At the district-wide level, new organizational practices or "Signature Strategies" will be used to shift the support to schools and change the culture of the district. More than 150 OKCPS teachers, school leaders and district personnel developed the teaching, leadership and organizational strategies needed to **fulfill our commitment of success for all students.**

OKCPS Signature Strategies

Pillar #1	Pillar #2	Pillar #3	Pillar #4
Culturally responsive, rigorous teaching &learning	**Safe climate and strong relationships with families & community**	**Effective teachers, leaders and staff**	**Data-informed, needs-based resource allocation**

Aligned curriculum, assessment and materials

- Align curriculum, assessments, materials and technology with Oklahoma standards in all content areas and across all levels.
- Implement a user-friendly assessment system that facilitates reliable, and continuous monitoring and analysis of student, staff practice and school progress.
- Provide equitable access to up-to-date and appropriate instructional materials and technology for all schools.

Nurture a safe, secure climate for learning and working

- Revise Board policies to address current realities, including bullying and other acts of violence in our schools.
- Provide training for school staff on effective strategies for creating safe and respectful environments for learning and equitable enforcement of disciplinary guidelines.
- Partner with students, families, community-based organizations and private businesses to strengthen and embed effective relationships with the entire community.

Attracting, developing and retaining highly qualified diverse workforce

- Hire qualified and diverse staff who have a passion and commitment for working with our district's student demographic population.
- Strengthen partnerships with local colleges to build a "pipeline" of prospective employees and to attract more graduates earlier in their job search cycle.
- Update employment practices and procedures, employee relations and compliance, compensation and benefits, payroll and record-keeping.

Aligned central office support for school

- Organize central roles, resources, timelines, and processes to support the consistent implementation of the strategic plan within the context of school needs and culture.
- Create, publish, and monitor a "Dashboard" of key metrics for each district department/office or functional unit that provides direct services to schools, parents, and community stakeholders.
- Ensure efficient provision of school operations and services in a way that maximizes resources devoted to instruction.

Personalized learning

- Develop personalized learning for students with identified differentiated instruction, assessment, and intervention.
- Incorporate the prior knowledge, learning styles, and cultural background of OKCPS students in day-to-day instructional practices.
- Provide individualized academic and behavioral supports to assist all students in meeting their goals for success.

Champion equity, fairness and cultural inclusiveness

- Advance understanding of the impact of cultural background on student learning.
- Create a safe climate that fosters culturally inclusive practices among all staff and celebrates the strengths of diversity.
- Promote fair treatment and equitable opportunities for all students.

Professional Collaboration and teacher-leadership

- Develop a team of highly skilled, well-trained teachers, leaders, and staff to assist in professional learning and peer-to-peer developmental opportunities at school, department, and district levels.
- Provide timely intervention for "struggling" teachers and staff.
- Implement an evaluation system for all district employees that requires them to deliver results, not simply comply with requirements – and that supports their professional growth.

Results-focused planning and public reporting

- Set and monitor annual benchmarks and targets for each of the vital signs of student progress defined in the five year strategic plan.
- Define, implement, and monitor annual performance objectives and milestones of progress for all district-level departments.
- Conduct annual satisfaction surveys of internal and external stakeholders regarding quality of teaching, leadership, and service.

Responsive, consistent instruction

- Implement the professional practices in the Instructional Commitments to ensure consistency in core instructional strategies across all schools.
- Strengthen foundations for early-literacy and extend continuous literacy support in all content areas and across all grades.
- Target low-performing/off-track students and struggling schools with district and community resources.

Strengthen parent education and communication

- Provide ongoing training to parents and families to support district's kindergarten through third grade language and math development plans.
- Provide ongoing communication to families in their primary language regarding student progress, goal setting, and academic achievement.
- Educate parents and families about how to access school and community resources to support family health and wellness as well as behavioral and life success for students.

Needs-based professional development

- Develop the scope-and-sequence of professional development courses to be completed at each stage of a teacher's career.
- Set and articulate the professional standards for all staff by job-type and provide training programs aligned to those expectations.
- Facilitate induction of new teachers by offering orientation, training, and mentor-teacher support.

School quality and accountability system

- Establish a common definition of school quality and a comprehensive school accountability system, and institute bi-annual comprehensive School Quality review process for every school.
- Provide timely, useful data to school and district staff so that problems can be addressed and successes celebrated more quickly.
- Implement an assessment system to provide timely and authentic feedback on student growth, instructional practices, interventions and communication with parents.