

**AMENDMENT TO THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 3289  
OFFERED BY MRS. DAVIS OF CALIFORNIA**

Page 13, after line 21, insert the following (and re-designate provisions accordingly):

1           (10) To provide induction and support for pre-  
2           school program directors, teachers, and staff during  
3           their first 3 years of employment in a new position,  
4           and to provide on-going mentoring to such individ-  
5           uals by persons with education and expertise in sup-  
6           porting teachers in effective teaching practices with  
7           young children and in supporting program directors  
8           in early childhood education and program manage-  
9           ment.

