



2019 - 2020 ANNUAL REPORT UNION PUBLIC SCHOOLS



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ELLEN OCHOA ELEMENTARY

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NO PARKING

2019-2020 Board of Education



Kirt Hartzler, Ed.D.
Superintendent



Jeff Bennett
District #1
2017-2021



Lisa Ford
District #2
2018-2022



Heather McAdams
District #3
2018-2023



Stacey Roerman
District #4
2019-2024



Ken Kinnear
District #5
2015-2020

2019-2020 Administrators

Dr. Kirt Hartzler.....	Superintendent
Dr. Trish Williams	Chief Financial Officer/Treasurer
Charlie Bushyhead	Associate Superintendent
Sandi Calvin	Assistant Superintendent of Teaching and Learning
Chris Payne.....	Chief Communications Officer
Dr. Todd Nelson.....	Sr. Executive Director of Research, Design, and Assessment
Lisa Witcher	Sr. Executive Director of Instructional Services
Jay Loegering	Executive Director of Human Resources
Todd Borland.....	Executive Director of Technology
Theresa Kiger	Executive Director of Elementary Education
John Federline	Executive Director of Secondary Education
Gart Morris.....	Executive Director of Instructional Technology
Lee Snodgrass.....	Executive Director of Special Projects
Emily Barkley.....	Director of Athletics
Cathy Bentley.....	Director of Financial Reporting/Treasury
Kelly Brassfield	Director of Enrollment Services
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Christine Bunyard	Director of Payroll
Sherri Fair.....	Director of Federal Programs
Chastity Gray	Director of Professional Learning
Gary Greenhill.....	Director of Transportation
Lisa Griffin.....	Director of Child Nutrition
Julie Harkrider.....	Director of Accounting
Dr. Susan Hartzler.....	Director of Adult Education
Fred Isaacs	Director of Construction Services
Matt McCready.....	Director of Fine Arts
Scott Pennington.....	Director of Hope-Guidance-Social and Emotional Learning
Josh Robinson	Director of Operations
Whitney Rose.....	Director of Facilities
Ty Wardlow.....	Director of Safety & Security
Deborah Wolin	Director of Special Services
David Young	Director of Purchasing/Supply Management

2019-2020 Principals

John Chargois, Marla Robinson, Tony Tempest	High School
Kenneth Moore	Freshman Academy
Chris Ducker.....	Alternative School
Michelle Cundy.....	Eighth Grade Center
Tammy Ward/Clayton Huckle	Sixth/Seventh Grade Center
Bethany Harper	Andersen Elementary
Amy Smith	Boevers Elementary
Michelle Spencer.....	Cedar Ridge Elementary
Alicia Ewing	Roy Clark Elementary
Chris Reynolds.....	Darnaby Elementary
Kim Berns	Grove Elementary
Shawna Thompson	Jarman Elementary
Shana Harris.....	Jefferson Elementary
Jennifer McKnight.....	McAuliffe Elementary
Lindsay Smith	Moore Elementary
Rita Long.....	Ellen Ochoa Elementary
Tracy Weese	Peters Elementary
Jackie DuPont.....	Rosa Parks Elementary
Alycia Pennington	Rosa Parks Early Childhood Education Center

SUPERINTENDENT'S LETTER



Dear Union Patrons,

Uncommon Vision. When we selected the theme for the 2019-2020 school year in conjunction with our district's 100th Anniversary, we had no idea the strength and fortitude that would be required to get through such a challenging time. No one could have foreseen the year of sweeping changes that continue to affect all of us in ways we never would have expected.

Despite the difficulties, however, Union students, teachers and staff rose to the occasion unlike anything I have ever seen before. They displayed resilience and determination in adapting to distance learning. Our graduating seniors showed grace and humility as they participated in our district's first virtual graduation ceremony followed by an emotional in-person ceremony outside, on the field at Tuttle Stadium. In true Union fashion, we made the most of a difficult situation and turned it into something special. That is the Union Way!

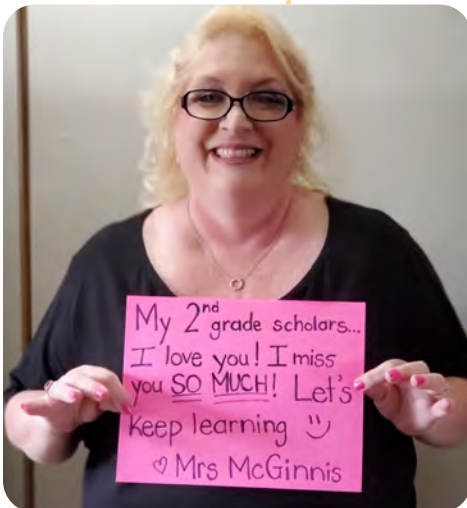
When you look through this Annual Report, I think you will be astounded not only by the achievements of our students academically, but also their strong performance in athletics, fine arts, and other co-curricular activities. Our focus on making students college and career-ready has resulted in a graduation rate of 92.67%. Union continues to set the bar high, and we will not rest until we hit 100%.

We are thankful for the love and support of our families and community. Thank you for believing in Union!

Sincerely,

A handwritten signature in black ink that reads "Kirt Hartzler".

Kirt Hartzler, Ed.D., Superintendent



Mission: To Graduate 100% of Our Students College and Career-Ready



CORE VALUES

These core values serve to guide our strategic focus and actions in accomplishing our mission



STRATEGIC GOALS

These strategic goals in the following focus areas provide guidance for leadership policy decisions, development of initiatives, programs, and strategies to achieve our mission.

Teaching/Learning

- Ensure that all students – through Union’s Learning Model – have access to a high-quality instructional and supportive learning environment.
- Close achievement gaps for all learners.
- Ensure curriculum, instruction, technology, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous academic improvement.

Partnerships

- Promote greater awareness, partnerships, and engagement among school stakeholders to enhance support of our mission and increase human and organizational capital.

Human Capital

- Enhance student and organizational performance by attracting, supporting, and developing a world-class workforce.

Business/Operations

- Provide quality technology and business services to optimize operations, communications, and academic results.
- Ensure the operating and capital budgets reflect our priorities as well as areas of focus to improve student achievement and fiscal responsibility.
- Promote operational/organizational safety and high-quality infrastructure to ensure effective and efficient learning and working environments.

Culture

- Provide a physically and emotionally safe learning and work environment in support of continuous student improvement.
- Maintain a caring, professional, and ethical organization.
- Foster an atmosphere of respect and effective communication.

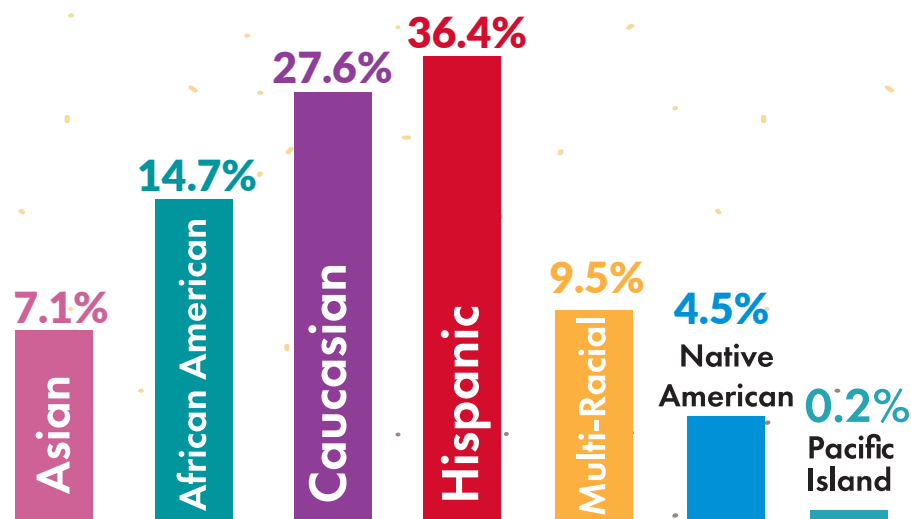
OVERVIEW

Union Public Schools, with 19 sites located in portions of southeast Tulsa and northwest Broken Arrow, rose slightly in enrollment to 15,816 students (grades Pre-K – 12) during the 2019-2020 school year. 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's theme for the year, "Uncommon Vision," was reflected in student engagement levels that continued to soar in 2019-2020. Great strides were made toward accomplishing Union's mission – "To Graduate 100 Percent of Our Students, College and/or Career Ready."

STUDENT STATISTICS

- In 2019-2020, Union's enrollment rose slightly by 43 students. With a .27 percent increase over the previous year, Union served 15,816 students – 7,488 at the elementary level and 8,328 in grades 6-12.
- Districtwide, 7,649 students (48.4%) were female and 8,167 (51.6%) male.
- There were 2,890 identified gifted students in grades 1-12, served by a variety of courses and programs.
 - Of the graduating seniors in 2020 . . .
 - 409 took the ACT with an average composite score of 21.4.
 - 996 took the SAT with an average total score of 936.
- 1,975 Union students (12.5%) were enrolled in special education during the 2019-2020 school year.
- English Learner (EL) services were provided to 2,521 elementary and 1,408 secondary students; of these students, 346 became English-proficient and exited the program. Our diverse population spoke more than 60 different languages. An estimated 25 percent of Union students were classified as English Learners.



Student Body





STUDENT STATISTICS

- Our Extended Day Program served an average of 842 students per month at 15 sites. This was a year of “firsts.”
 - We opened our first Rosa Parks Early Childhood Education Program.
 - We began the school year at Rosa Parks EC with 12 students and ended with 23.
 - Ten students received tribal assistance with childcare this school year. At the end of the school year we were able to offer assistance through the Cherokee Nation, Muscogee (Creek) Nation and Peoria Tribe at eight sites.
 - Fall Break Camp served 87 students.
 - Spring Break Camp was cut short by the COVID-19 outbreak, but we had 112 students enrolled for the first day of Spring Break Camp.
 - For our EDP Summer camp, we offered our first Virtual EDP Summer Camp and posted lesson plans online for parents to use as a resource to keep their children engaged over the summer. We offered two sets of lesson plans. The first was for Pre-K and Kindergarten students. The second was for grades 1-5. Our staff recorded themselves reading books to students in their backyards, linked cooking, math, science and art videos for students to participate in at home. We were pleased to serve our students in a new way during the pandemic.
- For more than 25 years, Union Public Schools has served the community with an adult basic education program to assist adults through GED/HiSET Preparation classes and/or English language learning for non-native English speakers. During the 2019-20 school year, Union's Adult Basic Education (ABE) program enrolled over 1,500 students in these classes.
- Through partnerships with local workforce development offices and other community agencies, the Union Adult Learning Center (UALC) embraces the opportunity to serve students not only in Tulsa, but also in our neighboring communities of Claremore, Muskogee, Owasso, and Pryor. These partners include, but are not limited to, Community Action Project of Tulsa (CAP), Workforce Tulsa, Tulsa Technology Center, Tulsa Community College, Goodwill Industries, Salvation Army, Women in Recovery, Family and Children's Services, Rogers State University, Workforce Pryor, Workforce Muskogee, Muskogee Public Schools, Whirlpool Inc., and local churches.
- The Pearson Vue Testing Center at UALC offers various certification testing for individuals including teacher certification testing and high school equivalency (HSE) testing. During the 2019-2020 school year, nearly 500 individuals earned their HSE diploma with successful completion of the GED or HiSET exam.



EMPLOYEE STATISTICS & ACHIEVEMENTS

- Union employed 1,015 teachers, 901 support personnel, and 80 administrators. Of the district's 80 administrators, 91.25% had a master's degree or higher. Of the teaching and administrative staff, 39.6% held graduate-level degrees – 421 with master's degrees and 13 with doctorates.
- Forty-three teachers held National Board Certification.
- The district welcomed 118 new teachers for the 2019-2020 school year.
- The ethnic diversity among the staff was African American 7%, American Indian 14%, Asian 3%, and Caucasian/other 82%. Four hundred twenty-five were male and 1,571 female.



- Brittany Hamilton, a third-grade teacher at Rosa Parks Elementary School, was named the 2019-2020 Union Public Schools District Teacher of the Year.
- Lindar Ledbetter, cafeteria manager for Union High School, was named Support Employee of the Year. An employee of the district for 29 years, Lindar manages 33 employees and her team daily produces over 2,300 meals and many a la carte items.
- Oklahoma Coaches Association (OCA) Region 7 Coach of the Year winners: Joey Witcher (Assistant Coach); Joe Redmond (girls basketball); Brett Morgan (slow-pitch softball); Ray Danzy (Junior High); Steve Patterson (track); and Tyler Ashley (tennis).
- Athletic Director Emily Barkley was elected the Oklahoma Interscholastic Athletic Administrators Association President for 2020-2021. She also received the OIAAA National Federal Citation Award.
- Dan Newman, head athletic trainer received the MAATA-Most Distinguished Athletic Trainer Award and was the Regional Nominee for the Newell Award (The National Athletic Trainer of the Year).
- Steve Patterson was selected to the OCA Hall of Fame.
- Brittany Friske, pom coach, was named Oklahoma State Dance Team Directors' Association East Coach of the Year.
- Steve Dunlap was selected for the 2019 Union Athletic Hall of Fame.
- Todd Borland, executive director of Information Technology for Union Public Schools, was named the 2019 Technology Director of Year by the Oklahoma Technology Association.
- Suzanne Falling, Union High School teacher, was honored as an Impactful Teacher by KOTV/News on 6, the CBS affiliate in Tulsa.
- Superintendent Dr. Kirt Hartzler served as a juror for the 2020 Brock Prize in Education. A jury of nine members selects the laureate of the Brock Prize in Education Innovation, which recognizes the "best innovations in education" in order to expand their impact.
- Assistant Superintendent Sandi Calvin and Union Freshman Academy Counselor Nicole Wheeler both completed the NYC Marathon.
- Ochoa fourth grade teacher Lisa Shotts received the Newsmaker Award winner from the Tulsa Chapter of the Association for Women in Communications. "This is such a distinguished honor and I am still in shock I was chosen and in awe of the other honorees," Shotts said. Shotts was honored for her work as executive director of Gaining Ground, a nonprofit developed to support students in high poverty schools through tutoring, enrichment and summer literacy programs.

- Union High School business teacher Natasha Smith was named a New Teacher of the Year for the Business, Marketing and IT division of the Oklahoma Association of Career and Technical Education.
- Union High School Freshman Academy Assistant Principal Estella Evans was featured as the first guest speaker for ImpactTulsa's ICAP series. (The ICAP is an Individualized Career Academic Plan that helps students map out and take the steps necessary to be successful after graduating from high school.) Evans shared insights about supporting student goal setting and action planning during ICAP implementation in a presentation entitled: Goal-Setting Action Planning: A Pathway toward 100% Graduation.
- For the 2019 Month of Giving Campaign, Union expanded its traditional United Way campaign to create a "Month of Giving" that would allow employees to contribute to the Union Schools Education Foundation (USEF). Union raised a grand total of \$232,519.62 during the Month of Giving, an increase of \$11,160.55 over the previous year. Giving to the United Way remained high at \$145,518, while \$87,001 was raised for Union Schools Education Foundation.
- Union school employees painted interiors at Asbury Corner - Global Gardens for the United Way Day of Caring.
- Union Public Schools was recognized as the #1 fundraiser among education institutions at the annual Tulsa Area United Way recognition luncheon, followed by Broken Arrow Public Schools and Tulsa Public Schools.
- The UMAC or Union Multipurpose Activity Center was featured as one the Top 10 high school basketball gyms to see before you die in a story and video on MaxPreps, the leader in high school sporting news.
- Darnaby Elementary School hosted a Project Lead the Way/STEM Showcase tour for area educators who wanted to learn how Darnaby, and by extension Union Public Schools, has become a national model in the field.
- District Chef Mike Yip was one of nine innovative chefs and foodservice professionals recognized nationally for an array of culinary styles and backgrounds. He was honored for his service in K-12 foodservice the week of June 15 during United Fresh LIVE! as part of the United Fresh Produce Excellence in Foodservice Award Program.
- The U.S. Department of Education is backing the American Association for Higher Education and Accreditation's research efforts into emerging blockchain or distributed ledger technologies (DLT) for student diplomas and transcripts. Union Public Schools is the first school district in the nation to offer digital diplomas and transcripts, and Todd Borland, Union's director of Technology, was named to the national steering committee.
- 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.
- The Association of School Business Officials International (ASBO) recognized Union Public Schools for excellence in budget presentation with the Pathway to the Meritorious Budget Award (MBA) for the 2019-2020 budget year. This is the second year Union has received this award.



TEACHING & LEARNING

EARLY CHILDHOOD EDUCATION

- The number of children participating in programs at the Rosa Parks Early Childhood Education Center were 190 three- and four-year-olds. More than 750 four-year-olds enrolled in Pre-K classes districtwide.

SCHOOLS

- Fourteen 5th graders from Peters Elementary attended the Flight Night Drone Competition at Tulsa Technology Center in Jenks and had fun competing in a *Star Wars*-themed event that included an obstacle course and a programming challenge.
- U.S. Assistant Secretary of Education Frank Brogan toured Darnaby Elementary to learn more about its STEM offerings and programs. Brogan, who leads the country's Office of Elementary and Secondary Education, enjoyed the student demonstrations including one featuring kids in robotics and called their work "impressive."
- More than 1,100 seniors participated in the first-ever Beyond U Conference – Union's first annual College and Career Preparedness Conference – at the Oklahoma State University-Tulsa campus. Seniors were provided the opportunity to attend three sessions of their choice out of 35 different sessions, with topics ranging from College 101 to Stress Management and Destination Medical School.

- Roy Clark Elementary and Jarman Elementary were named 2019-2020 Beacon Schools by Imagine Learning. Imagine Learning empowers schools with personalized learning through a problem-solving digital platform. The awards are part of the esteemed Imagine Learning motivational program, igniting engagement and amplifying confidence for all learners throughout the year. More than 230 schools from across the country were recognized for their exceptional use of Imagine Learning programs. Altogether, more than 16,000 schools implement the evidence-based programs and were eligible for the awards.



- Director Larry Lunardi, representing the Oklahoma Geologic Foundation, donated a collection of rock, mineral, and fossil samples to Union's 6th through 8th grade classes.
- Ochoa Elementary won an award for Outstanding Project in Learning by Design for the school's architecture. Hollis and Miller Architects were the architects on the project.
- Students in the 8th grade PLTW Medical Detectives class solved a crime by finding the blood type of six different blood samples. They had to analyze each sample with Anti-A serum, Anti-B serum, and Anti-Rh serum in order to find out whose blood matched the weapon and whose blood matched the crime scene.
- Three-year-old students dressed up for a Books Alive! event at the Rosa Parks Early Childhood Education Center.
- Andersen 3rd grade student Drew Sparks won the fire safety poster contest. Drew got to ride a fire truck to school.
- Rosa Parks Early Childhood Center had the Zoo to You program come to Mrs. Donalson and Mrs. King's class. The children learned about how animals hide themselves from predators.
- "The wheels on the bus go 'round and 'round..." as the Tulsa City-County Library likes to say. Its new mobile library – called the "Reading Roadshow" – stopped by the Rosa Parks Early Childhood Education Center. Teachers helped three-year-old students into the van to pick books the class can read together for the next several weeks.
- Union High School took 2nd place in the Oklahoma eSports League tournament on October 5, 2019.
- The Union Superintendent's Student Advisory Council joined Superintendent Dr. Kirt Hartzler and Associate Superintendent Charlie Bushyhead in a visit to the State Capitol on March 4, 2020, where they met state legislators.



TEACHING & LEARNING

COMMUNITY SCHOOLS

- Union's Community Schools approach to education seeks to equalize the playing field for all students through a comprehensive approach, providing layered supports for students and families. Schools serve as hubs for programming that include expanded learning opportunities, family engagement, and a variety of social services and comprehensive supports. Community School Coordinators help build relationships between schools and community partners to make schools and communities a place where students and families can thrive.
- During the 2019-2020 school year, eight full-service Community Schools, along with over 60 community organizations, supported student growth and provided resources for families. This approach helps ensure 100% of our students graduate Union with college and career readiness.

AFTER SCHOOL PROGRAMS

- Union's commitment to after school programs, in partnership with dozens of community partners, helps create an environment where students have access to innovative learning opportunities that promote the development of 21st Century Skills and the opportunity to build relationships with caring peers and adults, who become part of the student's support system. In doing so, we prepare students to be successful in their education and in their future careers. This goal is closely aligned with the district's mission of 100% graduation with college and career readiness.



During the 2019-2020 school year:

- 2,741 students participated in afterschool programs at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks
- 5,477 total hours of enrichment and academic opportunities were offered to students in after-school programs
- 67 STEM programs
- 62 Academic & Tutoring programs
- 64 Health & Wellness programs
- 69 Youth Development/Leadership programs
- 28 Fine Arts programs
- 100% of students participated at no cost
- Nearly 40 community partners provided after school programming.

Impact of after school programs:

After school programs were successful in supporting and building 21st century skills for students who participated. An overwhelming majority of the students responded favorably to "Because I came to after school programs, I am more successful in ..."

- Social & Cultural Skills – 81%
- Enjoy learning about STEM – 78%
- Doing things I did not think I could do before – 73%
- Initiative & Self-Direction – 73%
- Being excited about coming to school – 72%
- Can see how STEM can help our community in many ways – 68%
- Flexibility & Adaptability – 66%
- Productivity & Accountability – 62%
- Want to do take more classes related to STEM – 62%
- Leadership & Responsibility – 60%
- Can see myself in a job that uses STEM – 60%

EARLY CHILDHOOD PROGRAMS

- In August 2019, a total of 226 students attended Pre-K Camp at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks. Pre-K Camp is offered to help ease the transition to school for incoming students and parents. This program also helps our youngest students develop self-confidence as they learn to manage a newfound separation from family and learn how to respond appropriately to new people and expectations.
- 100% of parents would recommend Pre-K Camp to other parents.
- 100% of parents said Pre-K Camp helped them feel welcome at their children's school.
- 98% of parents said Pre-K Camp helped them understand they play an important role in their children's learning.
- Baby Book Club gives non-school-aged children and their parents an opportunity to read, play, and interact in meaningful ways. In partnership with Power of Families at Community Service Council and Spot 31 at Hope United Methodist Church, families meet weekly where they receive a free classic children's book, which is read aloud to them, followed by an activity and snack time. Nearly 50 people participated in Baby Book Club at Boevers, Clark, Grove, McAuliffe, and Rosa Parks.
- 97% of parents said Pre-K Camp showed their children what school will be like.
- 96% of parents said Pre-K Camp helped their children get excited about starting school.
- 95% of parents said Pre-K Camp helped their child gain confidence about starting school.
- The Kreuger Book Program at the Tulsa City-County Library provided 484 Pre-K students with one new book each month so they can create their own personal libraries at home. During the 2019-2020 school year, nearly 3,000 books were distributed to Pre-K students at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa and Rosa Parks.

PARENT AND FAMILY ENGAGEMENT

- There were nearly 200 combined opportunities for parent and family engagement at Boevers, Clark, Grove, Jarman, Jefferson, McAuliffe, Ochoa, and Rosa Parks.
- The combined Parent-Teacher Conference participation rate across the eight schools was 94%.

BASIC NEEDS

Community Schools is an equity strategy intended to serve the whole child by providing students and families with extra layers of support and by removing barriers to basic needs. Many external factors such as insecurities in food, healthcare, and housing can impact a child's ability to be physically, mentally, and emotionally present at school and ready to learn. Community schools at Union connect students and families to resources, which proved especially important this year due to the COVID-19 pandemic.

- Assistance League of Tulsa's signature program, Operation School Bell, provided 448 students with new clothing, shoes, and hygiene kits.
- The Food for Kids Backpack Program provided 426 food-insecure students with food every weekend.
- In partnerships with various organizations and faith-based partners, hundreds of families received meal assistance during the holidays.





TEACHING & LEARNING

COMMUNITY SCHOOLS BASIC NEEDS (CONT.)

- Students and families have access to two school-based health clinics, one at Rosa Parks and one at Ochoa.
- Approximately 1,000 students received free dental screenings.
- Over 4,000 students received free vision screenings through Vizavance.
- Close to 3,000 students received free hearing screenings.
- In partnership with Harrel Eye Care, the district provided 67 vouchers for free eye exams and glasses to students without the means to pay.
- The Union community school coordinator team partnered with Hunger Free Oklahoma to distribute 23,500 meals to adults from April through June.
- The Union community school coordinator team also partnered with the Tulsa Regional STEM Alliance to distribute 20,000 STEM Kits to keep students engaged during the historic school closures from March through May.
- Community school coordinators also partnered with YWCA to distribute gift cards to 82 of our most vulnerable families at the height of the COVID-19 crisis.

STEM (SCIENCE, TECHNOLOGY, ENGINEERING, MATH) CURRICULUM

- Fall 2019 marked the opening of the Union Innovation Lab. The transformation has included seven classrooms, including a virtual/digital gaming room, a computer lab with 3D printers, the Ubotics lab, as well as classroom space and soft seating. A second phase is planned for later. Five teachers in the Innovation Lab work together to create problem-based learning experiences that allow students to master the standards in a content area by solving real-life problems. Classes include Principles of Engineering, Civil Engineering, Environmental Science, Environmental Solutions, Computer Science, and other classes, including a Tulsa Tech class.
- Union's 13 elementary schools and the 6th/7th Grade Center were recognized as Project Lead the Way's (PLTW) Distinguished School Launch Program for 2019-2020. In addition, the 6th/7th Grade Center was named a Distinguished School Gateway Program.
- Over 40 students in grades 6-8 from various PLTW engineering classes attended Tulsa Regional STEM Alliance's STEM Expo. Students participated in hands-on activities sponsored by over 50 local businesses, non-profits and organizations. The annual event aspires to excite middle schoolers' interest in science, technology, engineering, and math.
- Every year, Union 8th and 9th grade teachers invite 100 girls to attend the Women in Science Conference. This day celebrates girls' interest in science with engaging hands-on experiences and activities. There is a panel discussion led by prominent women in science and The Science Museum Oklahoma invites the girls in attendance to explore their museum. The conference encourages girls to think about science, careers, build self-confidence and critical thinking skills. Teachers participate in special scalable hands-on activities.



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TEACHING & LEARNING



STEM (SCIENCE, TECHNOLOGY, ENGINEERING, MATH) CURRICULUM

- UBotics, Union's Robotics Team, joined the national competition in January 2020. The season ended just short of completion due to the pandemic, but that did not stop UBotics. The team committed to finishing the build.
- STEM EXPO: Hundreds of Families, community members, students and educators came together for the grand opening of the new Union Innovation Lab, Feb. 11 to celebrate the work of students and to see their showcases in science, technology, engineering and math. Students from every elementary and middle school, and Union High School – ages five to 18 – enjoyed the chance to show off their unique critical thinking skills, creativity, and problem-solving abilities in a variety of booths and exhibits.
- All math and science 6th grade students completed PLTW District transformation training in order to incorporate the problem-based learning and career connections of PLTW into their math and science classes. Every Union 6th grader will have an integrated STEM experience.

COLLEGE/CAREER READINESS

- 1,042 students graduated in the Class of 2020.
- Union High School seniors Keegan Knouse and Anna McMullen were named 2020 Academic All-State Students by the Oklahoma Foundation for Excellence
- Union High School claimed the title of 6A State Champion for the 8th year in a row – awarding the most number of Oklahoma Promise Scholarships for the seniors of 2020.
- While these statistics vary from year to year based on student choice, the College and Career Center at UHS is proud of the Class of 2020 for submitting the greatest number of college applications to Oklahoma State University out of any high school in the nation.
- Six seniors were named 2019-2020 National Merit Semifinalists – Dalen Burns, Tiffany Guo, Annslee Hiatt, Keegan Knouse, Anna McMullen and Zachary Xua.
- Senior Breann D. Borlay was recognized as a Commended Student as part of the 2020 National Merit Scholarship Program.
- The 2020 Community Service Graduates are: Emily Barber, Natasha Chaalan, Alisha Chaudhary, Tiffany Guo, Rania Halim, Saylor Hampton, Angeline Huynh, Anika Jallipalli, Amna Javed, Nikhila Kunderu, Danny Li, Emily Long, Lyba Majeed, Shannon Leigh McPhee, Jay Patel, Kayla Pham, Anabel Puentes Garcia, Melissa Ramirez, Mandy Rethford, Maham Saeed, Nadesh Vaithianathan, and Allison Zhang.
- The 2020 Distinguished graduates of Union High School are: Zubair Azaz, Olivia Bacon, Emily Barber, Breann Borlay, Aaron Boyington, Nieava Carrera, Natasha Chaalan, Ana Cherry, Alisa Grigorieva, Saylor Hampton, Angeline Huynh, Anika Jallipalli, Nikhi Kunderu, Danny Li, Shengying Lor, Courtney Moyer, Thu Nguyen, Jay Patel, Kayla Pham, Cassidy Prag, Mandy Rethford, Maryam Suleiman, Tia Tafla, Nadesh Vaithianathan, Rebekah Yeo, and Allison Zhang.

- Twenty-two seniors earned Valedictorian status by ranking in the top 1% of the class as determined by their weighted grade point average, and twenty-seven were named Salutatorians, the top 2%.
- College classes offered at the Union Collegiate Academy (UCA) through a dual-credit partnership with Tulsa Community College grew the total number of college credits students have earned at Union to 18,759 since the program began in 2010.
- Twenty-four Advanced Placement (AP) courses were provided, and 325 students took a total of 577 exams. Two hundred thirty-three students (70.5%) earned a score of “3” or higher. Ninety-one students received “Scholars” recognition, taking 93 tests with an average score of 3.51. Of the 93 scholars, two students earned National AP Scholar recognition with an average test score of 4 on eight or more exams.
- To date, Union’s Early College High School program, one of the first in the state of Oklahoma, in partnership with Tulsa Community College, has 177 students enrolled. Thus far, 28 seniors have earned at least 36 hours of college credit; 35 juniors have earned at least 9 hours of college credit; 50 sophomores are working on their first six hours of college credit; and 64 freshmen are learning what it takes to be a college student in high school. Each student enrolled in ECHS has the opportunity to earn an associate degree by the time he/she graduates from high school.
- Union piloted its first full-time online school – Union Virtual – for the 2019-2020 school year. The virtual school consisted of 40 students from grades 6-12. Led by Amy McCreedy and Angela Goins, students were able to take all or a majority of their classes from home. Several students chose to take an extracurricular activity, like fine arts or athletics, in a face-to-face setting while attending the rest of their courses in the virtual environment.
- Union still maintained the high school blended environment, Union Virtual Learning Academy, as an option for juniors and seniors. Over 1,000 students participated in the UVLA program during the 2019-2020 school year.
- Since its inception in 2014, Union Career Connect has garnered 758 nationally recognized certifications for 316 students in fields which include, but are not limited to, Manufacturing, Informational Technology, Culinary, Early Childhood Education, Law Enforcement, and Construction.



STUDENT ENGAGEMENT: CO-CURRICULAR ACTIVITIES

- Union High School students put their mechanical skills to the test as they repaired bicycles and donated them to needy children during the Christmas season. "Union CPT (Certified Production Technician) Manufacturing and City of Tulsa Automotive interns worked together with community partners to repair donated bikes, which were then given to Union elementary students," said Jenny Flower, Career Connect coordinator. "This event provides our community with the opportunity to give to children who do not have bikes of their own. It also gives our interns a chance to build confidence in the skills they have learned in fixing things, while applying their talents to help bring joy to younger Union students." The project, called Bikes for Kids, provides real-world experience for students that also benefits the community. Partners involved in the project include AAON, City of Tulsa, City Cycles, Tulsa Community College, and EBSCO Spring. Union's Director of Construction Fred Isaacs trained the students, preparing them for the work day.
- Union's Native American Student Association (NASA) participated in the Tulsa Native American Celebration and parade at Guthrie Green downtown. Students carried their school banner through the parade and passed candy to children.
- Union High School AFJROTC cadets marched in the City of Tulsa's Veterans Day Parade.
- Seniors Kareem Ahmed and Madeline Addis have been named Mr. and Miss Union for Union High School. Being named Mr. and Miss Union is considered the highest honor a student can receive at Union High School.



FINE ARTS ACHIEVEMENTS

- High School and Middle School Orchestras earned Superior Ratings in state contests and an overall "Sweepstakes" Award.
- Middle School Choirs earned Superior Ratings in state contests and an overall "Sweepstakes" Award.
- Union High School's One-Act Play won the One-Act Play Competition hosted by Union.
- 56 High School Band students made the All-Region Honor Band.
- Over 40% of band students in grades 7- 9 auditioned for all-district band and 108 students earned a spot in the all-district honor band.
- Speech/Debate students qualified to compete in the National Tournament hosted online in June in a newly created virtual environment.
- Union hosted the Northeast Band Director's Association Junior All-District Honor Band Auditions, Clinic and Concert.
- Union hosted the Second-Annual Middle School Band Festival, featuring five of Union's 7th Grade and 8th Grade Bands, as well as bands from Jenks and Sapulpa Middle Schools.
- The PAC sound system upgrade was completed and used extensively this school year as a part of the district's bond initiative.
- The new band building with added Fine Arts space at Union High School is actively being created and designed as part of the district's bond initiative.
- Union H.S Renegade Regiment earned Silver-medal finish at the 6A State Championship of marching bands, a Finalist spot in the Bands-of America St. Louis Super-Regional, and an 11th Place finish among 90 competing units at the Bands of America Grand National Championship competition in Indianapolis, IN.



STUDENT ENGAGEMENT: CO-CURRICULAR ACTIVITIES

- Union continued its partnership with Tulsa Symphony Orchestra to provide music interactions for students at Rosa Parks Early Childhood Center.
- Union Bands hosted a Winter Guard International Regional Championship at the UMAC, with nearly 50 competing units from six states participating.
- Fourteen High School students were named as OkMEA all-state musicians (band, choir, and orchestra).
- All-School Musical "Matilda" performed to large audiences, in spite of a forced cancellation due to inclement weather on opening night. Even with the loss of one performance, the four remaining shows sold more tickets than the previous year.
- ShowTix4U was implemented as a new ticketing system for the musical with much success, allowing increased proceeds of ticket sales to remain with the district.
- All 8th grade students attended an all-school musical teaser of "Matilda"
- Eric Cornell, Tony-Award Winning Producer for the Broadway revival of "Oklahoma" and 2002 UHS Graduate, returned in February to interact with current Union drama students and provided a clinic/lecture about his experiences along the way.
- The Annual Fine Arts recruiting "road show" continues to foster 6th grade participation in Arts classes.



- UHS art students won multiple awards from the Department of Family Services and were presented the awards at a ceremony at The Philbrook in February.
- UHS art student Junior Maria Arellano won the Gold Key Award for her artwork in the Scholastic Art and Writing contest from the Oklahoma Region presented by the OSU Department of Art and Graphic Design and Art History. It includes a \$2,500 scholarship.
- Three 8th Grade art students were recognized for creating outstanding masks in the 2020 Purim Mask contest, sponsored by The Sherwin Miller Museum of Jewish Art. 3rd Place: Amirah Almahri. Honorable Mention: Josue Ochoa and Chantz Okyere.
- Carnegie Hall Link Up Concert and Program serves all 3rd, 4th, and 5th grade students (approximately 3,422 students) in the district. Two successful concerts were performed in February by Tulsa Symphony Orchestra for this initiative.
- UHS Art Club toured Crystal Bridges in the fall semester on a field trip as part of their education program.
- Student engagement districtwide in Fine Arts remained high in 2019-2020, with
 - K-5 student participating in Music & Art: 6,711 students
 - Grades 6-12 Visual Art: 1,909
 - 6-12 Band: 1,197
 - 7-8 Dance: 345
 - 7-12 Drama: 724
 - 6-12 Orchestra: 711
 - 7-12 Speech/Debate: 177
 - 6-12 Vocal Music: 826
 - Total: 12,600 students



ATHLETIC ACHIEVEMENT

- Union Varsity Pom were the 2019 State Champions.
- Junior Courtney Posey was the 200-Yard Freestyle State Champion in Girls Swimming.
- In Boys Swimming, Junior Danny Sibley was the 500-Yard Freestyle State Champion; Junior Trenton von Hartitzsch was the 100-Yard Breaststroke State Champion; and Junior Danny Sibley was named as one of three finalists for the Tulsa World All-World Swimmer of the Year.
- Twenty-seven student-athletes signed to play collegiate athletics.
- Union had 23 All-State athletes.
- Senior Micah Walker was named OCA Region 7 Male Athlete of the Year and OSSAA State Runner-Up.
- Senior Darrian Carr received the OCA Injured Athlete Scholarship Award.
- Senior Ashley Barber was the OTCA 61 Girls Player of the Year (Class of 2020).
- Senior Courtney Moyer was the OCA Jim Thorpe Player of the Year for Girls Tennis.
- Senior tennis player Emily Barber received the President's Volunteer Service Award.
- The Boys Swimming Team earned a Distinguished Academic Plaque for a GPA of 3.50 and ranked in the top 5 of Class 6A and Academic Achievement Certificates. Ranked in the top 1/3 of Class 6A with a GPA of 3.25 or above went to Fast-Pitch Softball, Girls Swimming and Wrestling.
- OCA All-State: Jayla Burgess, basketball; Elizabeth Allen, cheer; Joseph Nichols and Jake Rogers, football; Eric Uerling, swimming; Aaron Boyington, Ashley Barber and Emily Barber, tennis; Chris Dugger, Avante Wilkins and Micah Walker, wrestling; Gabe Cantu, Peyton Cook, Josh Dill, Mason Givenis, Kyra Choice and Kayla McClellan, track; Adrianna Young, fast-pitch softball; Kallie Lund and Hailey McPherson, slow-pitch softball; Madison Tyler and Bri Vargas, soccer; and Trent DeSmet, baseball.



OPERATIONS

DEPARTMENT STATISTICS

- **Transportation** - More than 10,000 students rode the bus on a regular basis during the 2019-2020 school year. The district maintained a fleet of 118 school buses and 94 support vehicles. Our buses traveled 888,506 total miles – 802,282 miles on regular routes and 86,224 miles on field trips.



- The district ran 15 after-school routes and 33 shuttles, and two vehicles for the McKinney-Vento/Foster Care programs.
- The district purchased 127,532 gallons of diesel fuel and 30,017 gallons of unleaded fuel for a combined cost of \$300,460.
- **The Child Nutrition Department**- served 1,270,296 lunches and 737,090 breakfasts during the school year. When schools shut down due to Covid 19, Child Nutrition continued to serve meals free to all children out of four sites, providing almost a million meals – breakfast, lunch and supper. Adult meals were provided free once a week at Ochoa, and free produce and dairy boxes were provided for families once a week through the USDA Food to Family Boxes program.
- **The Child Nutrition Department** – with four chefs and four dietitians – trains around 180 employees in culinary arts and safe food handling. The number of students qualifying for free/reduced lunch has steadily increased over recent years and is currently at 69 percent.
- The district purchased fresh vegetables and fruits and local grass-fed beef from six local farms. Eight elementary schools participated in the Fresh Fruit and Vegetable Grant, which provided fresh fruits and vegetables for snacks each day in the classroom. A pilot program at McAuliffe and Ochoa Elementary schools taught students how to reduce waste foods, as well as how to compost and recycle. 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.
- There are 14 schools participating in the after school supper meal program. 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.
- Union was recognized by the United Fresh Produce Association as the "Produce Excellence in Foodservice for Schools" national award winner for the district's use of fresh produce on our menus, nutritional education, and promoting consumption of more produce by children.
- **The Custodial Department** employs 103 full-time custodians, a district custodial coordinator, and a district building engineer. Over 3.5 million square feet of floor space is cleaned nightly. On average, each full-time custodian cleans more than 30,000 square feet on a nightly basis, including over 1,000 individual classrooms. In addition:
 - Custodians staff nearly 1,500 district and community events across the district.
 - Larger custodial projects include the stripping and refinishing of tile surfaces across the district and the refinishing of the High School, 6th, and 7th grade gyms.

- Districtwide, custodial equipment is being inventoried in order to accurately identify future needs
- Every custodian has been provided an electrostatic ionizing backpack sprayer to be able to deep clean and disinfect large areas in a short period of time. This is especially important in the event of widespread illnesses at schools and for COVID-19 transmission prevention.
- Every elementary has been provided with new vacuum equipment, replacing aging and obsolete machines.
- Each site continues the transition to the Buckeye “E” chemical mixing and dispenser system. This allows custodians to mix and dispense their various cleaning products accurately and efficiently. The Buckeye honors program has been initiated. This provides online and hands-on training for equipment and flooring maintenance.
- Monthly lead custodian training and monthly crew meetings have been implemented to ensure all staff are trained and adhering to district cleaning and safety expectations.
- The **Grounds Department** employs 12 full-time grounds men, one small engine mechanic, and one district grounds coordinator. The grounds division maintains over 450 acres of land. During peak mowing season, each grounds man is responsible for maintaining over 40 acres of land. The grounds division is responsible for mowing, edging, blowing, fertilizing, and treating all district grass and naturally surfaced athletic fields. All landscaping design and maintenance is handled in-house, including all district flowerbeds and trees.
 - The laydown and removal of large event set-ups across the district, including the portable basketball floor at the UMAC.
 - Inspecting and maintaining all playground equipment across the district.
 - Plowing, clearing, and sanding the entire district during winter severe weather events.
 - The ability to reseal and repair smaller sections of asphalt parking lots in-house, which increases the longevity of parking lots and reduces the cost of resurfacing.
 - Provides signage and painting for all district parking lots and bus loops across the district.
 - Grounds has also blurred the line between their division and Maintenance, assisting with painting, plumbing, and power washing projects across the district. Major projects include pouring the large concrete slab for the Alt Ed trash area, two major water leaks at Union’s Central Park and baseball, erosion repair and roof drain repair at Rosa Parks, interior painting of Adult Basic Ed, concrete repairs and improvements across the district.



OPERATIONS

- In addition, Grounds has the following responsibilities:
- The **Maintenance Department** employs 11 skilled tradesmen, 23 building engineers, and one district maintenance coordinator. Our tradesmen include five HVAC technicians, two electricians, a plumber, kitchen technician, carpenter, and locksmith. Our 23 building engineers are responsible for maintaining the mechanical systems of their respective sites. They also are responsible for minor repairs.
- Maintenance staff closes nearly 10,000 repair and preventative maintenance work orders every year. Larger projects include sump pump replacement at Union High School, HVAC unit replacements, major water leak repairs, shelving fabrication, roof replacement at Sanders Field concession stand, and installed anchor points for large scale advertising at the UMAC.
- Other projects include:
 - Cooling tower water meters were installed at the High School campus to help monitor and reduce our district water and sewer costs.
 - HVAC technicians and electricians worked diligently to reduce energy consumption during PSO peak events, resulting in tens of thousands of dollars returned to the district in the way of rebates.
 - The implementation of a building engineer training and license test preparation program was a goal for the division. The program had its inaugural meeting February 1, 2020. The goal of the program is to prepare future building engineer candidates from the ranks of our custodial and grounds staff, as well as to insure all building engineers obtain a minimum 3rd class stationary engineers license.
- **Safety and Security:** The district employed a director of security and a security coordinator, as well as 11 full-time security officers at the secondary schools, two at the elementary school sites and 24 part-time officers for athletic and special events. One Broken Arrow School Resource Officer was on call daily, in addition to seven off-duty Tulsa Police Department officers on a rotating schedule, allowing one to patrol the district each day.
- District employees completed more than 19,571 assigned training courses and more than 2,831 unassigned safety courses on their own, for a training completion rate of 77 percent. 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 after every event. Three employees coordinated 49,682 internal events and 2,219 external rentals involving scheduling, contracts, scheduling conflict resolution, staffing, and set-up and teardown.

CONSTRUCTION/FACILITIES

- New and updated playground areas were completed at Andersen and Boevers, including new playground toys, new playground boxes with concrete borders for playground surfaces and new engineered-wood fiber mulch.
- New Digital Marquees were installed at Andersen, Boevers, Clark, Grove, Jarman, Jefferson, Moore and Rosa Parks.
- The Union High School Freshman Academy had a new gym floor installed; common area upgrades and new lighting; tile wainscoting installed in hallway areas; a new skylight; and new construction of a program classroom.
- The new Community Health Connection Clinic at Ochoa Elementary was completed and opened to the public in April 2020. The project is a partnership between Community Health Connection (CHC), Union Public Schools, and the City of Tulsa.
- Drainage and site concrete improvements were completed at the Operations Department, 8th Grade Center, Union HS Freshman Academy and Cedar Ridge Elementary.



Demolition began on Union's Tuttle Stadium, paving the way toward a brand-new "home" side with improved accessibility, concessions and restroom facilities, and a revitalized east side. Union will add a Fine Arts wing to the north side of the stadium to better serve band students and provide improved weight room and locker facilities for athletics, as well as new space for wrestling, volleyball, spirit, and golf. Demolition of the west side of Union Tuttle Stadium began on Jan. 9, 2020, in preparation for a \$42 million renovation project. Voters approved refurbishing the stadium as part of a \$128.6 million, five-year bond series that passed in 2018.

COMMUNITY SUPPORT



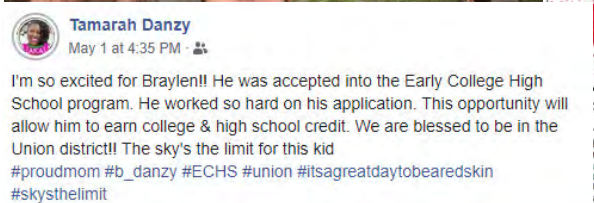
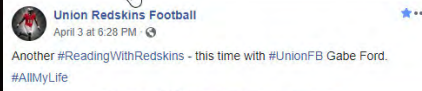
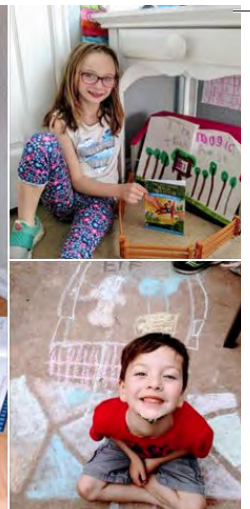
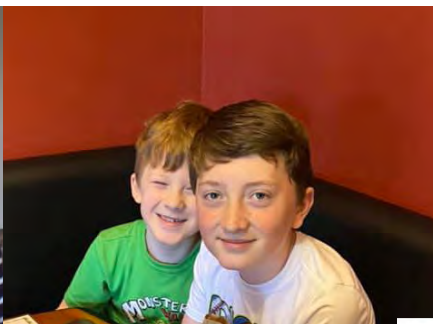
- Ken Kinnear was re-elected to a five-year term representing Zone 5 on the Board of Education.
- Union Board of Education member Lisa Ford was named Broken Arrow Citizen of the Year by the Starlight Civitan Club.
- The Union Schools Education Foundation awarded 63 educational grants in fall 2019 totaling \$59,337.21. The projects to be funded ranged from \$90 to a districtwide grant supplying math manipulatives for all first-grade classes for \$9,604.00.
- In addition to funding educational grants, the Foundation also pledged support for several programs in 2019-2020, including Union High School's College & Career Center, the district's first Annual STEM Expo event, Special Olympics team, Pre-K Camp, middle school BizTown, Union High School Leadership, Teacher and Support Person of the Year, Graduation Celebration, and several other projects and programs totaling \$78,000.
- The teachers, administrators and staff of Union Public Schools pledged an incredibly generous \$86,480.80 to USEF during the 2019 Month of Giving. These funds were then pledged to Union programs throughout the district.
- The Foundation welcomed nearly 625 guests and raised \$253,654 during "A Night of FOCUS...A Night of Surprises," the annual dinner and auction held at River Spirit Resort. The accompanying online auction increased the grand total to \$268,336, breaking another all-time record for the organization.
- Union Public Schools received a rebate check of \$79,986 from PSO for Union's efforts to cut back on energy consumption during the summer months as part of the PSO Peak Performers program.
- Sprint gave \$5,000 to the Union High School PTSA.
- PSO presented a \$25,000 check to Union Schools for energy-efficient rooftop unit upgrades for the new Community Health Clinic.
- McAuliffe Elementary received a surprise gift from Channel 2 KJRH and its parent company, Scripps Local Media. The \$10,000 grant includes a new wrap for its mobile reading van and two new books for each student. Channel 2 Anchor Karen Larsen and representatives for Scripps Local Media made the announcement as part of National Reading Day and the "2 Cares for the Community" Partnership and the Give a Child a Book campaign.
- TTCU Federal Credit Union presented a check for \$6,500 for participating in the School Pride® Program.
- Union PTA hosted the Teen Safety Summit to familiarize parents and teens from grades 6- 12 with options and resources available to assist with life's difficulties. A panel of community experts from the following organizations, as well as Union Public Schools leadership, were on hand:
 - Anti-Bullying Collaboration of Tulsa
 - Tulsa COPES
 - Quik Trip's Safe Place program
 - Defending Dignity
 - Family & Children's Services
 - Broken Arrow Police Department
 - Tulsa County Juvenile Bureau
 - Community Health Connection
 - CREOKS and others



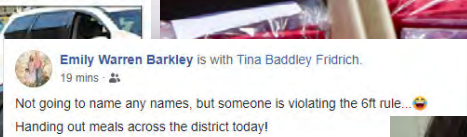
BUSINESS/TECHNOLOGY HIGHLIGHTS



- Union Public Schools launched the district's new website at www.unionps.org. "We have selected a new web host and provider, Gabbart Communications, and we are extremely pleased with the result," said Chief Communications Officer Chris Payne. "Already we have seen strong signs of improved security and stability of the website, so we are excited about this new relationship."
- The IT Department:
 - Closed 6,344 work orders from September 2019 to February 2020
 - Gathered, cleaned, and deployed over 2,000 devices (laptops, iPads, and mobile hotspots) over spring break to support distance learning during the school closure due to the Covid-19 outbreak
 - Replaced, configured, and deployed a new phone system to provide flexibility for extensions to be answered while working remotely
 - Deployed over 2,000 new phone handsets
 - Upgraded numerous Point-of-Sales devices to a more secure platform
 - Reconfigured and optimized wireless access points across the district to maximize data throughput and provide a more stable wireless experience
 - Sold numerous computers at the surplus sale
 - Upgraded teacher laptops at five school sites
 - Organized and managed the first season of the Oklahoma Esports League. Unfortunately, the championship tournament was canceled this year due to the pandemic
 - Determined a new interactive panel standard throughout the district and installed three interactive panels at each site to pilot
 - Migrated to a new bus routing system
 - Upgraded security cameras at the warehouse and enrollment
 - Replaced 20 fire alarm panels
 - Completed the project to refresh all old network switches

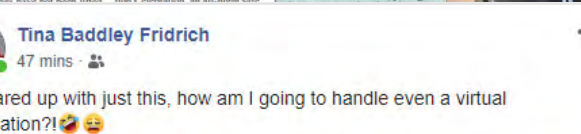


Union High School Commencement Moved to July 23 at the BOK Center



Union High School has rescheduled its graduation ceremony to Thursday, July 23, at 7:30 p.m. at the BOK Center, 200 South Denver. The event is being held in place of the original ceremony on Thursday, April 23, which was postponed due to the COVID-19 pandemic. The new date allows for social distancing and safety measures. The event is free and open to the public. For more information, visit unionhshs.org.

CAP AND GOWN PRESENTATION: Megan Kennedy provides senior Rams with their caps and gowns. The presentation is scheduled for Thursday, July 23, at 7:30 p.m. at the BOK Center, 200 South Denver. The event is free and open to the public. For more information, visit unionhshs.org.





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