

Mentoring and Induction Toolkit

Theory of Change Statement Examples

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Handout 1



Handout 1: Theory of Change Statement Examples

Sample #1:

If the state develops policies, resources, and technical assistance materials for a comprehensive M&I program, **then** districts will be supported in developing quality M&I programs that meet their local teacher retention goals and expectations.

Sample #2:

If the district develops a comprehensive M&I program that provides quality mentors to all new teachers, **then** new teachers will better understand and use effective teaching practices and feel more confident in their teaching abilities, which will make them more likely to stay in the profession.

Sample #3:

If the district develops a comprehensive M&I program that provides targeted professional learning to teachers in high-need schools, **then** teacher effectiveness and culturally relevant teaching practices will increase and there will be more equitable outcomes and experiences for students.

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& LEADERS**

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