



Union Public Schools

Annual Report 2016-2017





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2016-2017 BOARD OF EDUCATION



**Kirt
Hartzler, Ed.D.
Superintendent**



**Jeff
Bennett
District #1
2011-2016**



**Patrick
Coyle
District #2
2012-2017**



**Heather
McAdams
District #3
2013-2018**



**Stacey
Roerman
District #4
2014-2019**



**Ken Kinnear
District #5
2015-2020**

2016-2017 Administrators

Dr. Kirt Hartzler.....	Superintendent
Debra Jacoby.....	Chief Financial Officer/Treasurer
Dr. Trish Williams.....	Deputy Chief Financial Officer
Dr. Kathy Dodd.....	Associate Superintendent
Charlie Bushyhead.....	Asst. Superintendent for Support Services
Gretchen Haas-Bethell.....	Chief Communications Officer
Chris Payne.....	Associate Chief Communications Officer
Cynthia Solomon.....	Sr. Executive Director of Human Resources
Jay Loegering.....	Executive Director of Human Resources
Todd Borland.....	Executive Director of Information Technology
Sandi Calvin.....	Executive Director of Elementary Education
Gart Morris.....	Executive Director of Instructional Technology
Todd Nelson.....	Executive Director of Student Achievement
Lee Snodgrass.....	Executive Director of Special Projects
Lisa Witcher.....	Executive Director of Secondary Education
Emily Barkley.....	Director of Athletics
Cathy Bentley.....	Director of Financial Reporting/Treasury
Christine Bunyard.....	Director of Payroll
Susan Crowder.....	Director of Professional Standards
Gail Easterling.....	Director of Accounting
Sherri Fair.....	Director of Student Data & Assessment
Gary Greenhill.....	Director of Transportation
JoAnna Jamison.....	Director of Adult/Community Education
Dr. Penny Kay.....	Director of Special Services
Sarah McBryde.....	Director of Facilities
Matt McCready.....	Director of Fine Arts
Ty Wardlow.....	Director of Safety & Security
David Young.....	Director of Purchasing/Supply Management

2016-2017 Principals

John Chargois, Lisa Witcher, Tony Tempest.....	High School
John Federline.....	Ninth Grade Center
Chris Ducker.....	Alternative School
Michelle Cundy.....	Eighth Grade Center
Scott Pennington/Tamra Bird.....	Sixth/Seventh Grade Center
Bethany Harper.....	Andersen Elementary
Amy Smith.....	Boevers Elementary
Tracy Weese.....	Briarglen Elementary
Sherri Fair.....	Cedar Ridge Elementary
Theresa Kiger.....	Clark Elementary
Chris Reynolds.....	Darnaby Elementary
Kim Berns.....	Grove Elementary
Shawna Thompson.....	Jarman Elementary
Kim Rampey.....	Jefferson Elementary
Rita Long.....	McAuliffe Elementary
Lindsay Smith.....	Moore Elementary
Chasity Gray.....	Peters Elementary
Karen Vance.....	Rosa Parks Elementary
Alycia Pennington.....	Rosa Parks Early Childhood Education Center



Our mission is to graduate 100% of our students, college and/or career ready.

Core Values

Commitment to Excellence

Pursue the highest measure of quality in all that we do.

Collegiality

Demonstrate respect and an ability to work as team members.

Honesty, Integrity, Transparency

Do what's right and above board.

Innovation

Embrace new, effective thinking and programs.

Inclusiveness

Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability.

Empowerment

Help people reach their full potential.

Accountability

Accept responsibility for achieving results.

Thoughtful Planning

Use data and district values in planning and decision making.

Strategic Goals

Learning

- Ensure that all students - through greater personalization - have access to a high-quality instructional and educational environment that prepares them for college or a career.
- Enhance the communication, advocacy, and engagement with our students and families.
- Close achievement gaps for all learners.

Teaching

- Differentiate instruction to meet the needs of all students.
- Promote ongoing professional learning for teachers and leaders.
- Successfully implement the Teacher and Leader Effectiveness Evaluation System and Oklahoma Academic Standards.
- Use multiple measures for student success.

Partnerships

- Expand partnerships to enhance learning opportunities for student success and for greater human and organizational capital.
- Promote greater awareness and engagement among school stakeholders to enhance support and funding for public education.
- Establish business and alumni partnerships in order to garner and sustain continued support for Union Public Schools.

Human Capital

- Recruit, develop, retain, and support caring, motivated, innovative professional faculty and staff.

Business/Operations

- Ensure the operating and capital budgets reflect our priorities as well as areas of focus and need.
- Promote operational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.
- Maintain a technology system that promotes teaching/learning and efficiency within the operational functions of the organization.

Culture

- Foster an atmosphere of respect and effective communication.
- Promote a commitment to equity and excellence.
- Maintain a caring, professional, and ethical organization.
- Maintain a safe and secure teaching and learning environment.

Superintendent's Letter

Dear Union Patrons:

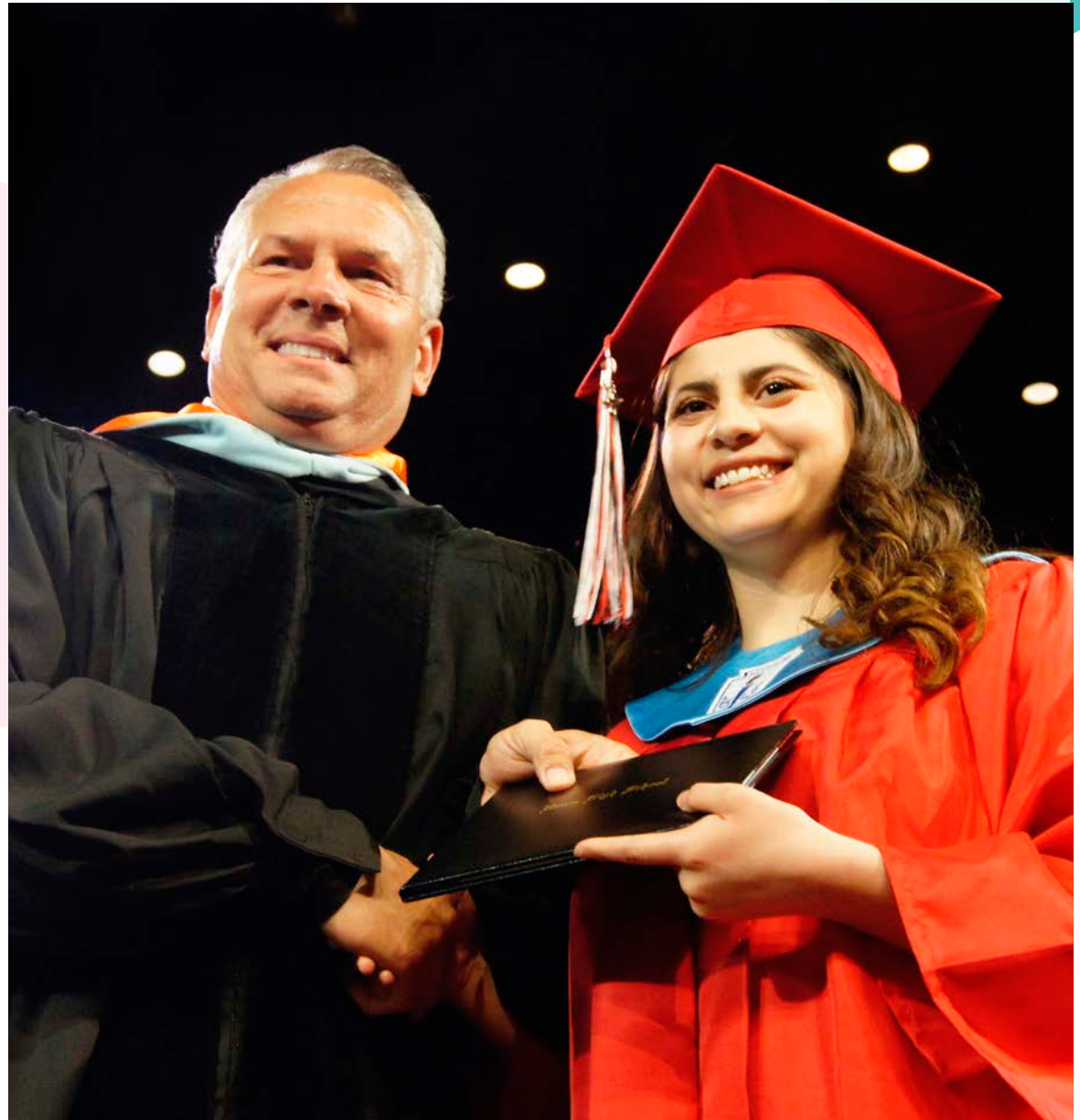
The 2016-2017 Annual Report reflects high standards and impressive results, qualities that have always made Union Public Schools a special place. Union's accomplishments are the product of amazing students, families, excellent teachers, and service-minded employees diligently working in tandem with Union's Board of Education and a host of area business and community partners. Together, we are placing each student on a trajectory to graduate and to succeed beyond graduation.

In early 2016, we published an updated comprehensive, five-year strategic plan to graduate all of our students ready for college and/or a successful career path. This community is ensuring the district fulfills its ambitious mission by collaboratively removing obstacles and providing life-changing opportunities for all of its students. Our emphasis is on areas proven to work: Early Childhood Education, Community Schools, STEM (Science, Technology, Engineering, & Math) project-based learning, and early college/career experiences offered through the Union Collegiate Academy and Union Career Connect.

I invite you to take a few minutes to review this snapshot of our progress in 2016-2017 and to share a sense of pride in the district's accomplishments. "Together We Make a Difference!"

Sincerely,

Kirt Hartzler, Ed.D.
Superintendent



Overview

Union Public Schools, whose 19 sites are located in portions of SE Tulsa and NW Broken Arrow, dropped slightly in enrollment to 15,960 students, PreK-12, during 2016-2017. The number of business, higher education, foundation, and community partnerships investing in the district's key areas of emphasis -- Early Childhood Education, Community Schools, STEM (Science, Technology, Engineering, Math) Curriculum, and College/ Career Readiness remained constant.

The district slogan, "Together We Make a Difference," was underscored in 2016-2017 as student engagement continued to soar, and great strides were made toward accomplishing Union's mission - To Graduate 100 Percent of Our Students College and/or Career Ready.

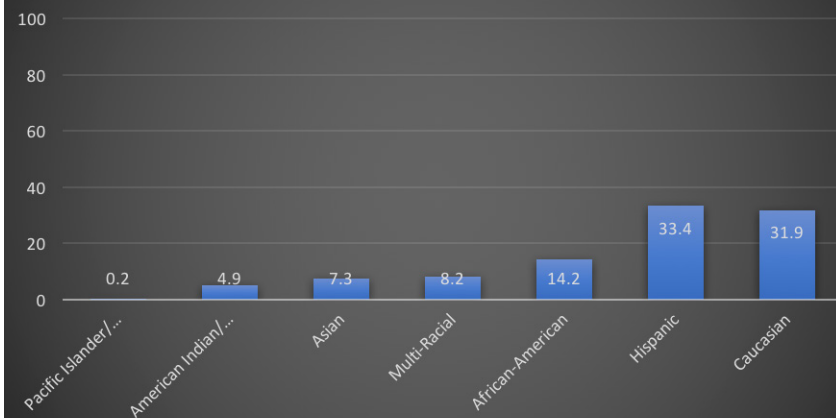
Student Statistics

- In 2016-2017, Union's enrollment dropped slightly by 46 students. With a 0.3 percent decrease over the previous year, Union served 15,960 students - 7,700 at the elementary level and 8,260 in grades 6-12.
- Districtwide, 7,818 students were female and 8,142 male.
- English Learner (EL) services were provided to 2,643 elementary and 875 secondary students; 44 became English-proficient and exited the program. Our diverse population spoke more than 50 different languages. An estimated 20 percent of Union students were not fluent in English.



- There were 3,218 identified gifted students first through twelfth grade served by a variety of courses and programs.
- 1,118 seniors took the ACT test with an average score of 19.5.
- More than 11.9%, or 1,906 of our students, were enrolled in special education.
- There were more than 1,000 students (grades PreK-7) enrolled in Union's Extended Day Program, Fall Break Camp, Spring Break Camp, and nine weeks of Summer Camp at Grove Elementary.
- During 2016-2017, Union's Adult Education Program served 1,680 students with HSE/GED classes and 1,656 in English as a Second Language (ESL) classes. The program serves Northeast Oklahoma with HSE/GED classes not only in Tulsa, but also stretching to Skiatook, Claremore, Pryor, Muskogee, Fort Gibson, Langley, and Coweta. Union Adult Education partners with many community agencies such as Workforce Tulsa and Community Action Project (CAP) to assist students in meeting their educational and employment goals. Many students go on to earn their high school equivalency (HSE) diploma.
- Our HSE/GED testing facility graduated more than 400 students. The center offers more than 300 different certification tests including, but not limited to, teacher certification, insurance, IT, American College, nursing, personal trainer, financial planning, GED, and HiSET.

2016-2017 Ethnicity Percentage





Employee Statistics & Achievements

- Union employed 980 teachers, 920 support personnel, and 78 administrators. Of the district's 78 administrators, 92.3% had a master's degree or higher. Of the teaching and administrative staff, 38.2% held graduate-level degrees – 389 had master's degrees, two had specialist degrees, and 15 had doctorates.
- Forty-two teachers held National Board Certification.
- The ethnic diversity among the staff was African-American 6.39%, American Indian 5.22%, Asian 2.91%, Hispanic 10.14%, Native Hawaiian/Pacific Islander 0.11%, Caucasian and other 75.23%. Six hundred fifteen were male and 2,028 female.
- The district welcomed 113 new teachers for the 2016-2017 school year.
- Susan Henderson, digital literacy specialist at Roy Clark Elementary, was named the 2016-2017 Teacher of the Year.
- Bus driver Finley "Skip" Pettit was named Support Employee of the Year.
- Director of Athletics Emily Barkley was recognized as a Certified Master Athletic Administrator by the National Interscholastic Athletic Administrators Association (NIAAA) and was also named Oklahoma Coaches Association (OCA) Regional and State Athletic Director of the Year.
- Dan Newman was named Athletic Trainer of the Year for Oklahoma.
- High School creative writing teacher Jennifer Flower won an NPR Twitter poetry contest about Education Funding.
- Director of Special Services Dr. Penny Kay was named Director of the Year for Oklahoma Directors of Special Services (ODSS).
- McAuliffe community schools liaison Emma Thadani was recognized by the Greater Tulsa Area Hispanic Affairs Commission as an honoree/scholar for the Tomás Rivera Excellence in Education Awards for her outreach work in the Hispanic community. The Commission also recognized English Language (EL) curriculum specialist Mary Casto and EL instructor Anita Gennetay, as well as students Marisol Martinez and Benjamin Peralta.
- Girls' soccer coach Brian Elliott was named the National High School Coaches Association Girls' Soccer Coach of the Year, and he was invited to coach in the fourth Annual Girls' Fall High School Soccer All-American game.
- Jarman teacher Denise Thomas was honored with the Hideaway Teacher Apizzation Award. Thomas was nominated by retired principal Patti Pitcock, who said Thomas has worked above and beyond what it means to be a teacher. Thomas was one of 12 area recipients out of 584 entries.
- High School drama instructor Troy Powell was one of 20 educators nationwide to be nominated for the Tony Theatre Education Award, presented by the Tony Awards and Carnegie Mellon University. The awards are nomination based, and honor dedicated professionals who discover talented students and inspire them to pursue a lifelong career in the arts.



- Sixth/seventh grade instructional coach Briana Cleveland received a \$3,475.53 check from Cox Charities Innovations in Education to purchase books for her classroom.
- Executive Director of Technology Todd Borland was selected to serve on the national advisory council for Florida Virtual Schools. He was also asked to join higher education and business leaders as a participant in the Tulsa CIO (Chief Information Officers) Forum and to serve as a member of the MIS (Management of Information) advisory Board for Oklahoma State University.
- Associate Superintendent Dr. Kathy Dodd was among the 'Fifty Making a Difference' at the 2016 *Journal Record* Woman of the Year gala which spotlighted female business and community leaders.
- Dr. Susan Hartzler, Director of Adult Education, received her Doctorate from OSU in December 2016.
- Dr. Todd Nelson, Executive Director of Teaching and Learning, received his Doctorate from OU in May 2017.
- Associate Superintendent Dr. Kathy Dodd, High School teacher Andrea Gaines, and Moore teacher Blake Martin were honored with three of the five Flight Night STEM Innovator Awards during Flight Night at the TCC Riverside Flight Center. Each received \$2,500 for support of STEM-related activities.
- Darnaby fifth grade teacher Amie Bacon received a Donor's Choose grant to start a recycling project for her school.
- Moore principal Lindsay Smith was awarded \$40,000 to purchase new technology equipment and \$25,000 for professional teacher development through an OETT (Oklahoma Educational Technology Trust) grant.
- Union was designated a "Rising Star" during the Metropolitan Tulsa Chamber of Commerce Mosaic Economic Inclusion Forum. The award recognized the district's efforts toward accomplishing diversity in its hiring practices.
- Rosa Parks kindergarten teacher Janna Hamilton was recognized on Channel 8 by the Gold Star Educators of Tulsa for making an impact on students' education.
- Pre-engineering teacher Tiffany Bolding was honored as an Impactful Teacher by the News on 6 and Bob Hurley Auto Family.

- The district broke its own record by raising \$219,635 for the Tulsa United Way campaign, a .74 percent increase over the previous year's donation.
- Tyler Ashley was named Oklahoma Coaches Association (OCA) Region 7 Tennis Coach of the Year; April French was named OCA Region 7 Junior High Coach of the Year; Jerry Pease was named OCA Region 7 Softball Coach of the Year; and Kirk Fridrich was named Fellowship of Christian Athletes (FCA) All-State football coach.
- The Certificate of Achievement for Excellence in Financial Reporting – the top recognition in governmental accounting and financial reporting – was awarded to the Finance Department by the Government Finance Officers Association (GFOA) of the United States and Canada. They have received the award every year since 1992.
- Union also earned the Certificate of Excellence in Financial Reporting from the Association of School Business Officials International (ASBO), the highest recognition for a school district offered by ASBO. They have received the award every year since 1991.



Teaching & Learning

Early Childhood Education

- The number of Rosa Parks Early Childhood Education Center's three- and four-year-olds was 175, and 764 four-year-olds were enrolled in PreK classes districtwide.

Community Schools

- High School students helped celebrate reading with elementary students by visiting Briarglen, Clark, Grove, and Moore for NEA's Read Across America Day.
- Boevers partnered with the Safe Kids Coalition for the International 'Walk This Way Day' to promote safety and awareness for students who walk or bike to school.
- Delta Dental provided free dental sealants for Boevers second graders.
- Boevers received a \$4,000 donation from Paragon Films Charitable Trust to help fund after-school programs.
- Dressed as the cutest sea turtles, Clark second graders helped with the ribbon cutting ceremony at the Oklahoma Aquarium in Jenks. The students and their teacher, Michele Pranger, won the 'See the Sea Turtles' video contest and were invited to participate in the ceremony and be among the first to tour the new exhibit.
- Union offers lots of clubs for students but this may be the cutest - Baby Book Club. During this free program, parents and babies from Clark, Grove, and McAuliffe came together for a fun story time and playtime.
- Every third grader at Grove received a dictionary from the Southeast Tulsa Rotary Club thanks to "The Dictionary Project." Members of the Rotary Club visited classrooms to present the dictionaries to each student individually.
- As part of a United Way fundraiser, teachers at Jarman entertained students with a Friday afternoon kickball game.
- Sydni Coleman's 2nd grade class at Jefferson worked to complete 100 Acts of Kindness in honor of Dr. Martin Luther King Jr's birthday.
- Students at Jefferson pitched in just before winter break to collect donations for the needy in Haiti.

- Jefferson received a 2016 Let's Move! Active Schools National Award as part of First Lady Michelle Obama's Let's Move! Initiative.
- Third graders at Jefferson received a visit from Kristie Chute, the founder of the orphanage Kingdom Kids Homes in Haiti. The students decided they would like to commit to help by packing gift bags for those kids who would not otherwise receive presents.
- McAuliffe's PTA was named the State Unit of the Year by the Oklahoma Parent Teacher Association, and Council president Leigh Roy was named PTA Volunteer of the Year.
- McAuliffe Community Schools Coordinator Emma Thadani received a Gracias Award from the Coalition of Hispanic Organizations for making outstanding contributions to the Hispanic community as part of her leadership and working with the community in her role at Union.



- The Global Gardens summer program at McAuliffe continued three days a week as students tended to the more than 93 garden beds at the Global Garden site. Students hit the streets in the “veggie van” to pass out fresh produce from the garden in the area. The “veggie van” tagged along with the McAuliffe Book Van, which drove the route weekly to allow children to check out, read, and return books to the mobile library as a part of a summer reading initiative.
- Parents, teachers, and community volunteers teamed up to create a Food Forest at the new Ellen Ochoa Elementary. A food forest is a self-sustaining, edible landscape requiring little maintenance, less mowing, and can serve as a source of nutrition to the community. The project was made possible by a grant from the Tulsa City-County Health Department and a Plan4Health grant.
- Rosa Parks was named a model for energy reduction after the school’s expansion achieved a 71.2 percent reduction over standard energy performance.
- SemGroup and the Community Food Bank of Eastern Oklahoma partnered to prepare full holiday meals for 100 families at Rosa Parks.
- The Opera on Tour – a service of the Tulsa Youth Opera – visited Rosa Parks, and students had the opportunity to perform from their seats as part of the Children’s Chorus. The event was designed to educate students about opera as an art form and encourage their pursuits in music.
- Volunteers from SemGroup hosted ‘JA in a Day’ at Rosa Parks. The school has partnered with Junior Achievement for many years to teach children about finances and business.
- Rosa Parks was recognized as being the top school fundraiser for the United Way.
- Representatives from Paragon Films presented a check for \$5,000 for the partnership between Rosa Parks Early Childhood Education Center and the Tulsa Symphony.
- School-sponsored soccer teams from Boevers, Clark, Jarman, Jefferson, McAuliffe, and Rosa Parks, created through a partnership with the High School varsity soccer team and the Community Schools Initiative, competed in a tournament.
- Community School coordinators hosted a Summer Camp and Activity Fair in partnership with Tulsa Kids.
- The district announced plans to partner with the City of Tulsa and Community Health Connection to construct a \$12-million comprehensive medical facility on the Ochoa Elementary site with funds provided through the City’s Vision Tulsa grant program.
- The 9th grade Carrera Team, Alti-Charge, was chosen as a finalist for the Oklahoma Young Entrepreneur Awards (OYEA) for their solar powered phone idea to help farmers in Africa.
- The district received the Community Champion Award from the Tulsa Campaign to Prevent Teen Pregnancy for the efforts of Union’s Carrera Program serving more than 1,200 students in grades 6-11.
- Union’s Carrera program hosted a Pop-Up Fest, its inaugural student entrepreneurial festival, at Guthrie Green. The public was invited to enjoy family-friendly entertainment, activities, and food while shopping at different student pop-up shops ranging from paintings to Mother’s Day themed creations. The festival was designed to provide students with opportunities to learn about executing business ideas and working with community partners.



Teaching & Learning

STEM

(Science, Technology, Engineering, Math) Curriculum

- Project Lead The Way was implemented in every elementary school in the district.
- Twelve Jefferson students got an opportunity to learn about STEM in a different way through Sewing Club. The after-school STEM program showed students how to sew on a machine as well as hand stitch with a variety of different materials, while incorporating lots of measuring and math.
- Sixty 7th graders attended the Tulsa Engineering Challenge. Eduardo Barreda and Kennedy Tolar won the Mini Math contest; Jeffrey Hartley took first place in the aluminum boat contest; and Meghana Venkatesha, Honor Plumlee, and Khushi Parekh won first place and a \$100 prize with their robot.
- The Tulsa Regional STEM Alliance and its partners introduced Tulsa STEM Cafe for local high school students and STEM professionals. The informal learning environment connects students interested in science, technology, engineering, and math with local professionals and reiterates the need for alternative educational programs that will prepare the youth for college and career outside of the classroom.
- Representatives from several area schools toured the district to learn more about STEM offerings and its Project Lead The Way curriculum. At Darnaby, fifth graders showed off what they had learned in robotics, and second graders demonstrated their computer algorithm and basic programming skills by building games on iPads. Eighth graders in the Automated Robotics Extension class worked on a rover/portable generator to deliver solar energy to colonists in an alien biosphere. High School students conducted genetic tests using electrophoresis to determine if the specimen had the capability to taste a certain compound.
- Thirty-seven High School female students were among 400 area girls invited to lunch and a free screening of "Hidden Figures" at the Warren Theatre. Following the viewing, retired NASA Astronaut Colonel Paul Lockhart spoke to the students, and a panel of STEM professionals, including a NASA Mechanical Engineer from Johnson Space Center, continued the discussion of STEM role models and pathways to college and career.

- Seventh graders Ashley Bolding, Swetha Anand, and Reeya Ramasamy were recognized for STEM achievements at the "You're Kind of a Big Deal" banquet through the Tulsa Regional STEM Alliance. The girls took first place in the tallest tower challenge.
- Union students under the direction of Tulsa Tech teacher Marie Pfaff took first place in the annual Engineer Games at Tulsa Community College's northeast campus.
- About 20 seventh and eighth grade girls explored math among some 400 middle and high school students during Sonia Kovalevsky Day, the Tulsa Regional STEM Alliance's all-day, all-girls, all-math event for middle and high school girls intended to inspire girls to pursue math education and empower the next generation of female mathematicians, scientists, engineers, and innovators.
- High School Ubotics team members volunteered at the Andersen science fair and mentored several elementary robotics teams.
- The 7th grade Go Girl Engineering Club Team, "Swap Do Nation," placed Best in State and Best In Region in the Verizon Innovative App Challenge, putting them in the top 24 in the United States.



College/Career Readiness

- A new Student Tracking Dashboard gave teachers the ability to track graduation credit checks by cohort, 10% drop in grade by week, and students failing classes. This will be an asset for tracking withdrawn students and monitoring graduation status.
- The Canvas learning management system was piloted at the 9th Grade Center and introduced to grades 8-12.
- Graduating seniors donned caps and gowns and visited their former elementary schools. They walked the hallways and visited with younger students, helping to familiarize them with the district's expectation of every child being 100% College & Career Ready by the time they leave the district.
- High School counselors Antonio Graham and Consuela Franklin attended the 14th Annual TCC/NAACP College Achievement Summit along with 16 High School students. The summit was designed to demonstrate the importance of African-American student success and guide students in navigating their path to college.
- 1,194 students graduated in the Class of 2017.
- 102 High School students were named Oklahoma Academic Scholars.
- Seven seniors - Colton Benningfield, Abigail Cornett, Timothy McMullen, Daniel Royer, Stephanie Royer, Wade Witcher, and Bella Zhan - were named National Merit Finalists; and Theresa Nguyen was named a Merit Commended Student.
- Seniors Shea McKenzie, Te'a Williams & Monique Lee were recognized as outstanding leaders at OSU's Leadership Conference.
- Senior Stephanie Royer was named an Oklahoma Distinguished Finalist as one of the state's top volunteers for the 2017 Prudential Spirit of Community Awards, a nationwide program honoring young people for outstanding acts of volunteerism. She received the honor for her program "Music & Me," a nonprofit that has shared her passion for playing classical instruments with more than 2,000 students served by Tulsa-area early childhood education centers for kids in need.
- Seniors Stephanie Royer, Daniel Royer, Emily Tran, and Bella Zhan were named Academic All-State by the Oklahoma Foundation for Excellence.

- Faith Nichols and Peter Wetherbee were named Seniors of the Year.
- Senior Stephanie Royer was selected as a semifinalist in the 2016-2017 Coca-Cola Scholars Program.
- Senior Faith Nichols won the University of Tulsa Presidential Scholarship, the most prestigious academic merit award given by the university which covers full tuition and basic room & board for four years.
- Senior Reid Rector was named the winner of the \$8,000 First Achievement Award scholarship from the First National Bank & Trust Co. of Broken Arrow.



Teaching & Learning

- Senior Jose Galarza was named the winner of the Dewey Bartlett Jr. Award for Excellence through Career Connect's Learning with a Wrench program.
- Senior Danielle Choquette won the prestigious Bovaird Scholarship from the University of Tulsa. The scholarship is offered annually to one student and provides the student with \$3,000 each semester for four years.
- Senior Peyton Miller was the recipient of the Marine Corps Distinguished Athletic Award, and Stephanie Royer received the Distinguished Academic Award.
- Thirteen seniors earned Valedictorian status by ranking in the top 1% of the class as determined by their weighted grade point average, and thirteen were named Salutatorians, the top 2%.
- TU President Gerard Clancy and representatives from the University of Tulsa visited the High School and surprised students who had been accepted to TU by early decision.
- For the fifth consecutive year, Union was recognized by the Oklahoma State Regents for Higher Education as the Oklahoma's Promise 2016 State 6A Champion for having 129 seniors from the class of 2016 qualify for the Oklahoma's Promise Scholarship.
- Union High School continued to lead the competition on finishing college aid applications with seniors filling out 432 FAFSA applications. Senior Sam Alvarez won a \$500 scholarship for his essay on completing the FAFSA.
- The Oklahoma Council for Indian Education inducted 11 Union students into the Oklahoma Indian Student Honor Society – seniors Aubrey Acuff, Cheyenne Blackwood, Tyler Cox, Reid Rector; juniors Talia Abbott, Olivia Brock, Emily Embrey, Lauren Granger; and sophomores Jayla Burgess, Jackson Hartgrave, and Emma Petherick.
- Union students earned honors at the 2017 Health Occupations Student Association State Conference. Junior Emily Cook (pathophysiology) took a knowledge test where she received the highest score and was named state champion. Senior Vanessa Munoz (nutrition) received the fourth highest score, and junior Lucas Chau (prepared speaking) received the fifth highest score for his five-minute speech. They earned the Chapter National Merit Award for raising \$800 for the National Alliance on Mental Illness.
- Junior Visha Patel was honored for her exemplary volunteer service with a Certificate of Excellence from the Prudential Spirit of Community Awards and with a President's Volunteer Service Award.
- Juniors Kimberly Garcia and Lucy Duran Camacho scored among the top 2.5% on the PSAT/NMSQT and qualified for the National Hispanic Recognition Program (NHRP).
- 8th grader Annie Xie designed the winning poster in the statewide ODOT Poster Contest.
- Moore fourth grader Ariana Reagor joined Tulsa Mayor G.T. Bynum to help kick off the Reading Tree Challenge at The Gathering Place. The Gathering Place, Tulsa City-County Library, and area school districts partnered to encourage reading all year long, and Reagor was named the student ambassador for the program.
- College classes offered at the Union Collegiate Academy (UCA) for only \$12.75 through the EXCErate partnership with TCC brought to 13,404 the total hours of college credit students earned, with an estimated savings to Union families of more than \$6,000,000 since the program began in 2010.
- Twenty-one Advanced Placement (AP) Courses were provided, and 499 students took a total of 859 AP exams. Three hundred sixty, or 72.14% earned a score of 3 or higher.
- Nine hundred forty students enrolled in at least one virtual course on the campus of Union High School.
- Since its inception in 2014, Union Career Connect has garnered 410 nationally recognized work force certifications for more than 150 students. Twenty students have obtained full-time employment as a direct result of their Career Connect placement.



Student Engagement: Co-Curricular Activities

- High School students had many opportunities for involvement with 51 different clubs and organizations available.
- Seniors Peter Wetherbee & Te'a Williams were named Mr. and Miss Union.
- Senior Carlos Barrios was the first-ever recipient of a \$1,000 James W. Sanders Memorial Scholarship given by Union alumni in memory of the highly respected teacher, administrator, and football coach who led Union to its first state football championship in 1963.
- Senior Nate Peters received a scholarship as part of the Big Brothers Big Sisters' Rising Star Students program which honors Big Brothers Big Sisters of America (BBBSA) participants for outstanding service to their local communities.
- Union's AFJROTC cadets helped retire hundreds of American flags that were damaged in a fire at an American Legion storage shed. The flags were replaced by nearly twice as many donated flags, some of which were a personal donation from U.S. Rep. Jim Bridenstine, and some were donated by Union's AFJROTC.
- Union eighth grader Ethan Sen made a name for himself in national and international taekwondo competition by winning three medals at the 2017 US Open Taekwondo Championships.
- Members of the Union Eagles team won the Wilbur "Chebon" Gouge Honor Team award at the Challenge Bowl games. It is the most honorable award given out during the games and is presented to the team who best exemplifies the true spirit of the games; knowing how to greet their tribal elders, showing respect to others, showing honor in defeat, and playing for the love of learning - not just to win a trophy or medal.
- 6th/7th Graders participated in Coin Chaos for United Way during lunch hour.
- In a fundraiser for United Way, Darnaby students paid to see a fun lip sync contest between teachers and principal Chris Reynolds.
- Boevers students voted to see who should kiss a pig and, after principal Amy Smith skipped town, it was up to assistant principal Shana Harris to smooch the porker.
- Eighth graders gathered for a United Way talent show as several students sang and danced. Students selected the winners in a vote, donating money for the one they wanted to win.



- Eighth grade students raised funds to see who they wanted to see take a pie to the face. The winner was principal Michelle Cundy.
- Union's Business Professionals of America students volunteered at the Tulsa Dream Center by bagging thousands of sacks of food items to be distributed to local families.
- High School students crocheted ear warmers and infinity scarves for the school's Winter Warmth Drive.
- Alternative students helped Habitat for Humanity remove clothes and store apparatus from the old Value Thrift Store so the building could be remodeled for use as a Habitat for Humanity thrift store.
- Lady Redskins tennis players volunteered at Autumn Leaves Memory Care and as bell ringers for the Salvation Army.
- Members of the football team helped tear down and clean up after the Race for the Cure as part of the Redskin Aide volunteer program. They also volunteered at First Baptist Church to play with the children, helped with Roller Coaster Night at the 6th/7th Grade Center, and packed backpack meals for disadvantaged children at Liberty Church.
- Peters StuCo members collected more than 800 cans of food for Broken Arrow Neighbors, and Darnaby's StuCo collected items for the Salvation Army toy drive.
- High School and Alternative School students repaired more than 100 donated bicycles at City Cycles in Jenks to donate to less fortunate kids.

Fine Arts Achievements

- More than 14,180 Union students were involved in some form of the arts, including 6,922 elementary students who took both art and music classes at their individual school site. At the secondary level (grades 6-12), 1,105 were in band; 224 in dance; 735 in orchestra; 1,483 in vocal music; 1,206 in drama; 491 in speech/debate; and 2,014 in a wide variety of visual art courses.
- Union was one of two Oklahoma districts recognized by the National Association of Music Merchants (NAMM) Foundation as Best Communities in Music Education for their outstanding music education programs.
- All elementary schools participated in the Carnegie Hall Link Up program culminating in a joint performance between third and fourth grade students and the Tulsa Symphony Orchestra.
- 400 students were enrolled in 6th grade band, and there were five concert bands at the High School.
- The 38th annual YouthArts! Program incorporated a STEM Expo where students of all grade levels were invited to take on an engineering, computer science, or biomedical issue challenge and propose an inventive or innovative solution.
- Union's Renegade Regiment marching band took first place at Owasso and the Blue Springs, Missouri, marching competition. They placed fifth at the St. Louis Regionals and sixteenth at Grand Nationals.
- Union's first-time entry won best overall ensemble at the Green Country Jazz Festival.
- Union Avenue Singers & Union Harmony choirs sang for the incoming city councilors at the Mayoral inauguration brunch.
- The Union Harmony Choir was invited to sing back-up for the band, Foreigner, during a couple of songs at the grand opening of the River Spirit Event Center.
- High School and 8th grade bands were invited to perform at the Oklahoma Music Educators' Association (OkMEA) convention.
- Twenty-one band, choir, and orchestra students were selected for OkMEA All-State, a record number for Union.
- String orchestra received all 1's at State Contest.
- Senior Anthony Ridenhour participated in the American Beatbox Championship in New York, placing eighth in his bracket, which also placed him eighth in the nation for human Beatboxing.
- Senior YeBin Kim was named a Mayfest Young Artist winner.
- The Open Guard finished in second place at State Championships.
- 70 Union students made 2017 Northeast Band Directors Association (NBDA) District Honor Band.
- High School art teacher Julie Skidmore and junior Chloe Click accepted a \$500 prize from PSO on behalf of the dozens of students who collaboratively created the winning piece for the 2017 Mayfest Youth Arts PSO Mark of Excellence Award. The painting, a portrait of a Native American chief, utilized the mixed medium of acrylic paint, glue, and upcycled plastic bottle caps.



Student Engagement: Co-Curricular Activities

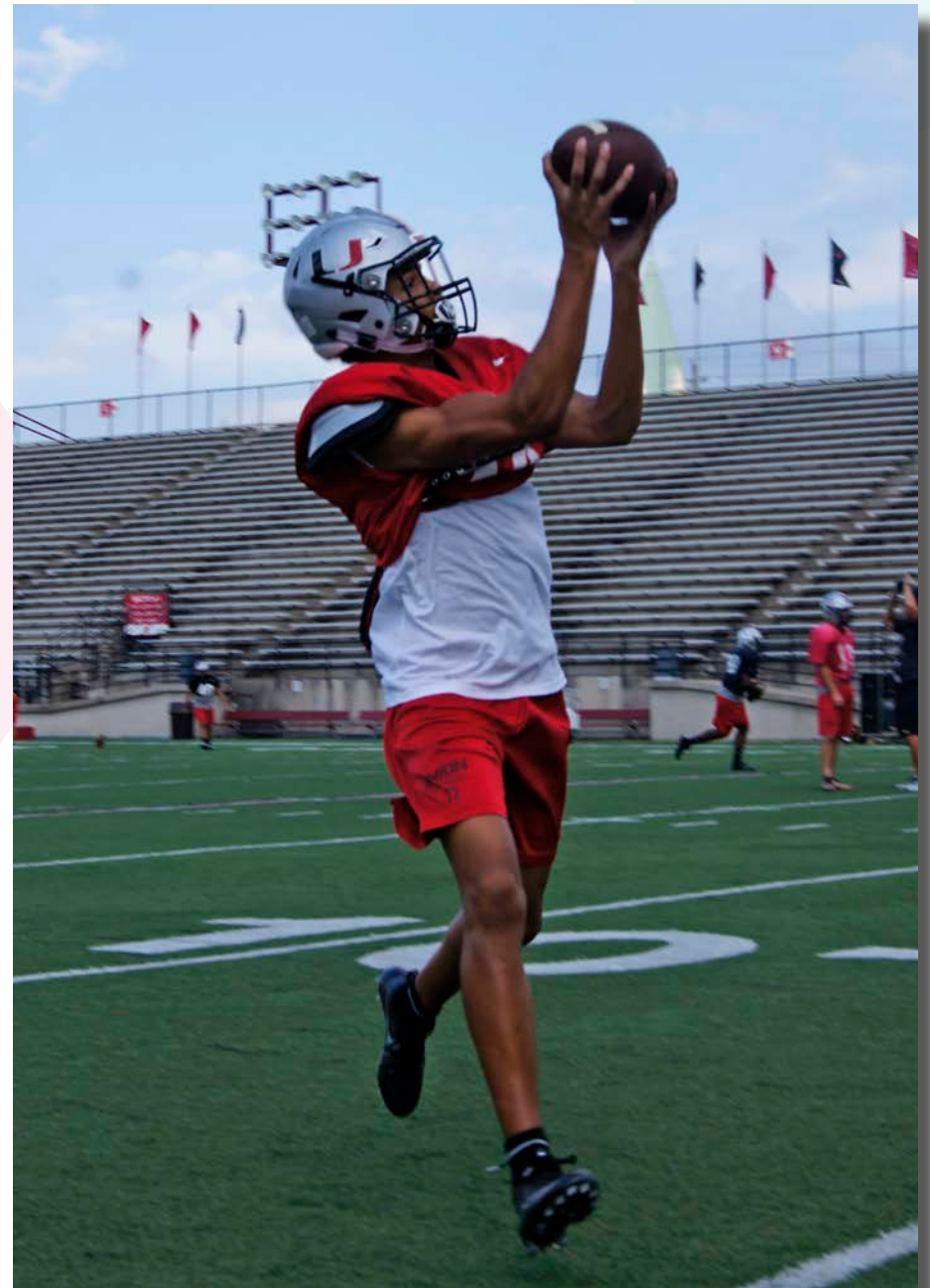
- Seniors Evan Jones, Colton Smith, and Tiandra Forrester; junior Eve Gerbrandt, and sophomore Ty Rossow qualified to compete in the National Speech and Debate Association National Tournament.
- Ninth through 12th grade girls traveled to the Sweet Adelines Region 25 Young Women In Harmony quartet contest in Frisco, Texas, and took first, second and third place in the contest.
- The district partnered with the Tulsa Debate League which provided financial backing for tournaments.
- Seventh grade orchestra students received a score of 195 out of 200 on their contest performance, and they won the Outstanding Music Award trophy as well as the Sweepstakes trophy.
- The sophomore and senior orchestras received Superior ratings, and the junior orchestra received Superior and Excellent ratings at the OSSAA State Orchestra Contest.



Athletic Achievements

- More than 1,600 students (grades 7-12) were involved in Union's 23 competitive athletics and spirit programs, and participation was more than 2,800 in K-12 in the district's 167 non-competitive teams and spirit squads.
- The varsity football team (11-2) won the 6A state championship and brought the Gold Ball back home with a 57-43 victory over Norman North. The Redskins finished the 2016 season No. 49 nationally in the MaxPreps high school rankings.
- The girls' soccer team finished the season with their third consecutive Class 6A state championship and their fifth overall. They were ranked #1 nationally.
- The boys' track team won the state championship.
- The boys' basketball team was undefeated in the regular season and was ranked number one in the state, but they lost the state championship game in overtime.
- The varsity cheer squad won regional competition and placed third in the state. Twelve members received NCA All-Star, and senior Skylar Palmour was named Top All-American at camp for the second year in a row.
- Varsity pom took third at state, 9th grade took third, and 8th grade took second place. Varsity Pom placed fifth in the nation in the large varsity pom category at Dance Team Union (DTU) Nationals.
- Varsity Highsteppers were named State Champs in the 6A Kick category and second place in the 6A-1 Jazz category.
- Nineteen students were selected to the Student Athletic Leadership Council.
- Senior Tre Brown was selected for the nationally televised 2017 Under Armor All-American High School football game.
- Senior football player Shamari Brooks was named NewsOn6 Bob Hurley Auto Family Athlete of the year.
- Senior football player Peyton Morrison and football coach Kirk Fridrich were recognized during state honors by the Fellowship of Christian Athletes (FCA). Morrison was named a 2017 Oklahoma State Athlete and Fridrich was named FCA All-State Coach.

- Senior soccer player Parker Goins was named a state finalist for the Wendy's High School Heisman Scholarship and was also selected to participate in the U.S. Under-20 Women's National Team invitational training camp.
- Two-sport standout Taylor Malham was selected Gatorade Oklahoma Girls' Soccer Player of the Year and was also named All-State basketball.
- Senior Stephanie Royer was named All-State golf.
- Senior Payton Dill was named to the All-State pom squad.
- Senior Haley VanFossen was named All-State soccer.
- Senior Grady Davenport received All-State honors in baseball.
- Senior Rebekah Chong made Oklahoma Cheer Coaches Association All-State.
- Seniors Ethan Chargois & Adrian Rodriguez were basketball All-Staters and McDonalds All-American Nominees.
- Senior swimmer Noah Nelson (All-State) and junior Josie Uerling placed at State, and Josie set a district record.
- Senior Tyzriah Stinson ranked #1 in the state in shot put and discus and was named All-State.
- Lady Redskin senior Taylor Malham was named to the Oklahoma Coaches Association (OCA) All-State basketball team.
- Seniors Devon Bajek and Jordan Starks made the OCA All-State football team.
- In boys' track, junior Keviyon Cooper was ranked #1 in the state for the 400m run and set a school record of 47.99. Junior C. J. Moore set a school long-jump record of 23' 11".
- Senior outfielder Lexy Dobson and senior catcher Makenzie Addis made All-State softball for the second time.
- Track seniors Devontae Armstead and Aaliyah Villalobos received the Zach Monaghan Scholarship Award.
- The baseball team earned a Distinguished Academic Plaque for a GPA of 3.50 and ranked in the top five of Class 6A, and Academic Achievement Certificates (GPA of 3.25 or above and upper 1/3 of Class 6A) went to volleyball, boys' and girls' swimming, girls' basketball, and boys' and girls' tennis.



Budget Revenues/Expenditures

Financial Highlights

- Approximately 80% of Union voters approved the district's 2017 \$26-million bond issue allowing for building phase I of Ochoa Elementary, various building equipment and projects, as well as the districtwide purchase of items such as textbooks, and instructional technology.
- In total, the district's net position* decreased \$614 thousand, a 0.01 percent decrease from fiscal year 2016. All of the district's programs are considered **Governmental activities.
- General revenues accounted for \$115.00 million in revenue or 75.99 percent of all revenue. Program specific revenues in the form of charges for services and sales, grants, and contributions accounted for \$36.33 million or 24.01 percent of total revenues of \$151.34 million.
- The district had \$150.73 million in expenses related to governmental activities; only \$36.33 million of these expenses were offset by program specific charges for services, grants, or contributions. Expenses are shown in programs that are easily identifiable utilizing the current Oklahoma Cost Account System (OCAS) coding structure.
- Among the major funds, the general fund had \$112.84 million in revenues, \$112.54 million in expenditures resulting in a fund balance increase of \$315,170. This increase is primarily a result of a decrease in expenditures. Bond fund revenue totaled \$116,122. Net bond sale proceeds were \$26 million. Expenditures in the bond fund totaled \$27.26 million. The sinking fund had \$23.87 million in revenues and \$2.29 million in expenditures.



* The Statement of Net Position presents information on all of the district's assets and liabilities, with the difference between the two reported as net position.

** Governmental activities—most of the district's programs and services are reported here, including instruction, support services, operation and maintenance of plant, pupil transportation, and extracurricular activities.

I



Union

2017 Bond Campaign

Elementary 14 Rendering



Ellen Ochoa Elementary



Operations

Department Statistics

- **Transportation** - More than 10,000 students rode the bus on a regular basis during 2016-2017. The district maintained a fleet of 112 school buses and 90 support vehicles. Our buses traveled 1,073,008 total miles - 955,625 miles on regular routes and 117,383 miles on field trips. Activity buses traveled more than 90,000 miles during the school year.
- The district ran 14 after-school routes and 26 shuttles, and eight vehicles traveled 10,518 miles for the McKinney-Vento/Foster Care programs. The district purchased 169,686 gallons of diesel fuel and 44,797 gallons of unleaded fuel for a combined cost of \$341,765.
- The **Child Nutrition Department** served 1,752,582 lunches and 1,047,130 breakfasts during the school year, along with 44,259 supper meals and 813,378 snacks. Summer meals included 13,222 breakfasts and 23,544 lunches. The number of students qualifying for free/reduced lunch has steadily increased over recent years and is currently at 70.24%.
- The district purchased fresh vegetables and fruits from six local farms. A pilot program at McAuliffe taught students how to reduce wasting foods, composting, recycling. The district's two nutrition educators conducted 400 nutrition education classes, two farm-to-student events, six nutrition and activity assemblies, and participated in community nights.
- A federally funded supper program was implemented in 2015-2016, feeding an afternoon meal to 200-300 High School students each school day. This year, the program expanded to include the 6th/7th Grade Center and McAuliffe in late November, and plans to expand it further include the 8th Grade Center and additional elementary schools. The program reduces hunger among students who otherwise might not get a good, healthy afternoon meal and encourages participation in after-school programs that tend to drive class attendance and performance.
- The **Custodial Department** had 110 full- and part-time employees including 20 lead custodian supervisors. Custodial staff members, collectively, cleaned and maintained 3,323,544 sq. ft. of building space.



- The **Maintenance Department** was comprised of 15 specialists and 23 building engineers who maintained equipment and ensured that all district facilities were running smoothly. During the year, employees completed 10,000 work orders and monthly preventative maintenance orders. Licensed specialists included a locksmith, two plumbers, two electricians, five HVAC technicians, two electronics technicians, two carpenters, and a painter; and each school site had at least one licensed building engineer. The High School campus, including the UMAC, had five building engineers because of its size and large volume of day, night, and weekend activities. The district received a \$67,235.00 rebate check from PSO for participating in a summer energy savings program and was honored with an award for saving the most energy.
- The **Grounds Department's** 13 employees maintained more than 425 acres of district property at 23 different sites. In addition to regular grounds maintenance, the grounds crew handled playground maintenance, small asphalt and concrete repairs, signage, snow removal, preparation and clean up for events, and worked with the warehouse during large moves.

- The **Purchasing and Supply Management Department** consisted of three employees at the Education Service Center and eight at the Warehouse and Distribution Center. The department supported the functions of purchasing and supply management: sourcing, purchasing, contracting, materials management and distribution, receiving, records management, logistics, daily intra-district mail service, and disposal of surplus materials and equipment.
- During 2016-2017, employees completed 305 warehouse work orders (surplus moves, events, graduation, etc.), made 771 custodial and instructional supply deliveries, more than 4,000 mail/money deliveries and pick-ups, and more than 700 cafeteria deliveries.
- They purchased, received, and stocked more than 14,207 supplies and delivered 21,239 instructional and custodial supplies to the sites. Interesting fact - delivered 21,204 nine-inch rolls of toilet paper (4,015 miles of toilet paper, 38,974 lbs.)
- More than 39,500 lbs. of records were shredded and destroyed, and 263 surplus auctions resulted in revenue of \$35,358.
- **Safety and Security** – The district employed a Director of Security and a district Security Coordinator as well as 10 full-time Security Officers at the secondary schools and 25 part-time officers for athletic and special events. One Broken Arrow School Resource Officer was on call daily in addition to six off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day. Emergency Procedure posters were updated and distributed to all schools. Two security officers attended Incident Command Training to learn how to function in an emergency until emergency responders arrive.
- District employees completed more than 5,000 assigned training courses and more than 1,300 unassigned safety courses on their own for a training completion rate of 95%. The Security Coordinator met with students at elementary sites weekly and performed routine safety walks at all sites, with follow ups including the site administrator.

- **Union Multipurpose Activity Center (UMAC)** – Facility scheduling not only encompasses the actual event but all the communications, operations, and maintenance to prepare, set up, run, and clean up every event. Three employees coordinated 43,970 internal events and 5,745 external rentals involving scheduling, contracts, scheduling conflict resolution, staffing, and set up and tear down.

Construction/Facilities

- The district broke ground on the \$15-million first phase of Elementary 14 (Ellen Ochoa Elementary) on 31st Street between Garnett and 129th East Avenue. The school was slated to open for 500 students in the fall of 2017 with two additional stages of construction to follow.
- The district purchased the former Metro building at 62nd and Mingo with plans to convert it into an innovation lab housing STEM classrooms, a professional learning center, a “maker” space where students design and build things, and space where community entrepreneurs work with students as consultants and mentors.
- The old Union stadium, southeast of 61st and Mingo, was renamed in honor of James W. Sanders, a highly respected teacher, administrator, and coach who led the district to its first state football championship in 1963.



Notable Milestones

Community Support

- Union voters passed the district's February 2017 bond issue with just over 80 percent voting for the \$26-million bond that will enable the district to complete Phase II of construction on the new elementary school. It will also provide tools for the district's world-class STEM initiatives, as well as help with building renovations, roof repair, and new classroom construction for fine arts and student activities.
- Lisa Ford was elected to a five-year term representing Zone 2 on the Board of Education.
- The Union Schools Education Foundation presented checks to its 2016-2017 fall grant recipients in late November and into December. Thirty-two teacher grants were awarded totaling \$27,786.19. The projects to be funded ranged from \$94.05 to \$2,301.43. Twenty-eight teachers received grants totaling \$30,221.18 in the spring with projects ranging from \$171.69 to \$4,694.00.
- The Foundation raised \$132,845.19 during "A Night of Focus," its annual dinner and auction held at Cain's Ballroom. The accompanying online auction increased the grand total to \$149,826.19, an all-time high.
- TTCU The Credit Union presented a \$105,000 check to the district as part of its SOS – Support Our Schools challenge campaign and School Pride program.
- The district received an additional \$5,500 from TTCU for usage of the Union School Pride Visa Check card.

Business/Technology Highlights

- A new district firewall was installed, and more than 650 wireless access points were added throughout the district.
- A new intercom system was completed at the 6th/7th Grade Center.
- New network cables were installed in more than 2,000 locations throughout the district for teacher computers, access points, and student computers.

- One circulation station was upgraded in each school's media center, and many of the classroom teachers received upgrades to new laptop computers.
- Union hosted the 5th Annual Tulsa Area Schools Technology Symposium (TASTS). The main focus continued to demonstrate how various technologies can be incorporated into the instructional process and help student learning, but there continues to be a strong need and desire to understand new advances in various infrastructure innovations. Breakout sessions, as well as keynote speakers, covered topics such as security, infrastructure advances, gamification of instruction, mobile classrooms, technology supporting individualized instruction, and many other related topics.







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