#TEACHNORMAN

Academic Excellence Lives Here

COMPETITIVE COMPENSATION
OUT-OF-STATE EXPERIENCE PAY
GRADUATE STUDY TUITION WAIVER

Apply today at: normanpublicschools.org/employment

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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
- University community focused on academic excellence; test scores above state and national averages
- Robust professional development; unparalleled community support
- $1,500 signing bonuses for SPED teachers, speech pathologists, school psychologists, occupational therapists and more
- Health providers at every school
- Unequaled support for educator advocacy
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.

- Apple school community: MacBook laptops for every teacher and all secondary students
- Additional Apple devices in elementary schools
- Closing the digital divide
- Extending learning beyond the classroom
- Focused on 21-century readiness, project-based learning and investment in innovation and classroom resources

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

District Snapshot

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students</td>
<td>16,058</td>
</tr>
<tr>
<td>Total Employees</td>
<td>1,972</td>
</tr>
<tr>
<td>Employees with advanced degrees</td>
<td>461</td>
</tr>
<tr>
<td>Percent of students on free and reduced lunch</td>
<td>50</td>
</tr>
<tr>
<td>Schools</td>
<td>24</td>
</tr>
</tbody>
</table>

Student Demographics

- Caucasian: 57%
- Hispanic: 15%
- Asian: 3%
- Native American: 5%
- Multiracial: 14%
- African American: 6%
- Domestic: 98%
- International: 2%

Strategic Goals

**Students**
- 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

**Finances**
- 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

**Community**
- 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

**Processes**
- 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

**People**
- 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

Mission: To prepare and inspire all students to achieve their full potential.
Values: Integrity, Inclusiveness, Collaboration and Optimism