**KMIC Theory of Action**

Advancing New Teacher Practice from Pre-Service to In-Service

**ENVIRONMENT FOR SUCCESS**
- Statewide focus
- Carefully selected, released mentors
- Systemic approach
- Strong leadership
- Engaged stakeholders
- Supportive context for teaching and learning
- Collaborative alignments across institutions
- Consistent mentor language
- Research based

**PROGRAM EVALUATION – IMPACT & IMPLEMENTATION**

- Mentor Development, Ongoing Assessment, and Communities of Practice

**Principal and Site Leader Capacity Building**

**SYSTEM IMPACT**
- Accelerate New Teacher Effectiveness
- Improve Teacher Retention
- Strengthen Teacher Leadership
- Enriches School Community
- Cost Savings

**INCREASE STUDENT LEARNING**

*Adapted from New Teacher Center, 2015*