

one district,
one goal:

100% graduation,
college and career ready

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Union...at a glance

- ~16,000 students, 1,900 employees
- 13 Elementary schools (PK-5th)
- 6/7th Grade Center (2,400 students)
- 8th Grade Center (1,200 students)
- 9th Grade Center (1,200 students)
- High School (3,500 students)
- Alternative High School (200 students)
- Early Childhood Center for 300 income-eligible three year-olds (funded by Community Action Project)
- Adult and Community Education Program serving over 3,000 adults in NE Oklahoma through GED, TANF, and ELL programming



District Demographics



- Ethnicity:
 - Hispanic: 33%
 - Caucasian: 31%
 - African American: 15%
 - Native American: 8%
 - Multiracial: 8%
 - Asian: 5%
- Number of languages spoken: 62
- Free/Reduced Lunch: 70%
- Four-year Cohort Graduation Rate: 90%
(not including GED or 5th year graduates)
- Five-time winner of 6A Championship for Oklahoma's Promise

2013-2018 Strategic Plan

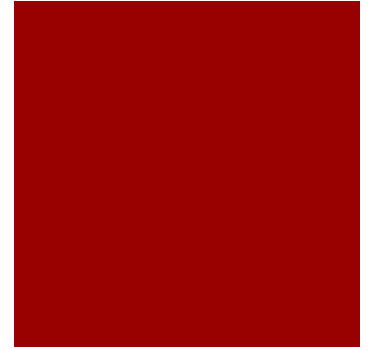


MISSION:

100% Graduation, College and Career Ready

- Early Childhood (2008)
- Community Schools (2005)
- STEM (2012)
- College and Career Readiness (2010/2014)

Intentional Strategies



- Increasing **graduation rate**
- Expanding opportunities for **college readiness**
- Increasing **career awareness** and experiences

Expanded mental
health support

No gate keepers to
advanced courses



Soft seating areas

ASPIRE-Dropout
Recovery Program

Wireless coverage
throughout

UVLA-Union Virtual Learning Academy

Re-conceptualized
Food Service

Service Learning

No common gathering
place for lunch

Career Connect

Collegiate atmosphere

ECHS – Early College High School

Maximum participation in
extra-curricular activities

EXCELerate

Project
Lead the
Way (PLTW)

8 different
eating options

Technology distribution

STEM

Purposeful parent
communication

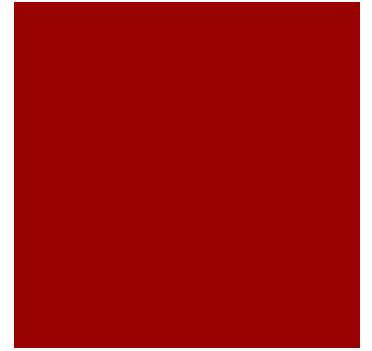
2010 to present



Goal: College Readiness

Strategy: Dual Credit/Concurrent Enrollment

Increasing College Readiness



Execution on the mission starts with a commitment by the adults in the district that every child deserves to be “coached up” for college/career.

- Grade level principals and counselors “loop” with students across grade levels to ensure relationship building and accountability.
- Secondary Academic Counselors are available year-round to assist students and parents.
- College and Career Counselors begin preparing middle school students for post-secondary plans.
- EXCELeRATE Pilot program encourages success by eliminating barriers to concurrent courses via TCC.
- Course “pathways” ensure an articulated curriculum.
- Collegiate atmosphere and “gradual release of responsibility” build skills for success after high school.

EXCELerate

STUDENT:

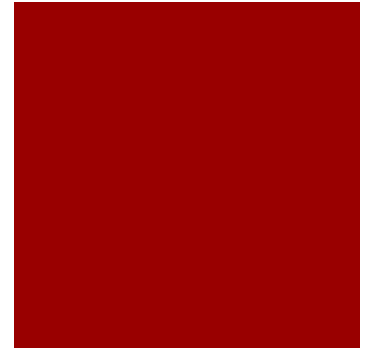
- 2010-16: \$12.75 fee for 3 hour course
- 2017- : \$35.75 fee for 3 hour course (if students qualify for free/reduced lunch)
- 2017- : \$90.00 fee for 3 hour course (if students are not on free/reduced lunch)

DISTRICT:

- Bond funds purchase collegiate textbooks/calculators/online resources.
- Classes are held on UHS campus to eliminate transportation barrier.
- Tiered lecture halls/classrooms were built in new Union Collegiate Academy (UCA) to provide a collegiate-like experience.
- “Student Union” atmosphere was created by eliminating a single cafeteria and creating eight unique restaurants and a cyber café.
- Soft-seating areas, collaborative spaces, and Wi-Fi mimic a college setting.

TCC:

- Provides instructors for concurrent courses
- Co-administers the EXCELerate program



Credits Earned, Money Saved

EXCELerate

Each class equates to 3 hours of college credit.

■ 2010-11	1,248 hours
■ 2011-12	1,695 hours
■ 2012-13	1,881 hours
■ 2013-14	1,779 hours
■ 2014-15	2,121 hours
■ 2015-16	2,241 hours
■ 2016-17	2,439 hours
■ TOTAL:	13,404 hours

COST to students: \$56,967

State University

Average cost per credit hour at University of Oklahoma or Oklahoma State.

- \$300 (tuition, fees, & books)
- \$300 (room & board)

COST to students: \$8,042,400

SAVINGS to Union families: \$7,985,433

Early College High School (ECHS)



- With Regents' approval, Union Public Schools and Tulsa Community College will collaborate to offer the opportunity for Union students to simultaneously earn an associate degree and a high school diploma.
- All courses will be taught on the UHS Campus; currently, all instructors are from TCC.
- **Pilot year cohort:** 60 current 9th graders (Class of 2021)
- **Focus:** students from underrepresented populations who would be the first in their family to graduate from college
- **Plan of study:** college prep strategies taught in 9th grade, a “summer bridge” program, and college courses beginning in the sophomore year.
- **Cost to students:** free

Plan of Study	First Semester	Hours	Second Semester	Hours
Soph Year	College Experience Seminar	2	Nutrition	3
			Introduction to Speech	3
	Pre-AP Sophomore English		Pre-AP Sophomore English	
	Appropriate HS Math Course		Appropriate HS Math Course	
	Appropriate HS Science Course		Appropriate HS Science Course	
	High School Elective (Student Choice)		High School Elective (Student Choice)	
Junior Year	Composition I	3	Composition II	3
	US History	3	Psychology	3
	World Regional Geography	3	American Federal Government	3
	Pre-History to Middle Ages	3	Quantitative Reasoning/Pre-Calculus	3
	Appropriate HS Science		Appropriate HS Science	
	High School Elective (Student Choice)		High School Elective (Student Choice)	
Summer 2020	Introduction to Biology	4		
Senior Year	Art Appreciation	3	Personal Finance	3
	Introduction to Sociology	3	Intercultural Communications	3
	Introduction to Literature	3	Music Appreciation	3
	Renaissance to Present	3	20 th Century Humanities	3
	Appropriate High School Math		Appropriate High School Math	
	High School Elective (Student Choice)		High School Elective (Student Choice)	

2013-14 to present



Goal: Increasing relevance and engagement
through STEM career pathways

Strategy: Districtwide K-12 PLTW implementation

STEM Strategic Planning



- Planning Partner: Teaching Institute for Excellence in STEM (TIES)
- 18-month process to create a “blueprint” for **STEM pathways**
- “Listen and Learn” tour with students, teachers, parents, and community
- Three “Design Studios” with stakeholder groups
- Community breakfasts to develop cross-agency partnerships and engage employers
- The decision to implement PLTW districtwide **without gatekeepers** was an outcome of this process. #equityandaccess #STEMforAll

Project Lead the Way (PLTW)



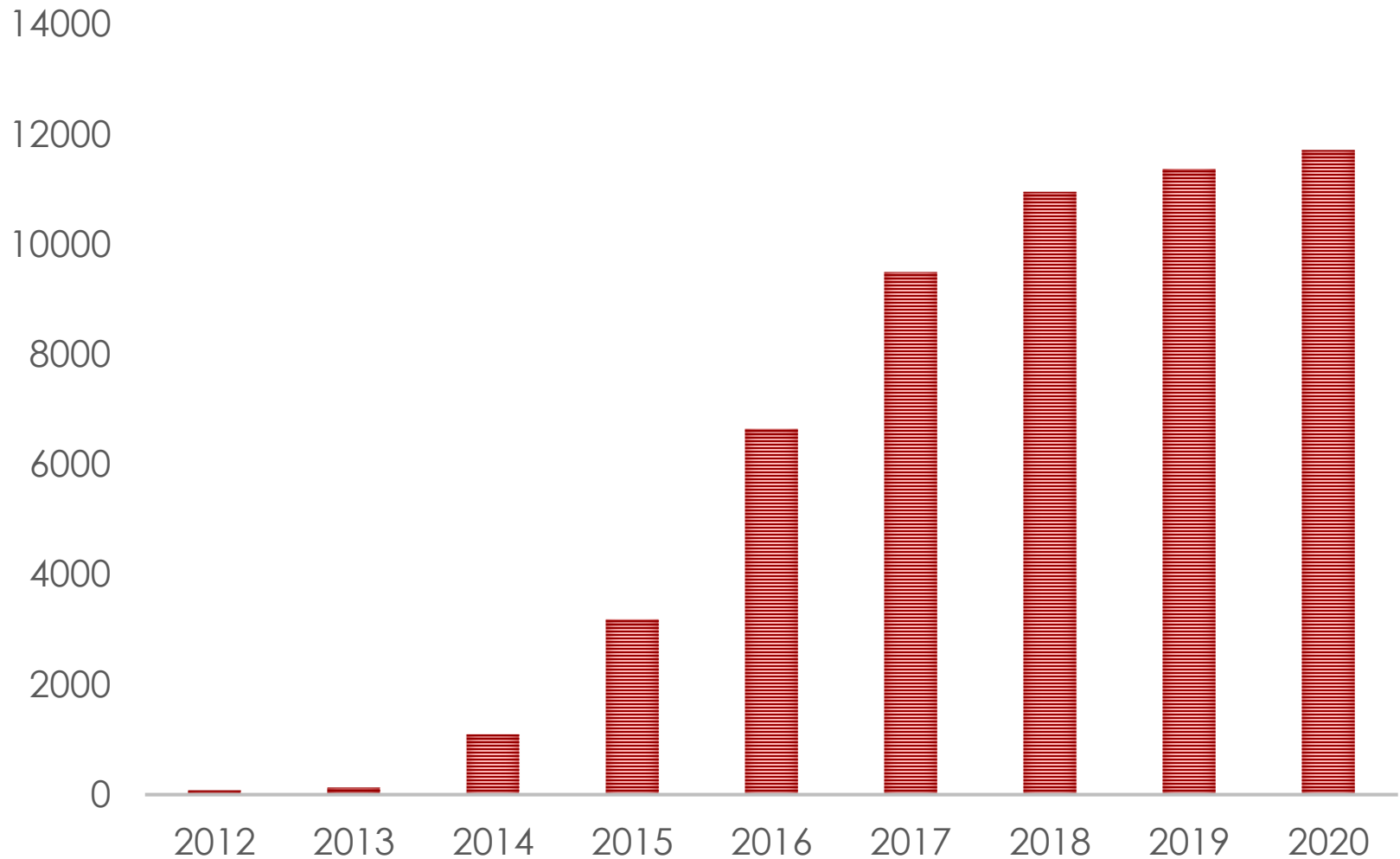
Collaborative partners: PLTW and the Charles and Lynn Schusterman Family Foundation

- Since 2007, PLTW Engineering and Biomed courses have been offered for a select group of 9th-12 graders through Tulsa Technology Center.
- The first **Gateway** engineering course debuted at Union 8th Grade Center in 2012
- Launch curriculum piloted at Darnaby Elementary for all K-5th students in 2013-14
- By 2016-17, all elementary schools offered **Launch** to all students.
- Today, we have fully articulated pathways in Grades 6-12 for **Engineering, Biomed, & Computer Science.**



K-12 PLTW STUDENT ENROLLMENT

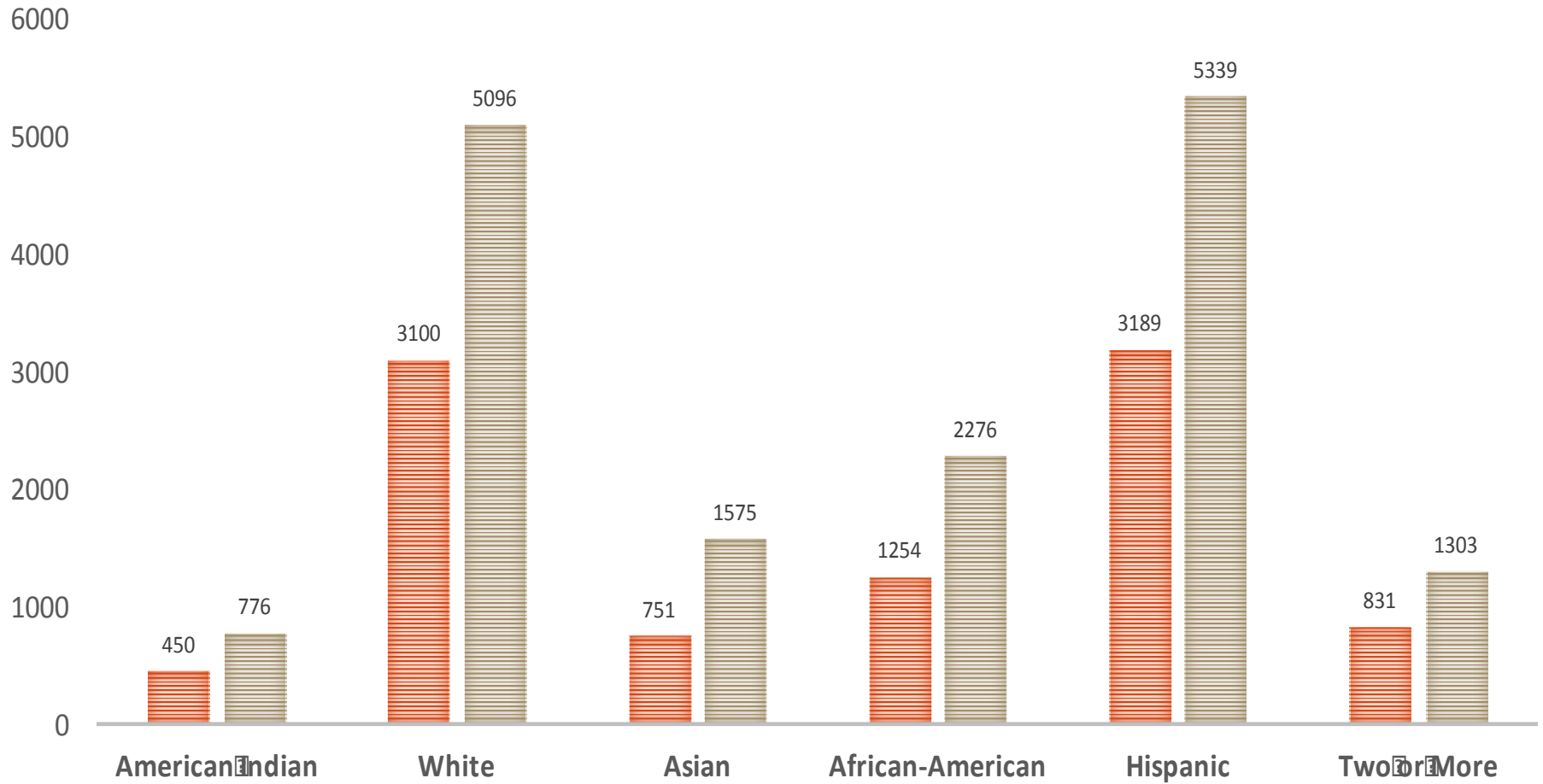
ACTUAL & PROJECTED





2016-2017 PLTW K-12 ENROLLMENT

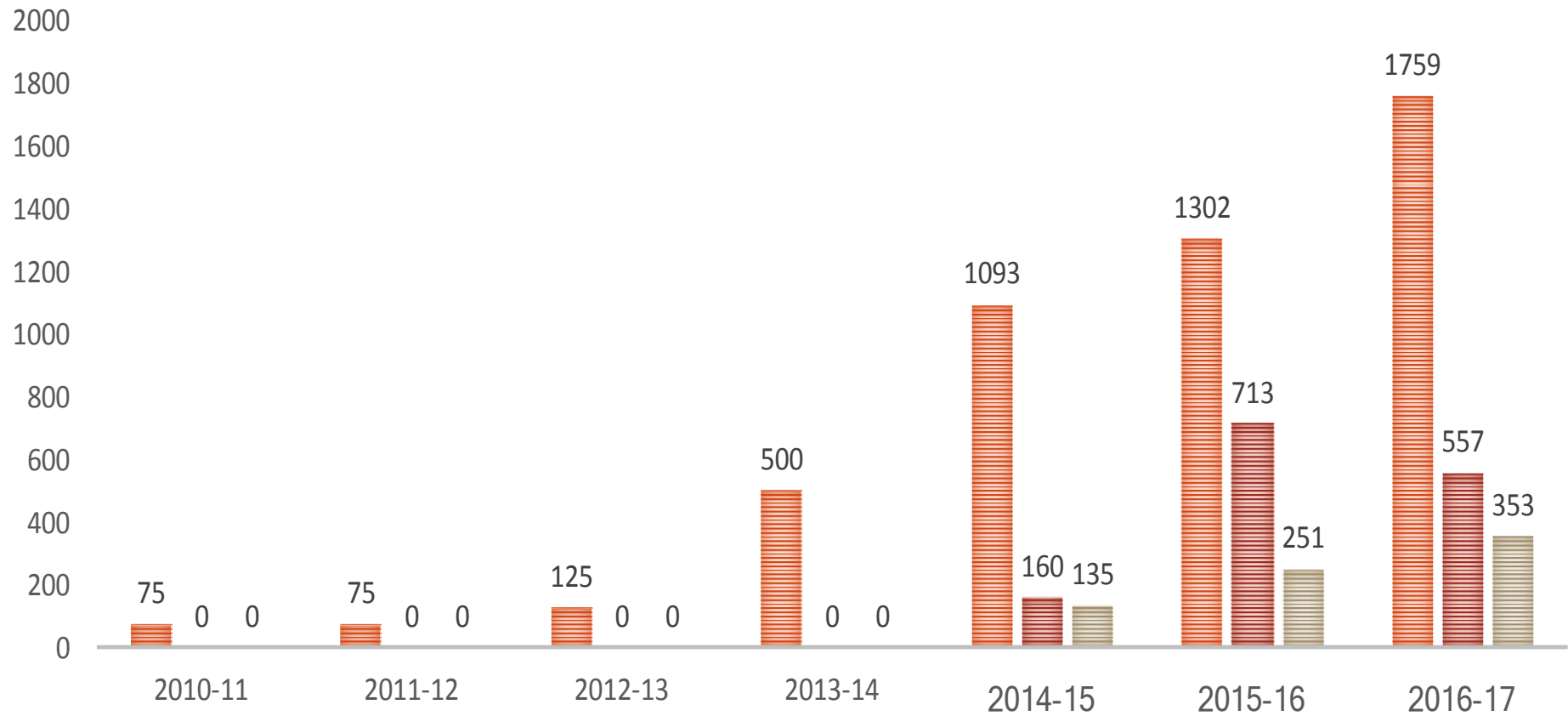
PLTW TOTAL DISTRICT TOTAL





PLTW ENROLLMENT BY YEAR BY PATHWAY GRADES 6-12

Engineering (6-12) Computer Science (6-12) BioMedical (6-12)



2013-14 to present



Goal: Career Readiness

Strategy: Career-based Courses, Internships,
and Industry Certifications

Union Career Connect



- Launched in 2014-15 at Union High School
- Designed to expose students to high demand career opportunities during the school day through specific coursework and “on the job” learning opportunities
- Utilizes a “learn and earn” philosophy; some companies offer paid internships during the second semester and full time employment (with benefits and tuition reimbursement) upon graduation
- Students earned nationally-recognized certifications, such as WorkKeys (reading/math/locating information), Manufacturing, Total Quality, Safety, Maintenance, OSHA 30, CPR, Child Development Associate, Fire Safety, and many Ford/Fleet automotive tech certifications

Union Career Connect



High school students attend classes in industry-based settings and earn nationally-recognized certifications prior to graduation.

INDUSTRY	COLLABORATIVE PARTNERS
Manufacturing	APSCO, Bama Companies, Ebsco Spring, McElroy, TCC
Automotive Technology	City of Tulsa, Union's Transportation Department
Culinary	Union's Child Nutrition Department
IT Information Technology	Union's Technology Department
K-12	NSU-BA, Union Public Schools, CAP Early Childhood Center
Sports Medicine	Eastern Oklahoma Orthopedic Clinic (EOOC)
Law Enforcement	Broken Arrow Police Department
Entrepreneurship & Marketing	Tulsa Drillers & Tulsa Roughnecks
Construction	Mill Creek Lumber, FlintCo, Association of Builders and Contractors

What is...



one thing that surprised you?

one idea that intrigued you?

one strategy you can use when you
return home?



