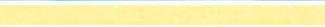
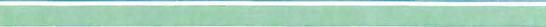


## Oklahoma

School Management	B	
Finance	C	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	B	
Data	B	
Pipeline to Postsecondary	C	
Technology	A	
State Reform Environment	?	
Gold Stars		

**School Management.** Oklahoma does a solid job managing its schools in a way that encourages thoughtful innovation. The state sanctions low-performing schools and rewards high-performing or improving ones. Still, 86% of teachers report that routine duties and paperwork interfere with teaching.

**Finance.** Overall, Oklahoma earns a middling grade in this category. The state receives below-average marks for the simplicity of its state funding mechanism and the online accessibility of its financial data. However, Oklahoma has a performance pay program for teachers.

**Staffing: Hiring & Evaluation.** Oklahoma receives an above-average mark for its teacher hiring and evaluation system. Twelve percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. However, Oklahoma requires incoming teachers to pass basic skills and subject-knowledge tests, and the state's interstate portability requirements earn a solid mark.

**Staffing: Removing Ineffective Teachers.** Oklahoma receives an above-average score on the ability to remove poor-performing teachers from the classroom. Fifty-two percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, which is 9 percentage points below the national average of 61%. In addition, 79% of principals report that tenure is a barrier to removing poor-performing teachers.

**Data.** Oklahoma gets a solid mark for its state data system. The state publicly reports college remediation data and factors the information into its accountability system. Oklahoma also has a teacher-identifier system with the ability to match teachers to students.

**Pipeline to Postsecondary.** Oklahoma receives a mediocre mark for its efforts to improve college and career readiness. Seventy-nine percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 14 percentage points above the national average of 65%. However, only 41% of Oklahoma schools report offering work-based internships.

**Technology.** Oklahoma receives a high grade in this category. The state has established a virtual school and offers a computer-based assessment. Still, Oklahoma needs to significantly improve how it evaluates its return on investments in technology.

**State Reform Environment.** There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, the Oklahoma Business and Education Coalition is a member of the forward-thinking Policy Innovators in Education Network. Oklahoma also supports common academic standards.