



## OKLAHOMA EDUCATOR LAUNCH AND MENTORSHIP INITIATIVE

### OVERVIEW

Oklahoma welcomes an average of 3,668 first-year teachers annually. However, entry preparation alone is not enough. First-year teachers need both front-loaded training and sustained, structured support throughout the school year.

#### The Oklahoma Educator Launch & Mentorship Initiative combines:

1. A high-impact, one-week Summer Launch Institute for first and second year teachers
2. A structured, year-long teacher mentorship program
3. Completion stipends for first and second-year teachers
4. Mentor stipends to ensure high-quality coaching

Together, this creates a comprehensive first and second-year teacher support system from July through May.

### COMPONENT I: SUMMER LAUNCH INSTITUTE (PRE-SERVICE)

**Duration:** 5 Days

**Timing:** July 27 – 31, 2026

#### Purpose of the Institute

- Build confidence and preparedness before school begins
- Strengthen classroom management and instructional skills
- Ensure all new teachers, whether traditional, alternative, or emergency certified, receive consistent foundational training

#### Training Overview (5-Day Structure)

##### Day 1: Classroom Management That Works

- Establishing routines
- Proactive behavior systems
- Teacher presence
- Building a relationship-centered culture

##### Day 2: Planning for Clarity & Rigor

- Standards-aligned lessons
- Clear objectives and success criteria
- Modeling and guided practice
- Checking for understanding



### **Day 3: Engaging Every Learner**

- Differentiation strategies
- Supporting IEP/504 needs
- Scaffolds for English Learners
- Tier 1 academic interventions

### **Day 4: Data & Feedback That Improves Learning**

- Using formative assessment daily
- Giving actionable feedback
- Responding to student data
- Avoiding grading overload

### **Day 5: The First 30 Days Plan**

- Routines for week one
- Family communication system
- Professional goal setting
- Building a partnership with your mentor

## **COMPONENT II: OKLAHOMA EDUCATOR MENTORSHIP PROGRAM**

**Duration:** August through May

The mentorship component pairs every first and second-year teacher with an experienced educator dedicated to providing consistent, meaningful classroom support.

### **Program Goals**

- Improve new-teacher retention
- Strengthen instructional practice
- Increase teacher confidence
- Provide structured, high-quality coaching
- Build a long-term support pipeline
- Improve student outcomes

### **Who Can Serve as a Mentor?**

- Retired educators
- Former teachers no longer working in districts
- Experienced former instructional leaders

All mentors must:

- Complete a background check
- Be approved through OSDE's application process
- Complete onboarding training



## **Mentor Responsibilities**

For each teacher served, mentors will provide:

- Monthly classroom observations
- Regular coaching sessions
- Reflective instructional conversations
- Ongoing instructional problem-solving
- Support applying Summer Institute strategies

## **Documentation Requirements**

Mentors will submit:

- Monthly Mentor Activity Logs
- Annual Outcomes Report

Teachers will submit:

- Verification of full participation in the Summer Launch Institute
- Confirmation of working with an assigned mentor throughout the year

## **PROGRAM STIPENDS**

First and Second-Year Teachers

- \$2,500 total
  - \$1,500 for Summer Launch Institute completion
  - \$1,000 for mentorship program completion

Mentors

- \$1,000 per mentee (up to 10 mentees)
- Potential stipend range: \$1,000-\$10,000

## **INTERESTED IN PARTICIPATING?**

First and second-year teachers seeking meaningful support

- [First and Second-Year Teacher Application](#)

Experienced educators interested in mentoring the next generation

- [Mentor Application](#)

