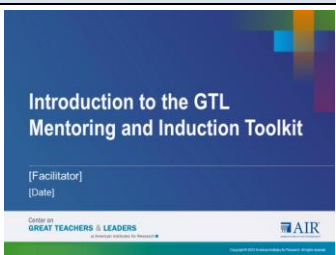



Mentoring and Induction Toolkit 2.0 Quick Guide

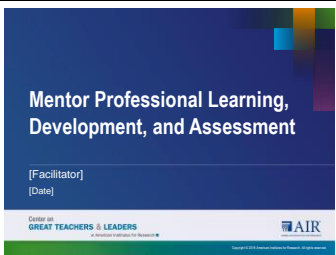
Designed expressly to support states that are working closely with districts to build strong mentoring and induction (M&I) programs, the Mentoring and Induction Toolkit 2.0 from the Center on Great Teachers and Leaders (GTL Center) features ready-to-use resources to guide teams through the most critical aspects of developing effective M&I programs that support teachers in high-need contexts.

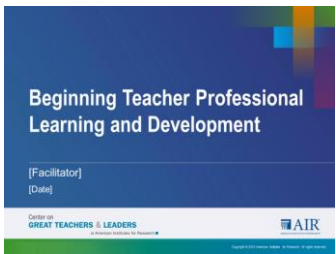
The Toolkit

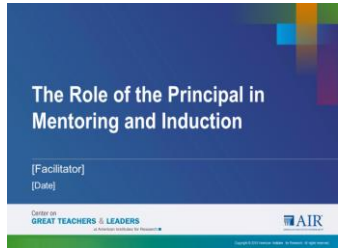
The toolkit is divided into modules by topic. Each module consists of an **anchor presentation** that summarizes research and best practices, **handouts** that provide supplemental information, and **team tools** to facilitate discussion. The following charts name the team tools and provide brief descriptions.

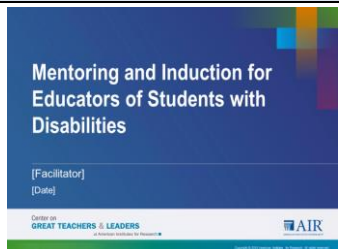
Module 1: Introduction to the GTL Mentoring and Induction Toolkit	
Anchor Presentation	Team Tools
	<p>Mentoring and Induction Data Protocol: Provides teams with a structure to lead data-driven conversation about district-level M&I programs, with a specific focus on improving teacher performance and retention in low-performing schools</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>

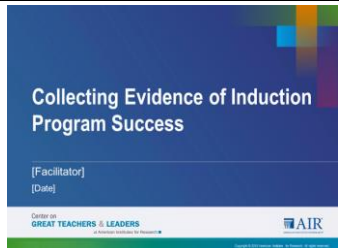
Module 2: Mentor Recruitment, Selection, and Assignment	
Anchor Presentation	Team Tools
	<p>Mentor Selection Criteria Tally and Master Score Sheet: Leads teams through a consensus-building process to develop and prioritize rigorous, research-based mentor selection criteria</p>
	<p>Mentor Recruitment, 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

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>

Module 6: Mentoring and Induction for Educators of Students With Disabilities	
Anchor Presentation	Team Tools
	<p>Instructional Practice Expectations Alignment Activity: Helps educator preparation programs, local education agencies, and state education agencies reflect on how they are incorporating and aligning high-leverage practices from preservice to inservice</p>
	<p>Induction for Beginning Teachers of Students With Disabilities (SWDs) Needs Assessment—High-Leverage Practices Supplement: Helps teams think about the design and delivery of comprehensive M&I programs for beginning general education and special education teachers who serve SWDs, with a focus on ensuring the use of high-leverage practices in the classroom</p>

Module 7: Collecting Evidence of Induction Program Success	
Anchor Presentation	Team Tools
	<p>Mentoring and Induction Program Theory of Change: Helps teams create an M&I program theory of change that captures a vision statement, long-term goals, short-term outcomes, outputs, and key activities</p>

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

- Toolkit materials can be accessed on the GTL Center website:
<https://gtlcenter.org/technical-assistance/toolkits/mi-toolkit>
- Request technical assistance support or Word document versions of toolkit materials:
<https://gtlcenter.org/technical-assistance/request-ta>