Southeastern Oklahoma State University
OKLAHOMA TEACHER WARRANTY

Introduction:

The Oklahoma State Teacher Education Warranty for first-year teachers expresses statewide confidence and pride in the graduates of our teacher preparation programs and communicates to the school districts of Oklahoma the belief that our graduates will contribute significantly to their schools, children, and communities.

Warranty:

Should a graduate of Southeastern Oklahoma State University (SEOSU) encounter instructional difficulty during his/her first year of teaching and remediation of those difficulties extends beyond the level of assistance normally expected of the Residency-Year Committee, and if the problem results from a shortcoming in his/her pre-service teacher preparation program, SEOSU agrees to assist the first-year teacher achieve a satisfactory level of performance at no cost to the teacher or the employing school district. Services in the form of on-site supervision, planning, assessment, and demonstration lessons, as well as individualized inservice training for the first-year teacher, which could include additional tuition-free course work, will be provided as needed.

Commitment:

The warranty covers first-year teachers, who are admitted to an Oklahoma Teacher Education Program after September 2000 and who graduate from or complete their programs and are recommended for teacher certification from SEOSU and are employed by a public or private school in Oklahoma which meets the state performance standards or which has been accredited by a regional or national accrediting association. If, after the second meeting or subsequent meetings of the Residency-Year Committee, the Committee considers the teacher’s performance in the classroom to be unsatisfactory, SEOSU will, upon the request of the Residency-Year Committee, provide supervisory support and assistance designed to help the teacher in achieving a satisfactory level of performance. This support and assistance will be provided at no cost to the first-year teacher or the employing school system in all situations verified as warrantable by the respective Dean of the School Education or his/her designate. All support and assistance provided by SEOSU will be designed to supplement, not replace, the ongoing support and assistance provided by the Residency-Year Committee under the regulations of the Oklahoma Residency-Year Program. Furthermore, this assistance is not designed to replace staff development services normally provided under the auspices of the consultation, on-site supervision, analysis of curriculum delivery, teacher-made assessment materials and procedures, videotaped lessons or tuition-free auditing of appropriate course and/or workshops.

Procedures:

If, during the residency year of a beginning teacher covered by the Oklahoma State Teacher Education Warranty, the residency-year teacher is judged to be performing unsatisfactorily in the classroom on the basis of appraisals by the members of the teacher’s Residency-Year Committee, the employing school system may enact the Oklahoma State Teacher Education Warranty. The chairperson of the residency-year committee shall contact the Director of
Teacher Education at SEOSU. The Director of Teacher Education and/or his/her designate shall visit the school site as soon as possible to meet with the Residency-Year Committee and to determine whether the situation is warrantable. If the situation is warrantable, special assistance will continue throughout the residency year in a manner which is mutually agreeable to the residency-year teacher, members of the Residency-Year Committee, the school system, and the Director of Teacher Education and/or his/her designate. In the event that the residency-year teacher does not satisfactorily complete his/her residency year, the Director of Teacher Education and/or his/her designate will meet with the residency-year teacher and his/her Residency-Year Committee to design a plan of support and assistance to be implemented during the summer. Participation of the members of the Residency-Year Committee in the design of this plan in no way obligates the school system to employ residency-year teacher during his/her second year. SEOSU will continue to provide support and assistance to the beginning teacher during the following year in a manner which is mutually agreeable to the beginning teacher, the Residency-Year Committee, the employing school system, and the Director of Teacher Education and/or his/her designate.

Situations Not Warranted:

The Oklahoma State Teacher Education Warranty is not applicable when any of the following conditions exist:

1. The teacher is employed in a public school or private school which does not meet state performance standards or which has not been accredited by a regional or national accrediting association.

2. The teacher has been certified through the Alternative Teacher Placement Program or by direct application to the State Department of Education (SDE) without institutional recommendation.

3. Unsatisfactory performance is related to areas not identified in the Oklahoma pre-service teacher preparation competencies.

4. Situations where due process has not been provided by the teacher’s Residency-Year Committee.

5. Unsatisfactory performance by the teacher is related to social or emotional needs or due to behavior that is a violation of Oklahoma statutes.

6. The teacher is assigned out of his/her field or is teaching on an emergency certificate.

7. The teacher has excessive preparation and/or assigned duties.

8. A period of more than two years has elapsed since the teacher completed his/her program or was recommended for certification by the state institution of higher education.