

# TULSA PUBLIC SCHOOLS

## Continuous Improvement Summary

Tulsa Public Schools is joining many other successful school districts across the nation as we begin to use the Baldrige Education Criteria for our TPS Journey to Performance Excellence to improve our overall performance as a school district. We will use the Baldrige Criteria to assess and improve our performance on a wide range of key indicators. These will include things like student achievement results, student and stakeholder satisfaction, budgetary and financial results, and faculty and staff performance. Using the Baldrige planning process will help us better align our resources; improve communication, productivity and effectiveness; and, achieve our strategic goals. Baldrige will be the “umbrella” process under which the entire district will align its work to improve student achievement and organizational effectiveness.

The *Tulsa Model for School Improvement* is embedded within the district commitment to continuous improvement defined by the Baldrige process. Educators are expected to reflect on the work that they do and to refine their practice continuously to improve student learning. By staying engaged in ongoing professional learning, every educator builds a repertoire of skills and understandings that contribute positively to his/her work with students. The educational staff plans its work, implements it, assesses its effectiveness, and then modifies plans to improve professional practice. This process is also taught to students so that they may learn to reflect on their own work as learners. Continuous improvement is the established expectation or work norm within the district. As employees become engaged in coaching and study groups, they become learning communities that continually perfect their practice to provide the very best for students. The *Tulsa Model* is the teaching and learning framework within the larger Baldrige framework of continuous improvement across the entire district organization.