Developing Action Steps

**Directions:** Take a few minutes to reflect on the following questions, intended to help you identify ways to strengthen local induction and mentoring programs and practices as they relate to promoting equitable access to excellent educators for all students.

Then turn to the “Engaging in the Broader Conversation” section to begin to identify steps you can take to become involved in strengthening your state’s State Plan to Ensure Equitable Access to Excellent Educators (equity plan) as the plan is revisited and refined over time. Particularly, think about how to use what you know about your local programs that can inform the broader discussion.

Improving Local Programs

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| What are some overarching aspects of your local induction and mentoring program that need to be improved to better promote equitable access to excellent educators for all students? |
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| What are two or three attainable goals for improving your local induction and mentoring program within the next six months, to better promote equitable access in your district or school? |
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| What are two or three action steps you can take **this week** to kick off this effort? |
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| Are there existing aspects of the program that effectively promote equitable access and that can be expanded to further support the state’s plan? |
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Engaging in the Broader Conversation

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| Do you have access to key stakeholders involved with equity work in your school, district, or state?  If so, how can you inform these stakeholders of what you know about your local mentoring and induction program and the ways in which the program complements or has the potential to complement the state’s equitable access work? |
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| If not, how can you identify key players in your state’s equitable access work and determine ways to inform them of your local mentoring and induction program and how this program complements or has the potential to complement the state’s equitable access work? |
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