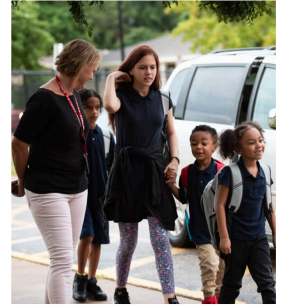


# Norman's Title II professional learning investment cuts new teacher attrition



## Our Mission

To prepare and inspire all students to achieve their full potential.

## Who We Are

16,311 students

1,151 teachers

24 schools

\$7,345.73 per-pupil expenditure

17.86 % of students receiving special education services

45.2 % of Title I-eligible students

15 # of Title I schools

6.28 % of English Language Learners

9 # of instructional coaches

## Challenges

Last year, Norman Public Schools intensified its professional learning efforts to support and retain entry-year and emergency-certified teachers.

## Professional Learning Solutions

- Mentor teachers
- Hire teacher support specialists
- Hire new teacher liaisons
- Fast track to classroom management
- Two contracted teacher support specialists supported 109 teachers.
- Teacher support specialists logged 270 classroom visits.

## Impact

New Teacher hiring trends slows within two school years:  
 2017–18: 225 new teachers hired  
 2018–19: 214 new teachers hired  
 2019–20: 168 new teachers hired

## District spending on professional learning

	2018–19	2017–18	2016–17	2015–16	2014–15
<b>Federal (Title II)</b>	\$ 412,023.48	\$ 369,514.56	\$ 260,915.70	\$ 375,367.98	\$ 309,058.88

## How these dollars are spent

	2018–19	2017–18	2016–17	2015–16	2014–15
<b>Coaching</b>	\$ 364,700.63	\$ 266,884.00	\$ 173,746.18	\$ 235,366.94	\$ 249,635.01
<b>Courses/Workshops</b>	\$ 33,889.17	\$ 86,477.00	\$ 76,618.00	\$ 132,785.78	\$ 55,532.89
<b>Other</b>	\$ 13,433.60	\$ 16,152.60	\$ 10,551.52	\$ 7,215.30	\$ 3,890.99