

# SMART Action Plan for the Dane County New Teacher Project

Specific  
 Measureable  
 Attainable  
 Relevant  
 Time-bound

Consider our needs, available resources, and priorities, and develop one to two goals, with a one year timeline.

IPS/Element:	Goal:	By when:	By whom:	As measured by:
10.1 10.2	DCNTP will guide mentors to assist beginning teachers in using culturally responsive pedagogical practices so that beginning teachers create learning environments that are equitable and accessible to all students			as measured by an increase in our DCNTP survey results around equity (race, socioeconomic status, sexual orientation, etc)

Action steps:

- Self-assessment by mentors
- Website equity tools (George – NY)
- Mentoring for equity PLS 5
- Seminars on GLAD strategies for mentors and beginning teachers
- Seminar on CLRP for mentors and BTs
- One-to-one conversations/f-2-f essential
- PRM grant to allow :1 mentors to attend PLS 5, 7
- Mentor forum topic
- Provide BTs and mentors with trends in district data around SES, race/ethnicity, LGBTQ

- Meet needs of all learners PLS 7
- Increase support of 1:1 mentors so they can have deeper conversations around equity
- Provide more ongoing small support help—example: tips for being culturally responsive