

# CASE STUDY

Seven Years of Partnership: 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 (RTLC) to build capacity at the school leader level. In all three spaces — NNN, RTTC and RTLC — 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, No-Nonsense Nurturer



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



Real Time Leadership Coaching with 20 principals



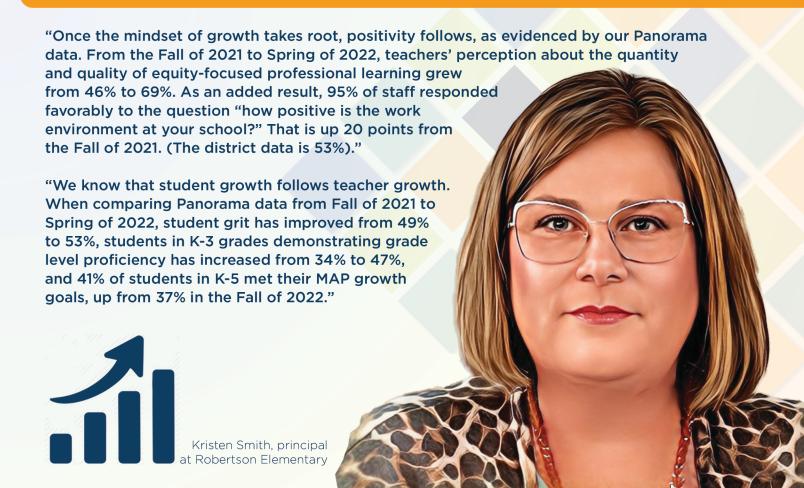
# **Every Student, Every Day**

Over the past two years at Robertson Elementary School, Kristen Smith has implemented a strong **instructional push for equity** in every classroom. "To truly provide equity for students we had to start by disrupting mindsets. CT3 was crucial for this work ... we called out enabling behaviors, controlling behaviors, and brought to light the harm caused by low expectations," Smith said.

As a result, Robertson teachers have implemented the 4-Step Model, Wait Time/Cold Call with No Opt Out, and Do Now and Exit Ticket. Smith supports the implementation of these strategies by providing feedback to each teacher after each PD. In her feedback, she affirms each teacher and names the impact of their aligned action on students, and challenges them to engage in the next step to achieve 100% engagement.

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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

## ct3education.com

