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.