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Substitute Teaching

Selection Process

READ Our Brochure

New Employee Information

Setting Teachers Up for Success from Day One

At TPS, we do everything we can to make sure our teachers are prepared to succeed in the classroom—and have the support you need to enjoy long, rewarding careers with our district.

Summer Orientation and Induction

New teachers are invited to participate in a summer orientation. This program helps you become acclimated to your specific school as well as the district setting—to ensure you are ready for your first day and prepared for this exciting journey with TPS.

New Teacher Mentor Program

To support the development of our newest teachers, we have created the New Teacher Mentor Program—a first-class, intensive mentoring and induction program that provides one-on-one coaching and support from a dedicated, experienced mentor.

The program is specifically focused on first and second year TPS teachers, in K–12 core subjects, who are new to the teaching profession.



Through weekly meetings, our mentors will help beginning teachers:

- Engage with students by supporting them through observing instruction, creating co-teaching lessons and collecting and sharing classroom data
- Manage the classroom by collaborating around established standards for student behavior, co-planning routines and procedures and promoting equality
- Organize the classroom more effectively by meeting to arrange physical space, create systems for organization and strategically choose student resources
- Plan for instruction by providing support in lesson planning, differentiating for diverse learning needs and engaging students in problem solving
- Assess student work by assisting with designing differentiated assessments, analyzing student work and developing grading systems
- Improve communication by supporting effective outreach with parents, school administration and colleagues
- Plan for specific events by helping coordinate parent conferences, field trips and school programs

New Teacher Mentor Program In Action Across the District

Our goal is for every teacher to continually improve and become an effective practitioner who provides the foundation for student success.



Average mentor teaching experience is **14 years.**

Growth and Leadership Opportunities Abound

Whether taking an active role on a school committee or working with our many community partners, TPS teachers are faced with countless possibilities to innovate and further your impact beyond the classroom.

New teachers (1st–5th year) are encouraged to apply for summer internship opportunities at our Education Service Center to develop leadership skills by working alongside district leaders on improvement initiatives.



“ I enjoy working for Tulsa Public Schools because it has created many opportunities for me to grow professionally and personally. I have been able to expand my leadership skills outside the four walls of the classroom—and grow in my knowledge and craft. Because of the strong emphasis on professional growth, I was inspired to attain my master’s degree in literacy and National Board certification.

—Carolyn Thomas, Novice Mentor Teacher
2010 Tulsa Public Schools Teacher of the Year

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TPS Non-Discrimination Statement

ADMINISTRATION NEWS

- SCHOOL BOARD
- Members
- Meetings/Agendas
- Policies
- Election Districts
- Submit a Story
- District News
- School News
- Videos
- Local News

PARENTS

- Back to School
- Calendars
- Student Grades (PowerSchool)
- Pay Fees
- Enroll/Transfer Your Child

CAREERS

- Job Postings/Apply
- About TPS
- Empowering Teachers
- Tulsa
- Substitute Teaching

CONTACT TPS

- Education Service Center
- All Schools
- Athletics
- Campus Police
- Communications/Media

EMPLOYEES

- InsideTPS
- Calendars
- Check My Email
- Departments
- Employee Handbooks

Contact Board Clerk

Calendars

Bell Times/Attendance

Job Descriptions

Health Services

Employee Self Service

SUPERINTENDENT

TPS 20 TV

Bus Routes & Schedules

Pay & Benefits

Human Capital

Intranet (TPS Network)

Biography

Weather Closings

Breakfast/Lunch

Teaching Vacancies

Human Rights

Password Reset

Messages

Search News

Behavior Guide

Contact Human Capital

Research & Evaluations

PowerSchool

Contact Deborah A. Gist

Press Releases

Health Services

COMMUNITY

Special Education

Print Services

STAFF MEMBERS

Tip Sheet

Special Education

Calendars

Student Records

Professional Development

Executive Staff

Press Kits

Parent Involvement

Volunteer Opportunities

Transfers

Project Schoolhouse

Organizational Chart

Photos

My Child's School

Foundation for Tulsa Schools

Transportation

Student STAT

Departments

Official Logos

Language Assistance

Partners in Education

Webmaster

School Contacts/Locations

Contact Service Center

Stay Connected

Summer Programs

more...

All Departments

Aesop

Teacher Resources

ABOUT THE DISTRICT

Our Schools

Library Media Services

Calendars

Strategic Plan

Teacher/Leader Effectiveness

Athletics

School Contacts/Locations

Federal Programs

Special Programs

Financial Reports/Plan

About TPS

About Tulsa

Wilson Teaching & Learning Academy

Academy

Alumni/Reunions

Flyer Distribution

Vendors

Purchase Bids

Grants

Bond Information

Facility Rental/Purchase

Research & Evaluations

Booster Clubs/PTAs

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CONTACT

Education Service Center
3027 S. New Haven Ave.
Tulsa, OK 74114
918-746-6800
Hours: M-F, 8 a.m. - 4:30 p.m.