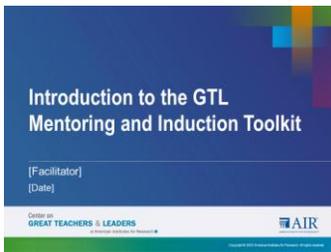


Mentoring and Induction Toolkit Quick Guide

Designed expressly to support states that are working closely with districts to build strong mentoring and induction (M&I) programs, the GTL Center’s ready-to-use toolkit guides state and district leaders through the most critical aspects of developing effective M&I programs.

The Toolkit

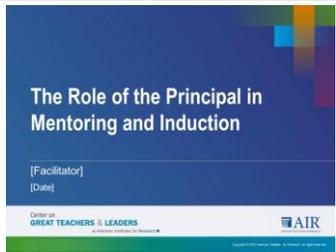
The toolkit is divided into modules by topic. Each module consists of an **anchor presentation** that summarizes research and best practices, **handouts** that provide supplemental information, and **team tools** to facilitate discussion. The following charts name the team tools and provide brief descriptions.

Module 1: Introduction to the GTL Mentoring and Induction Toolkit	
Anchor Presentation	Team Tools
	<p>Data Dive Tool: Gives teams an inquiry-based structure to examine outcomes related to M&I, including teacher retention, teacher performance, and student achievement data.</p>
	<p>Root Cause Analysis Workbook: Guides teams through a process to explore root causes to identify context-specific strategies for strengthening induction programs.</p>
	<p>Induction Program Inventory: Helps teams plan for the building blocks of a comprehensive induction program, including structures to support new teachers, mentors, principals, and district leaders.</p>

Module 2: Mentor Recruitment, Selection, and Assignment	
Anchor Presentation	Team Tools
	<p>Mentor Recruitment, Selection, and Assignment Design Workbook: Helps teams incorporate research-based best practices into the design of their M&I programs, including the following:</p> <ul style="list-style-type: none"> ▪ Innovative mentor recruitment strategies ▪ Rigorous mentor selection criteria and processes ▪ Best practices in mentor matching and assignment
	<p>Mentor Selection Criteria Tally: Leads teams through a consensus-building process to develop and prioritize rigorous, research-based mentor selection criteria.</p>

Module 3: Mentor Professional Learning, Development, and Assessment	
Anchor Presentation	Team Tools
	<p>Mentor Professional Learning, Development, and Assessment Design Workbook: Helps teams incorporate research-based best practices into the design of their M&I programs, including the following:</p> <ul style="list-style-type: none"> ▪ Mentor development standards and practices ▪ Content and format of mentor professional learning ▪ Methods of feedback and ongoing formative assessment

Module 4: Beginning Teacher Professional Learning and Development	
Anchor Presentation	Team Tools
	<p>Planning a Scope and Sequence for Beginning Teacher Professional Learning Workbook: Helps teams plan for comprehensive systems of beginning teacher support that reinforce standards-based instructional practices. Teams will:</p> <ul style="list-style-type: none"> ▪ Review instructional frameworks and standards ▪ Plan through-lines in professional learning activities ▪ Create a scope and sequence for professional learning activities

Module 5: The Role of the Principal in Mentoring and Induction	
Anchor Presentation	Team Tools
	<p>Role of the Principal in Mentoring and Induction Workbook: Helps school or district teams reflect on specific actions that principals, district leaders, and state leaders can take to support effective principal leadership for mentoring and induction programs.</p>

Coming Soon

New tools are currently in development! Stay tuned for the following modules that will be released later in 2018:

- **Module 6:** Mentoring and Induction for Special Educators
- **Module 7:** Collecting Evidence of Induction Program Success

M&I and School Improvement Tools

In partnership with the [Center for School Turnaround](#) (CST), the GTL Center has developed two tools to address the specific needs of new teachers in turnaround schools. These tools are based on the [Four Domains of Rapid School Improvement: A Systems Framework](#) from CST and the [High-Quality Mentoring & Induction Practices](#) from the [New Teacher Center](#).

- **M&I in Turnaround Schools Self-Assessment:** Helps teams assess, reflect, and monitor progress on district- and school-level implementation of M&I in turnaround settings. This tool is a great starting place for schools and districts in the turnaround context.
- **M&I in Turnaround Schools Crosswalk and Reflection:** Outlines an integrated model for M&I in turnaround settings and helps teams reflect on its implementation at the school, district, and state levels.

Accessing the Toolkit

- Previews of select tools are available on the GTL Center website:
<https://gtlcenter.org/products-resources/mentoring-and-induction-toolkit>.
- Access to other toolkit materials may be requested via the GTL Center website:
<https://www.gtlcenter.org/technical-assistance/request-ta>.