
Building the K–12 Teacher Pipeline for a Competitive Southern Oklahoma

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South Central Oklahoma Rural Education
— **COLLABORATIVE** —
Growing Local Educators

HIGH-PERFORMING SCHOOL DISTRICTS ARE ESSENTIAL TO STRONG WORKFORCE AND ECONOMIC DEVELOPMENT.

RECENT QUOTES

- “Education is a competitive marketplace”
- “Southern Oklahoma needs more taxpayers, not more taxes.”

SOME DATA...

- The National Bureau of Economic Research found that every additional \$1 spent on public schools results in a \$20 increase in home values.
- That's not just good for homeowners, it's good for the tax base that funds roads, services, and infrastructure that businesses depend on.

SOME DATA...

- Homes in highly rated school districts typically cost 15–20% more than similar properties in average-performing areas, and in some markets that premium jumps to 49% or higher.
- Families compete for access to quality schools, and that competition drives population density, spending, and investment.

HOW DOES EDUCATION IN OUR STATE AND OUR LOCAL COMMUNITY STACK UP?

WELL...

OKLAHOMA DROPS TO 50TH IN EDUCATION
OUR EDUCATION IS VITAL TO OUR FUTURE

- Oklahoma wants to be the "most business-friendly state," but who wants to hire poorly educated people?
- Who wants to bring their business to a place where their kids will receive a poor education?

Education means a brighter FUTURE for all.



THE OKLAHOMAN



Oklahoma schools rank 50th in the nation in latest education quality study

Researchers say the study is meant to dive into how funding is often an indicator of a public school's success, but many factors come into play.



Oklahoma Education Ranked Worst in Nation

State falls to 50th place as Ryan Walters' leadership draws backlash

THE BLACK HALL STREET TIMES



CARTER COUNTY

9 SCHOOL DISTRICTS

The Achievement indicator **uses annual state test scores in English language arts (ELA), math, and science** to show where groups of students are relative to grade-level expectations outlined in our Oklahoma Academic Standards (OAS). **The US average graduation rate for 21-22 was 87%.**

District Name	Grades	Graduation Rate	Composite Achievement	City	Students	Teachers	Schools	Locale	Student Teacher Ratio
ARDMORE	All Schools - D	64.5%	23.1%	Ardmore	2,617	117.63	6	Town, Remote	22.25
DICKSON	All Schools - C	71.9%	42.7%	Ardmore	1,270	63	4	Rural, Distant	20.16
FOX	Elementary - B, High School - D	50.1%	67.7%	Fox	162	13	2	Rural, Remote	12.46
HEALDTON	All Schools - D	60.7%	28.7%	Healdton	498	31.83	3	Rural, Remote	15.65
LONE GROVE	Elementary & Middle Schools - C, High School - B	90.9%	64.2%	Lone Grove	1,444	97.58	4	Rural, Distant	14.8
PLAINVIEW	Elementary & High School - B, Middle School - C	80.8%	77.9%	Ardmore	1,585	105.05	4	Rural, Fringe	15.09
SPRINGER	Elementary - C, High School - F	55.6%	17.5%	Springer	222	17.14	2	Rural, Distant	12.95
WILSON	Elementary - C, High School - B	77.7%	29.7%	Wilson	482	32.22	2	Rural, Remote	14.96
ZANEIS	K-8 - C	N/A	71.6%	Wilson	287	16.84	1	Rural, Remote	17.04
					8,567	494	28		

Data from the 23-24 Oklahoma Schools Report Card Website

The Challenge Facing Southern Oklahoma

1 in 5

Oklahoma classrooms
lack a certified teacher
(significantly more here.)

500+

teacher vacancies
across the state

Rural

districts hit hardest —
closest to our home

*Southern Oklahoma's ability to compete for jobs and investment depends on our ability to attract and keep families and families follow schools.
And education is a competitive marketplace.*

Why Teacher Pipelines Are an Economic Issue

“Replacing a below-average teacher with an above-average teacher raises a student’s lifetime earnings by \$250,000.”

— Chetty, Friedman & Rockoff, American Economic Review

#1

Teacher quality is the single greatest in-school factor in student achievement

Hanushek, Stanford

250K

Lifetime earnings gain from one great teacher vs. average teacher

Chetty et al., AER

GYO

'Grow Your Own' teachers are 2× more likely to remain in hard-to-staff schools

National Education Policy Center

Teacher quality isn't just a school issue — it's an economic development issue.

SOMEBODY SHOULD DO SOMETHING!

What Is the SCORE Collaborative?

A 501(c)(3) nonprofit based in Ardmore, Oklahoma dedicated to building homegrown teacher pipelines across Southern Oklahoma.

Our Mission

To strengthen K–12 education in Southern Oklahoma by developing local teachers who stay, serve, and lead in our communities.

Debt-free in the key!



Local Roots

We recruit from within Southern Oklahoma communities



Built to Stay

Homegrown teachers are more likely to remain in rural districts



Proven Impact

Teacher quality is the #1 in-school factor in student outcomes

THE ECONOMIC CASE

- The teacher shortage is an economic development problem.
- Big Picture: Must address the direct competition with north Texas.
- Economic Development belongs to everyone!
- Education belongs to everyone!
- We need a plan...

\$400K+

lifetime earnings gain per student from a
one standard deviation improvement in teacher

Hanushek, Urban Institute

\$250K+

increase in students' lifetime income from
replacing a bottom 3% teacher with an average one

Chetty, Friedman & Rockoff

\$20

increase in property values for every \$1
invested in local school quality

THE PLAN – ATTACK THE PROBLEM ON THREE FRONTS

K-12 TEACHER PREPARATION AND LICENSURE



The SCORE Collaborative's main focus is engaging with local educators to ensure that 100% of classroom teachers are 100% Oklahoma Certified.

REGIONAL INSTRUCTIONAL COACHING AND SUPPORT



The SCORE Collaborative can coordinate and/or facilitate professional learning and coaching opportunities for currently licensed educators to increase classroom efficacy.

REGIONAL LEADERSHIP COACHING AND SUPPORT



The SCORE Collaborative can coordinate professional learning opportunities for currently licensed administrators to support school-wide student growth measurements.

FRONT I – K-12 TEACHER PREPARATION AND LICENSURE

GROW YOUR OWN (GYO) TEACHER PREPARATION PATHWAYS

Classroom to Classroom (C2C) - Pre-Apprenticeship



This pathway Identifies and nurtures high school students that are passionate about teaching and ready to earn and learn.

(Coming Fall 2026)

PARA / ADJUNCT TO CERTIFIED TEACHER (PACT)



This pathway equips existing school staff with both evidence-based teacher tools and transcribed college credit to help them progress toward full state certification.

TEACHER IN RESIDENCE PROGRAM (TIRP)



This program for individuals holding a bachelor's degree that wish to transition their skills and experience into a meaningful teaching career (Coming Fall 2027).

FRONT 2 – REGIONAL INSTRUCTIONAL COACHING SUPPORT



SUMMER TEACHER INSTITUTE 2026

Professional Development for Pre-K through Grade 6 Educators

Ardmore Convention Center - June 24-25 and July 14-15, 2026

The SCORE Summer Teacher Institute is a regional professional development experience designed to equip elementary educators with evidence-based strategies, renewed purpose, and practical tools for the classroom. This multi-day event brings together teachers from across Southern Oklahoma for learning, connection, and inspiration.

FRONT 3 – REGIONAL LEADERSHIP AND COACHING SUPPORT

Southern Regional
Education Board

SREB

SCHOOL IMPROVEMENT

School Improvement Process	>
Services by States	
Support for Continuous Improvement	>
Curricula	>
Professional Development & Instructional Coaching	>
Powerful Instructional Practices	>
New Teacher Induction	>
Events and Conferences	>
Research, Evaluation & Surveys	>
Podcast: Making Schools Work Podcast	
Promising Practices Newsletters	>
Publications	

School Improvement Services



At SREB, we hold that all students can graduate ready for college and careers if school leaders and teachers create meaningful learning experiences, provide personal supports and encourage students to make the effort to succeed.

How do we know? We've spent decades investigating what works to build and sustain lasting capacity for change in schools nationwide.

Current State

- Our PACT cohort launched Fall 2025 with 15 to 25 active teachers. This is not a theoretical pilot program on paper.
- 10 or more MSC dual enrollment students on track to earn their Elementary Education A.S. by Summer 2026.
- C2C is on track. Pre-Apprenticeship program ready to welcome our first high school cohort in August 2026.
- Summer Institute
- State Chamber of Commerce Literacy Grant
- Developing partnerships and commitments



The Help SCORE Needs.



Become a Funder

Help sustain SCORE with a gift or multi-year sponsorship. Our work requires local champions willing to invest in our children's future.



Spread the Word

Know a paraprofessional who wants to teach? A high school junior interested in education? A local employer who cares about workforce? Make the connection.



Open Doors

SCORE is stronger with introductions to corporate funders, district leaders, state contacts, and foundations who share our vision.

Contact Dr. Eric Ward • eric@scorecollaborative.org • scorecollaborative.org



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QUESTIONS OR COMMENTS?

THANK YOU!