommendation #9: Repurpose unused facilities purposefully

The administration should consider all other options prior to making a recommendation to consolidate schools.

If the administration elects to recommend school consolidations as a cost-saving measure:

- Commit to repurposing facilities for positive functions that will support families in NE OKCPS in collaboration with the municipal governments
- Convene a repurposing committee chaired by community leaders to provide oversight for this process
- The administration will commit to budget on an on-going basis the \$250,000 that the NETF was verbally told was the estimated cost savings from a closure (or more) to the Enterprise Zone for each school in the Douglass and Star Spencer geographical clusters that is recommended for closure. To the extent possible, the district will provide detailed accounting of the actual cost savings from facility closures.

Overview



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Logic Model

If we...

1. Create structured, on-going community engagement
2. Plan strategically & monitor implementation
3. Roll out rigorous academic programming over time
4. Invest in recruiting, developing & retaining great people
5. Build wraparound supports through partnerships
6. Equip staff & families to support students
7. Teach social & emotional skills explicitly
8. Rethink grade configurations
9. Repurpose unused facilities purposefully

then...

- We will strategically change the narrative about NE OKC and Spencer
- NE OKCPS schools will consistently rank among top performing schools in the state
- NE OKCPS schools will be top-choice schools for resident families

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