

#TEACHNORMAN

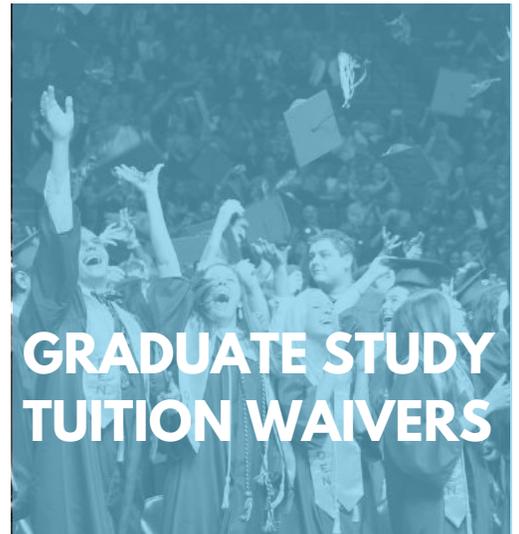
Academic Excellence Lives Here



**COMPETITIVE
COMPENSATION**



**OUT-OF-STATE
EXPERIENCE PAY**



**GRADUATE STUDY
TUITION WAIVERS**

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The Norman Public School District affirms its policy of equal opportunity regardless of race, color, creed, religion, national origin, sex, sexual orientation, gender expression or identity, age, marital status, disability, genetic information, or veteran status in accordance with NPS policy and applicable federal and state statutes and regulations. NPS is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodations in the application process contact the office of Personnel Services in advance at (405) 447-6599 or snashert@norman.k12.ok.us.



ABOUT NORMAN PUBLIC SCHOOLS

Nestled in the heart of a world-class academic community, the Norman Public School District is the eighth-largest in Oklahoma. The district, which is located near the University of Oklahoma, has earned a reputation for academic excellence, robust fine arts programs, first-rate athletic teams and providing opportunities for all students to reach their full potential.

Norman Public Schools provide an exemplary education for students through consistent curriculum, innovative partnerships and rigorous professional development for educators. The district has repeatedly been recognized for academic excellence in *Newsweek*, the *Washington Post*, *U.S. News & World Report* and more.

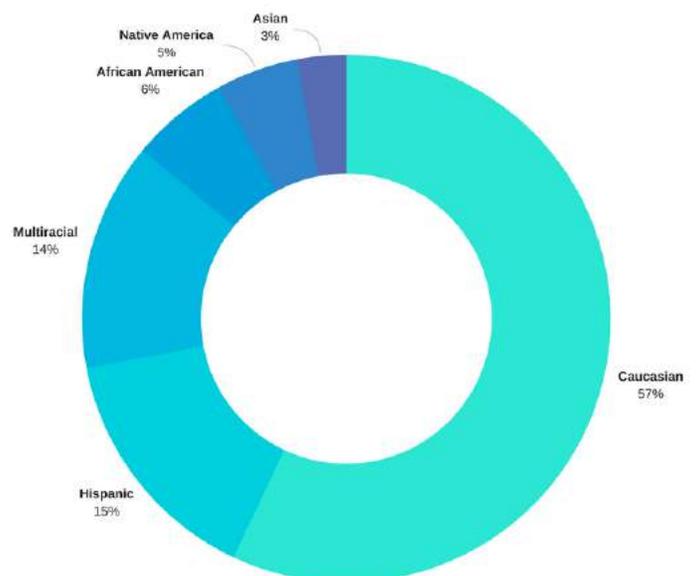
Mission: To prepare and inspire all students to achieve their full potential.

Core Values: Integrity, Inclusiveness, Collaboration and Optimism

FAST FACTS

- 16,105 students
- 24 schools
- 1,872 total employees
- 56 National Board Certified teachers
- 478 employees with advanced degrees
- 49% free and reduced lunch
- Nationally recognized for academic excellence

STUDENT DEMOGRAPHICS





WHY CHOOSE NORMAN PUBLIC SCHOOLS?



Out-of-state experience is reflected on our pay scale



We have continued to increase teacher pay despite statewide budget shortfalls



Our educators are eligible to receive tuition waivers for graduate studies at the University of Oklahoma



\$1,500 signing bonuses for Special Education teachers, Speech Pathologists, Interpreters for the Deaf, School Psychologists and Occupational Therapists

New teachers are offered unparalleled support not common in other districts. For example:

An intensive, four-day induction equips all new teachers with a strategic understanding of district operations, knowledge of available curriculum and technology support resources.

New teacher ambassadors at every school provide site tours and serve as the “go-to” person for questions about the staff, facility, supplies and much more.

Individuals who are new to the profession are paired with an experienced teacher who provides feedback on classroom instruction, offers support regarding classroom routines and proactively answers questions new teachers may have.

Robust professional development programs are designed to help all teachers grow into their full potential.



iTech

Apple Student Instructional Technology Initiative

Why iTech?

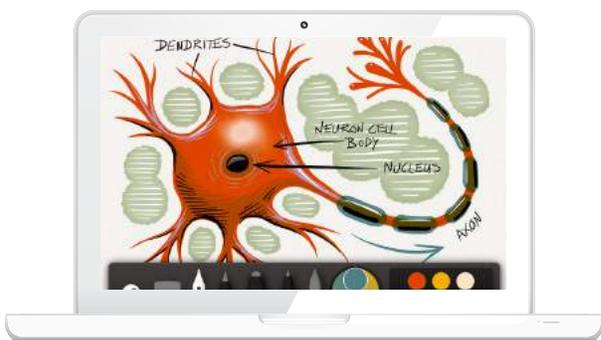
Our students are tomorrow's inventors, entrepreneurs and problem-solvers. To best prepare our students for what's ahead, we launched the iTech Student Instructional Technology Initiative.

The iTech initiative provides Apple devices for all secondary students and additional devices in elementary schools. This helps us ensure students from all socioeconomic backgrounds have equitable access to the most sophisticated technology we can provide.

Our technological tools supplement curriculum, enhance student engagement and extend learning beyond the classroom. The instructional technology provides students with countless opportunities to demonstrate innovation, creativity and collaboration - key skills needed to thrive in any college or career environment.

Apple School Community

- MacBook laptops for every teacher and all secondary students
- Additional Apple devices in elementary schools
- Close the digital divide
- 21st-century readiness
- Promote project-based learning
- Extend learning beyond the classroom
- Expand educational resources
- Improve opportunities to innovate and collaborate



Cutting-edge technology is used to support instruction at every level. Our intelligent classrooms provide state-of-the-art technology for teachers and students.