

# Oklahoma Teacher Empowerment Program



2026-2027

## Background

The Oklahoma Teacher Empowerment Program (OTEP) is state-funded through the Oklahoma Education Lottery Trust Fund. The program allows up to 10% of each district's certified classroom teachers to receive stipends ranging from \$3000 to \$10,000 based on certificate designation. PCPS will apply for these funds each year and designate teachers as long as the funding is available. The OTEP program focuses on certified classroom teachers, counselors, media specialists, and reading specialists.

PCPS will select and designate teachers once each school year. Each designated teacher will receive a stipend and must work additional contract time based on the designation. District-level staff members will facilitate additional contract time for professional growth and the benefit of PCPS. Activities must supplement district initiatives and not supplant work already being done. 1 day = 7 hours and 20 min.

Designation	Stipend Amount	Required Additional Time
Advanced	\$3,000	5 days (36 hours 40mins)
Lead	\$5,000	10 days (73 hours 20mins)
Master	\$10,000	15 days (110 hours)

Teachers receiving a certificate designation are guaranteed the stipend amount for the year if they continue to work in the district, fulfill the additional contract time requirement, and complete their agreed-upon proposal. Designated teachers must sign a contract agreeing to complete all required extra time. Stipends will be paid in the June pay period. All FICA, state, and federal taxes will be deducted from the total stipend.

Teachers selected for OTEP will be exempt from TLE evaluations for the period of their designation. Teachers will return to evaluation schedules once they are no longer a part of the teacher empowerment program. Each teacher must be evaluated once in the prior three years as defined by law.

The PCPS Teacher Empowerment Plan was approved by the PCPS BOE on May 11, 2026. The selection criteria, designation of advanced, lead, or master teachers and associated stipends shall not be subject to collective bargaining.

This program is open to all PCPS-certified teachers who meet the minimum qualifications in the rubric below for each designation.

## Qualification Rubric

	Advanced	Lead	Master
<b>Years of career experience</b>	Minimum of 3 years certified classroom experience	Minimum of 5 years certified classroom experience	Minimum of 7 years certified classroom experience
<b>Years of PCPS experience</b>	Minimum of (1) one year with PCPS schools	Minimum of (2) two years with PCPS schools	Minimum of (3) three years with PCPS schools
<b>TLE Evaluation Results</b>	Earned a highly effective on most recent TLE summative evaluation	Earned a highly effective or superior on most recent TLE summative evaluation	Earned a highly effective or superior on most recent TLE summative evaluation

Teachers who are adjuncts are not eligible to apply, unless they're adjuncts due to teaching outside of their subject area. Teachers who have missed more than 10 days in the year are not eligible to apply (does not include school business, athletic school business).

## Application

To apply, certified educators must submit a paper portfolio in a 3-ring binder with items in plastic sleeves. Please use 12-pt, Times New Roman, or Arial font. All items should be on a full sheet of paper. Do not use staples, tape, or liquid white-out.

1. The Cover sheet will be the only document with your name. Please redact or remove your name from all other documents in the portfolio.
2. Resume with your name removed
3. Copy of the previous year's summative TLE evaluation with your name redacted
4. The portfolio should include evidence in each of the sections below. Add a narrative at the beginning of each section describing what is included and why.
  - Teacher Leadership (committees, volunteer, or leadership service)
  - Professional development (training beyond site/district-required training, leading PD at the site, district, state, or national level)
  - Awards and recognitions (press releases, certificates, news articles)
  - Additional certifications (National Board Certification, Advanced Degree, Google, etc.)
  - Student performance (quantitative performance from the previous school year may include, but shall not be limited to, pre-and post-tests, summative or formative assessments, and portfolios.
5. Notify your site head principal to submit a teacher recommendation on your behalf

## Scoring

A panel will review each numbered portfolio and score each of the five sections based solely on the information provided. The panel may include: retired educators, external experts, former site teachers of the year, patrons, central office staff, or community members.

## PCPS Rubric

Teacher Leadership	<p>State or National Committees</p> <p>District Committees</p> <p>Site Committees</p> <p>Other leadership services with PCPS. i.e. Department lead, Mentorship, hosting a student teacher, hosting colleague observations</p>	20
Professional Development	<p>Lead PD at the site, district, state, or national level.</p> <p>Attended and implemented PD beyond the district-required training (documented)</p> <p>Examples: Kagan, Literacy 1<sup>st</sup>, uFli, Google</p>	20
Awards or Recognitions	<p>District, State, or National Awards</p> <p>Site awards or recognitions</p> <p>Community recognitions</p> <p>Formal and informal awards – must reflect positively on PCPS</p> <p>Grant writing that benefits the district/students</p>	20
Additional Personal Growth	<p>National Board Certification</p> <p>Advanced degree achievement</p> <p>Additional certifications (Google, etc)</p>	20
Student Performance	<p>Quantitative growth for more than 80% of this year’s students based on screeners, district, CFAs, or state assessments. Must be district approved CFAs. Portfolios, videos, or other Administrator approved metric and scoring guides.</p>	20
Attendance (bonus)	<p>Bonus points for positive attendance, 5pts -2% (3 days)</p> <p>3pts – 4%, 1pt – 6% absent – based on teacher contract days</p>	5 pts

105 possible

# Timeline

Teachers seeking an OTEP designation for the 2026-2027 school year will submit a portfolio to the District office of Human Resources before August 20<sup>th</sup> at 4 PM.

If more than 10% of district teachers qualify through the qualification rubric, priority will be given based on the selection rubric scores and years of experience.

Teachers will be notified of their selection once the state has approved the funding. Teachers who receive a certificate designation will sign a contract and work their additional time before June 15, 2027, except for teachers paid with federal funds, who will need to submit their hours before May 20th due to being federally paid. Stipends (minus all FICA and taxes) will be paid in the June paycheck.

# Expectations

After being notified of selection, program participants will attend a mandatory kick-off meeting on \_\_\_\_\_. During this meeting, the program expectations will be discussed in greater detail, and participants will sign a contract. Next, participants will submit a proposal for review to the District Office of Human Resources detailing how they would like to utilize their extra contract days. Proposals are due by \_\_\_\_\_, and are subject to acceptance/approval. All proposals will be reviewed, and feedback will be provided. Participants will be required to check in periodically with their assigned representative from the \_\_\_\_\_. These check-ins will be set up on an individual basis according to your empowerment project.

Proposals might **focus on:**

- Professional development for teachers and staff
- Curriculum development
- Resources for classroom instruction
- Resources to support special student populations
- Parent/community engagement
- Support for new or non-certified teachers
- Multi-tiered system of supports
- Or other additional ideas with district-level impact

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