



# CASE STUDY

**Building Collective Efficacy:**  
*Tulsa Public Schools*





## Executive Summary

CT3 partners with organizations that have an urgent focus on improving instruction, leadership and culture in order to significantly improve the quality of education for scholars in traditionally underserved communities.

CT3's approach builds upon the research-validated No-Nonsense Nurturer® (NNN) philosophy, designed to develop classroom cultures and instructional experiences with increasing levels of rigor. Using a cutting-edge coaching model, Real Time Teacher Coaching® (RTTC), CT3 trains new or existing coaches to use strategies that sustain teachers' implementation of best practices through coaching at the point of instruction. CT3 extends this coaching process to school leaders with job-embedded, executive Real Time Leadership Coaching (RTL) to build capacity at the school leader level. In all three spaces — NNN, RTTC and RTL — we operate against racism in schools.

## District Details

Tulsa Public Schools is the largest district in Oklahoma, with more than 33,000 students attending 46 elementary, 12 middle schools, and 13 high schools. The student population includes 79% economically disadvantaged students, 38% multilingual learners, and 14% students with disabilities. District enrollment demographics: 37% Hispanic/Latinx, 23% Black, 22% white, 11% multiracial, 5% American Indian or Alaska Native, and 2% Asian/Pacific islander.

### 2021-2022 School Year



More than **250 educators** attended one of five full-day professional development sessions, known as the No-Nonsense Nurturer® Workshop.



The engagement percentage in schools supported by Real Time Teacher Coaching® **grew from 67% to 83%** across the year.



**20 principals** received Real Time Leadership Coaching across the district.



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# Every Student, Every Day

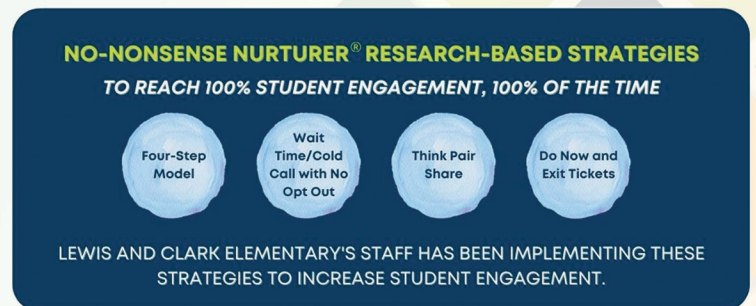
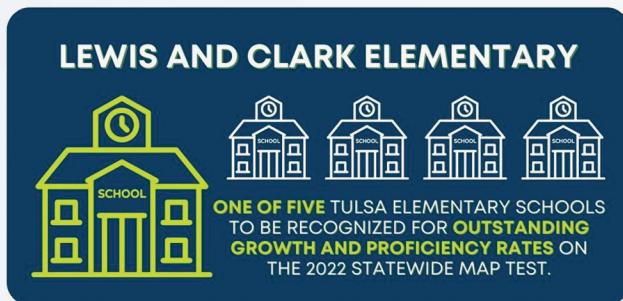


Lewis and Clark Elementary has been a driving force for student achievement in Tulsa Public Schools. They have received recognition three consecutive years for **consistent increases in third- and sixth-grade growth and proficiency rates** on the statewide MAP Math and ELA subject tests.

For two of those years, CT3 conducted Real Time Leadership Coaching with Lewis and Clark's school administration. Principal Lori Gregory attributes the school's continued success to the wide array of supports that have been implemented. "At Lewis and Clark, we understand that the success we are seeing lies in our comprehensive work," Gregory stated. A critical element of that work involved CT3 introducing a **common language for classroom engagement** and aligning staff on **pedagogical strategies** across the school.

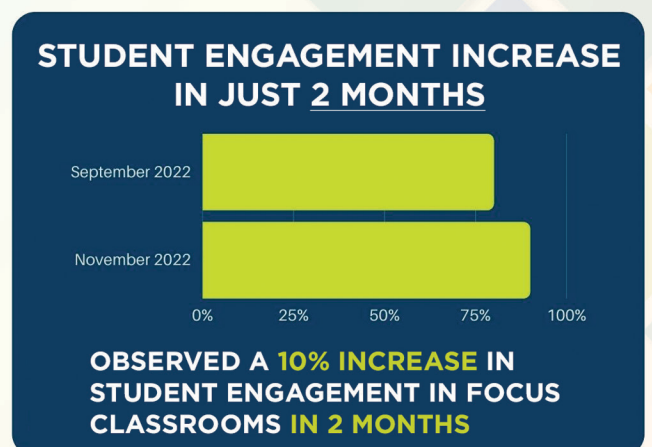


"[CT3] has reintroduced student engagement strategies and emphasized why they are effective. I have seen growth in teacher pedagogy and student achievement because of it." Gregory continued. "We conducted building-wide walks and zoomed in on student engagement. As we focused on this and targeted teacher practice with engagement strategies, we saw an increase in on-task behavior." Gregory added. "We have also seen a noticeable difference in teachers using positive narration during small group work time to keep independent workers engaged and on task."



"Even though our teachers are very well equipped for the job, we have focused heavily on the CT3 strategies. Now that they are utilizing those, we are seeing the handful of students that were consistently not paying attention reengaging in the lesson. It is increasing their achievement because now they are paying better attention." Gregory said.

CT3 strategies provide educators with equitable instructional practices to strive to reach 100% of students, 100% of the time. Gregory went on to say, "I love the work CT3 has helped us do around our school values. It has laid a foundation to **building student efficacy** and I cannot wait to see the long term results!"





“This whole experience with CT3’s Real Time Leadership Coaching has been the most empowering process. It aligns with the work I am already doing and extends it to the next step.”

- Principal Lori Gregory,  
Lewis & Clark Elementary School, Tulsa Public Schools



*For more than a decade, CT3 has partnered with hundreds of schools nationwide to increase student engagement and achievement.*

*To transform the quality and culture of education for the youth in your schools, get started at*

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