Our Mission:

To prepare and inspire all students to achieve their full potential

Our Values:

Integrity | Inclusiveness | Collaboration | Optimism
## About Norman Public Schools

### District Snapshot

<table>
<thead>
<tr>
<th>Total Students</th>
<th>Total Employees</th>
<th>Employees with Advanced Degrees</th>
<th>Percent of Students on Free and Reduced Lunch</th>
</tr>
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<tbody>
<tr>
<td>16,085</td>
<td>1,872</td>
<td>478</td>
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### Student Demographics

- American Indian: 5%
- Asian: 5%
- Hispanic: 35%
- Multiracial: 3%
- Multilingual: 32%
- Caucasian: 25%
- Non-Hispanic: 58%
## 2018-2019 Strategic Goals

### Improve Student Achievement
- Expand NPAT and full-day Pre-K.
- Develop pathways to keep students in graduation cohort.
- Track students after graduation.
- Ensure all students have Individual Career Academic Plans.
- Implement site-based social and mental health services.
- Explore infant child care and enhance before/after programs.
- Develop personalized learning opportunities.
- Increase professional learning opportunities that focus on student voice and choice.
- Differentiate resources based on schools’ needs.

### Maximize Budget
- Implement process for ongoing assessment of expenditures for cost savings.
- Maximize purchasing savings.
- Create vehicles to develop new revenue sources.
- Employ a grant writer.
- Enhance transparency of financial information.
- Develop asset inventory management system.
- Create selection, evaluation and monitoring process for all existing and new programs.

### Build Community Partnerships
- Formalize and expand volunteer program.
- Refine Partners in Education program.
- Implement Community Education program.
- Explore increased opportunities for partnering with the Norman Public School Foundation.
- Lead collaborative discussions with higher education institutions.
- Create community and business partnerships to better advocate for public education.

### Enhance Culture and Communications
- Simplify enrollment process.
- Enhance customer experience through service training, simplified enrollment, consistent welcome materials and secure environments.
- Enhance safety protocols.
- Invest in communications program.
- Maximize and enhance resources to support communications.
- Develop comprehensive communications plan.
- Develop staff input processes and highlight their accomplishments.
- Communicate survey results.
- Enhance site-level communications.
- Create process for community to welcome new educators.

### Recruit and Retain Educators
- Aggressively recruit educators.
- Implement applicant screening Teacher Index Score tool.
- Develop hiring process using Teacher Index Score and district values.
- Assess and create multi-year plan for compensation.
- Create a tiered system of career development.
- Develop internal leadership opportunities.
- Provide child care and before/after school programs for employees’ children.
What is a school bond election?

A school bond election is a bond issue used by a public school district to fund capital improvement projects, instructional materials and transportation needs.

These measures are placed on the ballot by school boards to be considered by the voting public.
Bond History
Bond funds have allowed the Norman Public School District to improve school buildings and invest in instructional technology that enhances student learning.

Since 1972, Norman voters have approved more than $432 million in school bond funds.
NPS bond issues are steps in a long-term plan to maintain and enhance excellent educational opportunities.
2009 BOND

Focused primarily on classroom technology, athletic facilities and the addition of a new elementary school.
Focused primarily on school safety, student technology, athletic and arts facility upgrades, Freshman Academies and College and Career Centers.
What could the future hold?
2019 NPS School Bond

Investing in a secure future for all students.
Demographic Study
Demographic Study Process

- Gather historical data (birth rates, enrollment, building capacity, etc.)
- Compile vendor data projections, build maps and discern trends
- Study statistical models
- Overlay models, data and maps to make projections
Demographic Study Conclusions

- Norman’s student growth seems to have plateaued
- Any projected growth is in northwest and eastern parts of city
- Opportunity to:
  - Continue investing in safety, security, facility improvements and instructional materials
  - Optimize operating efficiency
Facility Assessment
Facility Assessment Process

• Visit every facility

• Review physical condition

• Rank condition of each facility

• Interview administrative, building and maintenance staff

• Review data collected during 2014 bond process

• Identify needs across the district, evaluate cost savings opportunities

• Prioritize projects
We identified 475 projects that total more than $309 million.
Community Feedback
“With regard to facility improvement projects and instructional technology upgrades, what are some important considerations for us to think about as we make plans for the 2019 bond?”

Respondents

- Parent: 55%
- Staff: 33%
- Student: 10%
- Community Member: 2%
- Other: 2%
Stakeholder Feedback

Thought Exchange respondents were passionate in the areas of:

- Safety and security
- Repairing / maintaining existing facilities
- Instructional materials
- Fine Arts / Athletics facilities
- Dimensions Academy facilities
Based on demographic and facility studies, as well as community input, we recommend projects that total $186 million.
Elementary Highlights

• Safety and Security
  • Storm shelters
  • Protective window film
  • Security improvements to interior and exterior doors
  • Health services equipment
• Instructional materials and technology
• Classroom additions and library enhancements
• Additional music rooms
• Playground equipment, safety surfaces and shade structures
• Vehicle access and parking improvements
• Roof repairs and HVAC improvements
Middle School Highlights

- Safety and Security
  - Storm shelters
  - Protective window film
  - Security improvements to interior and exterior doors
  - Perimeter security enhancements
  - Exterior lighting improvements
  - Health services equipment
- Classroom additions and library enhancements
- Instructional materials and technology
- Band room additions
- Vehicle access and parking improvements
- Roof repairs and HVAC improvements
High School Highlights

• Safety and Security
  • Storm shelters
  • Protective window film
  • Security improvements to interior and exterior doors
  • Perimeter security enhancements
  • Exterior lighting improvements
  • Health services equipment
• Upgrades to classrooms, restrooms and locker banks
• Instructional materials and technology
• New Fine Arts facilities
• Athletic facility upgrades
• Vehicle access and parking improvements
• Roof repairs and HVAC improvements
District Site Projects

Dimensions Academy
• Acquire, construct, improve, equip and furnish a new Dimensions Academy

Performing Arts Center
• Construction of additional space

Harve Collins Field
• Seating and field improvements

Instructional Services Center
• Acquire and install HVAC controls and equipment

Health Services Center
• Ceiling improvements

Central Services Center
• Certain exterior resurfacing

Administrative Services Center
• Partial roof replacement
• Certain window replacement
Focus Areas
Safety / Security

- Storm shelters in all schools
- Interior and exterior door enhancements
- Protective window film
- Security cameras
- Alarm system enhancements
- Intercom upgrades
- Perimeter security
- Health services equipment
Safety and Security Initiatives

1996 – Safe and Healthy Schools Committee formed
2004 – Student IDs required in high schools
2009 – Weather Ops App implemented
2010 – Police/School Administrator Task Force formed
2011 – Watch DOGS program implemented in elementary schools
2013 – School security audit performed by Safe Havens International
2014 – Secure vestibules constructed at all schools
2015 – Department of Mental Health partnership
2015 – Security cameras expanded
2016 – Student Advocacy Coordinators in middle and high schools
Safety and Security Initiatives - Continued

2016 – School Resource Officer program implemented
2016 – Trauma training for administrators and faculty
2017 – Four additional storm shelters constructed
2017 – Visitor management systems implemented
2017 – School Safety Advisory Committee formed
2017 – Employee IDs required at all sites
2018 – Exterior doors numbered at high schools
2018 – Gaggle Safety Management implemented
2018 – Active Aggressor Training for all school staff implemented
2018 – TSA Security audit and transportation staff training
2019 – Rave Panic Button mobile app will be implemented

Annually – Site Crisis Plans are reviewed and updated
“If passed, the 2019 bond issue would allow for every school to have a storm shelter. I was a school counselor at Plaza Towers Elementary in May 2013 when the unthinkable occurred. As a parent of two children in Norman Public Schools, I applaud the district for taking seriously the safety and security of our children.”

-Kristin Atchley
NPS Parent
Maintain Facilities

• Classroom upgrades
• Roof replacements
• HVAC replacements
• Locker bank improvements
• Furniture upgrades
• Painting improvements
• Vehicle access and parking
Instructional Materials

- Textbooks
- Instructional technology upgrades
- Maintain student technology
- Library media materials
Fine Arts / Athletics

- Elementary music rooms
- Middle School band rooms
- New Fine Arts facilities in high schools
- Nancy O’Brian Center expansion
- Maximize opportunity with Fine Arts facilities that are storm shelters
- Harve Collins field improvements
Transportation

• Acquire transportation equipment, auxiliary transportation equipment and safety upgrades to certain existing transportation equipment
Dimensions Academy

• Acquire, construct, improve, equip and furnish a new Dimensions Academy
Finance Plan
Finance Plan

To meet the needs prioritized by the community, teachers and staff, the ballot measure would request voters to consider:

- $186 million
  - Proposition 1: $182.5 million
  - Proposition 2: $3.5 million
- Six years
- Sinking fund millage target rate of 30

The Norman Public School District currently ranks below many peer districts in sinking fund millage rates.

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*Projected to increase to approx. 26 mills based on Nov. 2017 bond election.
Vote February 12
2019 NPS School Bond

Investing in a secure future for all students.