Handout 2: Sample Theory of Change Statements

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.