



Dana Ezell
Chief Human Resources Officer
Jenks Public Schools

IS-2021-50: Teacher Certification Scholarship Program
Priority Status for ESL and SPED Teachers

Independent School District I-005 Tulsa County

- Winner of the Malcolm Baldrige National Quality Award for Performance Excellence
- Ranked by Niche as the #1 Best School System in Oklahoma for 2022
- Leads the state in number of National Merit Finalists, with 18 in 2021-2022
- Holds more than 175 State Athletic Championships
- Serves the community with Community Education programs for newborns to senior citizens from childcare to computer classes
- Innovates with programs in STEM, Global programs, and College and Career preparation such as internships and AVID programming
- Encourages students to excel in the 5 As:
 - Academics
 - Arts
 - Athletics
 - Activities
 - Attitude



Jenks Public Schools Student Demographics

	1990	2020
White	90%	50%
Asian	2%	17%
African American	4%	9%
American Indian	3%	13%
Hispanic	1%	11%
Free/Reduced Lunch	5%	39%
Total Enrollment	7,284	12,546

Jenks Public Schools Students with Special Needs

Of the 12,546 students in the district, more than 20% require special education services.

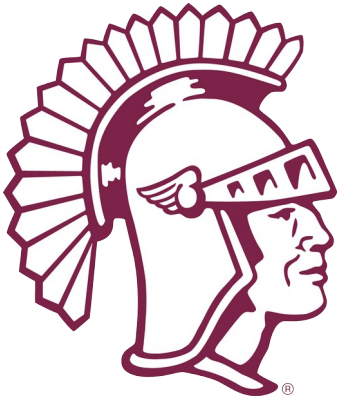
- 1,949 or 15.5%: IDEA
- 564 or 4.5%: 504

352 students are identified as needing both English Language Development and Special Education services.

Staffing

All Staff

- 867 Certified Staff
 - Teachers, Counselors, SLPs, etc.
- 740 Classified Staff
 - Paraprofessionals, Bus Drivers, etc.
- 65 Administrators
 - Principals, Directors, etc.



Special Education Staff

- 111 Special Education Teachers
 - 35 Speech Language Pathologists
 - 9 School Psychologists
 - 5 Occupational Therapists
 - 2 Physical Therapists
 - 1 Director
 - 2 Special Education Coordinators
 - 1 Assistive Technology Coordinator
 - 2 Licensed Professional Counselors
 - 1 Transition Specialist
 - 1 Teaching and Learning Specialist
- 143 Paraprofessionals
 - 12 Special Education Bus Drivers
 - 12 Special Education Bus Assistants

Current Staffing Needs

Based on annual analysis, the following staff members are still needed to meet student needs:

- 2 Special Education Teachers
- 1.5 School Psychologists
- 4 Licensed Professional Counselors
- 2 Speech Language Pathologists
- 17 Paraprofessionals
- 5 Special Education Bus Drivers
- 5 Special Education Bus Assistants

Recruitment and Retention

In partnership with the City of Tulsa through Vision 2025 funds, JPS offers:

- \$2,000 Signing Bonuses for Special Education Teachers, Schools Psychologists, and Speech Language Pathologists
- Partial Tuition Reimbursement for College Coursework
- Reimbursement for Teacher Certification Testing
 - Approximate cost of \$700 for initial certification
- Employee Referral Bonuses
- Experienced Mentor Teachers
- Professional Development

In collaboration with NSU and Union PS for “grow-our-own” programs.

Federal ESSR III funds utilized in 2021 for retention stipends.



The Challenge

- Shrinking Applicant Pool
 - Special Education Teacher Application at Jenks Middle School
 - July 2012: 12 Applicants
 - All certified
 - July 2016: 7 Applicants
 - All certified, some under contract in other districts
 - July 2021: 3 Applicants
 - 1 certified, but under contract in another district
 - 1 enrolled in Boot Camp
 - 1 interested but not in certification process
- Of the candidates we selected for 2021-2022, 40% did not hold valid Oklahoma Teacher Certification at the time of the HR Interview.
 - Pending Certification Processing
 - Pending Test Results
 - Pending Boot Camp Enrollment/Completion





Questions?

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