



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-year teachers
2. A structured, year-long teacher mentorship program
3. Completion stipends for first-year teachers
4. Mentor stipends to ensure high-quality coaching

Together, this creates a comprehensive first-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-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-Year Teachers

- \$2,000 total
 - \$1,000 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-year teachers seeking meaningful support

- [First-Year Teacher Application](#)

Experienced educators interested in mentoring the next generation

- [Mentor Application](#)

