



OKLAHOMA EDUCATOR LAUNCH AND MENTORSHIP INITIATIVE Guidance for District Superintendents

OVERVIEW

The Oklahoma Educator Launch & Mentorship Initiative provides a comprehensive, statewide system of support for first-year teachers. As district leaders, your partnership is essential for successful implementation. This guidance outlines what superintendents need to know and do to support teacher participation, mentor recruitment, and program accountability.

The initiative is designed to strengthen teacher readiness, confidence, and retention by providing:

- A structured five-day, regional Summer Launch Institute for first-year teachers (July 27-31, 2026)
- A year-long mentorship program from August to May
- Completion stipends for first-year teachers
- Stipends for approved mentors who provide consistent instructional coaching

Superintendents play a critical role in encouraging participation and ensuring new teachers have the time and support needed to fully engage.

Superintendent Action Step

1. Identify First-Year Teachers

Districts should determine all educators who qualify as first-year teachers, including:

- Traditionally prepared teachers
- Alternative pathway teachers
- Emergency certified teachers

2. Support Teacher Participation in the Summer Launch Institute

The Summer Launch Institute provides essential foundational training in:

- Classroom management
- Planning and rigor
- Differentiation and learner support
- Data-driven instruction
- Establishing routines for the first 30 days

District expectations:

- Ensure teachers attend all five days.
- Communicate expectations early to hiring teams and candidates.
- Assist teachers in completing the First-Year Teacher Application.

3. Recruit and Support Eligible Mentors

Mentors may include:

- Retired educators
- Former teachers no longer in districts



- Former instructional leaders

All Mentors must:

- Complete a background check
- Apply and be approved through OSDE
- Complete required onboarding and professional development

District expectations:

- Promote mentor recruitment locally.
- Encourage high-quality applicants who have strong coaching potential.
- Allow mentors reasonable access to classrooms for observations and coaching meetings.

4. Facilitate Ongoing Mentorship Activities

Mentors are responsible each month for:

- Classroom observations
- Coaching sessions
- Instructional problem-solving
- Supporting teachers in applying institute strategies

District support includes:

- Allowing scheduled observation time
- Coordinating access for mentors
- Encouraging principals to collaborate with mentors and teachers

Stipend Information

For First-Year Teachers

- \$1,000 for completing the Summer Launch Institute
- \$1,000 for completing the mentorship program

**Funds will be sent to districts, which will then issue stipends to participating teachers.*

For Mentors

- \$1,000 per mentee, up to 10 mentees
- Potential earnings: \$1,000-\$10,000

**Districts do not issue these stipends. Funds are managed directly through OSDE to mentors.*

Documentation & Accountability Requirements

Mentors Must Submit

- Monthly mentor activity logs
- An annual outcomes report

Teachers Must Submit

- Proof of full Summer Launch Institute participation
- Confirmation of ongoing mentorship engagement

Application Links to Share

[Mentor Application](#)

[First-Year Teacher Application](#)

