

# Oklahoma Teacher Empowerment Program (OTEP)

## District Guidance



The Oklahoma Teacher Empowerment Program (OTEP) allows excellent educators to elevate their professional growth and pay without moving into an administrative role. Oklahoma’s Education Lottery Trust Fund has placed 22.58 million dollars into the Teacher Empowerment Revolving Fund. These funds allow districts to identify and designate up to 10% of their excellent teachers as advanced, lead, or master teachers twice per year. Funds are available for those that apply on a first-come-first-serve basis until funding is exhausted.

Depending on the designation level, teacher contracts will include additional days and, at minimum, a \$3,000 - \$10,000 salary increase from the district that will be matched by Teacher Empowerment Funds. Teachers employed at an economically disadvantaged school (40% or more) or teachers at a district with enrollment below 1,000 students will receive an additional one-time award of \$1,500 - \$5,000 depending on their designation. Districts are not limited to a maximum salary increase. However, the state match will not exceed \$40,000 per designation.

Designation	Minimum Salary Increase	Additional Contract Days to Strengthen Instructional Leadership	Additional One-Time Stipend (if applicable)
<b>Advance</b>	\$6,000 \$3,000 (district) \$3,000 (match)	5	\$1,500
<b>Lead</b>	\$10,000 \$5,000 (district) \$5,000 (match)	10	\$2,500
<b>Master</b>	\$20,000 \$10,000 (district) \$10,000 (match)	15	\$5,000

Teachers statewide who receive these designations shall be placed in professional development cohorts and provided additional training opportunities from the State Department of Education.

### Eligibility

All public school districts are eligible to apply. All certified teachers are eligible for designation.



## Guidelines

Participating districts must submit designation system plans to OSDE for evaluation and approval. Districts will have local control and flexibility in determining how to evaluate teachers and assign designations, but all designation systems **must** include the following components:

- Teacher observation
- Out-of-classroom time, and
- Student performance

Designation systems may incorporate additional factors, including:

- Student surveys
- Teacher leadership responsibilities
- Teacher mentorship responsibilities
- Family surveys
- Demonstration of district core values
- Teacher peer surveys
- Contributions to the broader school community

Possible criteria when selecting high-quality teachers could include but are not limited to the following:

Advanced Teachers	Lead Teachers	Master Teachers
<ul style="list-style-type: none"> <li>• Minimum of three (3) years experience as a teacher</li> <li>• Earned a “highly effective” or “superior” rating on TLE</li> <li>• Mentoring new teachers</li> <li>• Team or school committee leader</li> <li>• School Teacher of the Year</li> </ul>	<ul style="list-style-type: none"> <li>• Minimum of five (5) years experience as a teacher</li> <li>• Earned a “highly effective” or “superior” rating on TLE</li> <li>• Mentoring new teachers</li> <li>• School or district committee leader</li> <li>• Leading school-wide professional development</li> <li>• District Teacher of the Year</li> </ul>	<ul style="list-style-type: none"> <li>• Minimum of seven (7) years experience as a teacher</li> <li>• Earned a “superior” rating on TLE</li> <li>• Holds a National Board certification</li> <li>• Coaching teachers</li> <li>• District or state committee leader</li> <li>• Leading district-wide or state-wide professional development</li> <li>• State Teacher of the Year or Finalist</li> </ul>

Districts should retain justification and evidence that show nominated teachers meet the criteria for lead, advanced, or master teachers. Artifacts will need to be uploaded to the application.

## Application

Districts may submit designation plans for evaluation and approval. The initial application window is open and will remain so until further notice. The second application window will open prior to the second semester of the 23/24 school year.

## Contact

Oklahoma Teacher Empowerment Program  
[OTEP@sde.ok.gov](mailto:OTEP@sde.ok.gov)

