



2025-26 Gateway Induction Individual Learning Plan

MILESTONE #3: INQUIRY CYCLE

Milestone Description: You will choose a CSTP sub-element and set a goal for growth on this standard. You will then create an inquiry project that you and your mentor think will support this growth and help you reflect on your practice as it relates to this CSTP. It consists of three parts:

A. Establish Goal	B. Action Steps & Evidence Collection	C. Post-Inquiry Reflection
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[MILESTONE #3 RESOURCES FOLDER](#)

DOCUMENT NAMING STANDARD: Last name_First name_Document Title_Year

A. Establish Goal

Please refer back to your original goals for the year (Milestone #1) your work in the Context and Community Project (Milestone #2), as well as any ongoing observations and work with your mentor. Based on this review, pick a [CSTP STANDARD, and corresponding SUB-ELEMENT](#) to focus on.

<p>CSTP Sub-Element Rubric:</p> <ul style="list-style-type: none">• Make a copy of the sub-element rubric. Look at the guiding questions and rubric.	
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<ul style="list-style-type: none"> • Select a color and highlight where you are on the rubric for this sub element. • Select another color and highlight your growth target level for this sub element. • Copy and paste that rubric in the space to the right → 	
<p>Rationale for Sub-Element Focus:</p>	<p>Prompt: Why do you feel this is the most essential, relevant and authentic area of inquiry for you to focus on? How will it impact your work as an anti-racist educator and with students across linguistic and neuro-divergent differences?</p>
<p>Set a SMARTER Goal: This is where you take the prior two pieces and identify concrete outcomes for particular groups of students.</p>	<p>Prompt: By _____ (date) I intend to progress in Standard Element _____, from ____ to ____ (continuum levels). If I try _____ (strategy), with _____ (target group of students), I hope to achieve _____ (goal), as measured by _____ (assessment).</p>

B. Action Steps & Evidence Collection

In the chart below, please identify and describe actions you will take in this inquiry. Then list evidence you anticipate collecting, as well as link the evidence you ultimately collect that demonstrates your work on the inquiry and your progress on your SMARTER goal.

<p>Action Steps</p>	<p>Action Steps</p>
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<p>What action steps will be part of this inquiry project? Include any elements you can think of in the plan-teach-assess-reflect cycle.</p> <p>What baseline data will you need for your inquiry cycle in order to demonstrate evidence of growth?</p>	<p>Baseline Data</p>
<p>Evidence Collection</p> <p>List and link evidence of your action steps, as well as data illustrating their impacts relevant to your SMART goal.</p> <p>Examples: lesson plans, observation cycles, exit tickets, student work, video, etc.</p>	

C. Post-Inquiry Reflection

In this section, please analyze and reflect on your growth related to the CSTP and your SMART goal. You will also explain any ideas you have for next steps related to this CSTP and more broadly within your teaching practice.

<p>Claim & Overall Growth</p>	
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<p>How close did you come to meeting your SMART goal? In comparison to where you started at the beginning of the inquiry, how much did you grow with the element focus? Please explain.</p>	
<p>Evidence & Reasoning #1</p> <ul style="list-style-type: none"> ● Pick a piece of evidence that supports your claim of growth. Link that evidence. ● Explain and analyze how and why this piece of evidence supports the claim. Include specifics from the evidence and apply language from the continuum when possible. 	
<p>Evidence & Reasoning #2</p> <ul style="list-style-type: none"> ● Pick a piece of evidence that supports your claim of growth. Link that evidence. 	

- Explain and analyze how and why this piece of evidence supports the claim. Include specifics from the evidence and apply language from the continuum when possible.

Next Steps:

Based on the data, what are some of your specific next steps in continuing to refine and grow your teaching practice in relation to this CSTP element?

Big Ideas & Connections:

What are some big ideas and connections you're taking away from this inquiry that might contribute to more equitable and inclusive teaching practices and student learning outcomes going forward?

**End of Year Candidate
Survey:**

Please complete the end of year candidate survey. This helps capture your experience in the program and provides the induction team with feedback to improve.

*This is a required step to complete induction.

Survey Link: [End of Year Induction Survey](#)