

OK-Thrive Memorandum of Understanding

This memorandum of understanding (“MOU”) is between the Oklahoma State University (OSU) College of Education and Human Sciences (“OSU”) and Independent School District No. 16 Payne County, Oklahoma (commonly known as “Stillwater Public Schools” (“District”) regarding the OK-Thrive Induction Program. OK-Thrive is a program designed to be a bridge between the university and the classroom. The purpose of OK-Thrive is to provide support in clinical application of pedagogical theory to the novice teacher with the purpose of positively impacting teacher efficacy and retention. OK-Thrive will operate by partnering with a recent OSU graduate’s district and school to provide an additional layer of induction support for the first three years of the teacher’s career. This agreement will be in effect from August 2025 until May 2026. The following points outline the understandings between and the responsibilities of OSU personnel and the participating District as they relate to OK-Thrive.

Collaboration

- OK-Thrive will schedule collaboration meetings to be held regularly throughout the year with each participating district.
- Representatives from a participating district and a participating school will be invited to join the OK-Thrive District Collaboration Board.
- The District will be involved in conversations about program expansion, specifically expansion to include additional participating schools in the district.
 - This decision will be based on the number of first-year OSU graduates hired in each school as shown on the new hire spreadsheet provided by the district.
 - Participating schools for the upcoming school year will be decided mid-June and will be based on the new-hire information available at that time.

Support

- As an induction support program for OSU graduates, OK-Thrive is intended to supplement, rather than supplant, existing district and school induction efforts. District training and support take precedence over OK-Thrive activities and support. The District is aware of this additional support and approves OK-Thrive on-site access to participating teachers. OSU assures that all OK-Thrive staff will have appropriate background checks on file as required by and in full compliance with Oklahoma law in advance of commencing work under this MOU.
- OSU will provide incentives for teachers who choose to participate in OK-Thrive in various forms. Incentives may include stipends and graduate course credit.
- OK-Thrive will provide support to participating OSU graduates throughout their first three years of teaching in a participating district and school. Support may include OK-Thrive group sessions and workshops (Thrive Sessions), personalized mentoring, and in-class Coaching.
- Once in the program, OK-Thrive teachers will receive 3 years of induction support as long as they remain employed at one of the participating schools in a participating district.

Information Sharing

- The District will provide OK-Thrive leadership the names of first-year OSU graduates hired to teach in the district’s schools. OSU will provide a District Hiring Spreadsheet to a designated person in human resources in the spring of each year to collect the names.

- The District will provide the following data to a designated member of the OK-Thrive leadership team in order to evaluate the effectiveness of the OK-Thrive program.
 - Human resources data, which is defined as, teacher retention data (whether a teacher remains employed from year to year). Data sets provided will include teacher certificate number as the identifier for teachers who participate in OK-Thrive, OSU prepared non-OK-Thrive teachers, and other induction teachers and will also include overall non-confidential (open/public) School and District data for the purposes of comparison. No other teacher identifiers will be collected.

- OK-Thrive will provide the District with an electronic copy of an OK-Thrive report, which may include:
 - Self-efficacy, job stress, and job satisfaction survey results
 - Summary of program activities for the year
 - Update on program development
 - Program outcomes, including comparisons of retention rates among OK-Thrive teachers to those of induction teachers in the district and state

- The OK-Thrive leadership team will de-identify all data received from the district for the purposes of reporting. When necessary, data will be reported in aggregate to protect the anonymity of OK-Thrive participants, schools, districts, and students.
- It is not the intention of the parties to form a joint venture or partnership.
- This MOU may not be assigned by either party without prior written consent of the other party.
- This is not a third-party beneficiary contract. No person or entity other than the parties signing this MOU shall have any rights hereunder.
- All notices given hereunder shall be in writing by certified mail, return receipt requested, by personal delivery, or by confirmed fax or email.

DISTRICT

OKLAHOMA STATE UNIVERSITY

By: _____

By: Janette Mendez

Date: _____

Date: 05/15/25