

## 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.