"The teacher induction process is vital for the retention and continual growth of first-year teachers. The Oklahoma Mentor Network has provided teachers with the skills to mentor and coach, support the first-year teacher, and become a contributing member of our professional learning community."

–Melanie Pealor, Assistant Principal, Putnam City West High School, Putnam City Schools

For more information visit www.okmentor.net or call (405) 525-2612.
The purpose of the Oklahoma Mentor Network is to provide a two-year mentoring process that is consistent, replicable, and sustainable throughout the state of Oklahoma.

**Invest in Beginning Teachers. Invest in Mentoring.**

The Oklahoma Mentor Network is a three-part mentoring program incorporating

- **Beginning Teacher Performance Standards**
- **A Two-Year Mentoring Program**
- **Training for Mentors, Principals, Beginning Teachers, and Higher Education**

**Mentoring Raises Student Achievement**

Students of experienced teachers achieve at higher levels than those of beginning teachers. Oklahoma’s mentoring program is focused on improving student achievement through innovative methods, such as an assessment that links a beginning teacher’s overall development to student behaviors and learning.

**Mentoring Saves Money**

Nationally, about half of our new teachers leave the profession within five years, creating a revolving door of teachers that negatively impacts student achievement. Furthermore, this turnover has financial implications. States that have fully funded support for new teachers have noted significant gains in their teacher retention.

**Mentoring Improves Teacher Quality**

High-poverty students are much more likely to have beginning teachers than low-poverty students. Our lowest performing students need, but do not have, our most experienced teachers. It is in Oklahoma’s best interest to invest in more comprehensive support for new teachers and provide quality teachers for all students.

**Mentoring Impacts the Entire School**

While the first year of the Oklahoma Mentor Network focuses on beginning teacher and mentor relationships, the second year expands the impact to the school’s entire learning community and includes the following:

**Training of Trainers**

Each district selects its strongest mentors and trainers to train new mentors in the district in subsequent years; this initiative provides the means for the Network’s training to be replicated and sustained.

**Leadership Team Development**

Each school forms a mentoring leadership team (including the principal, a mentor, and a second-year teacher) to expand the mentoring program throughout the school.

**Professional Development for Leadership Teams**

During a one-day training in the summer, leadership team members develop a “Mentoring Action Plan.” Project staff members provide technical assistance to schools during the year in developing a mentoring system.

Participating districts: Ardmore, Byng, Geary, Lawton, Mid-Del, Newcastle, North Rock Creek, Purcell, Putnam City, Shawnee, South Rock Creek, Sulphur, Westville, and Whitebead.