

# NEW SCHOOL PSYCHOLOGIST MENTORING PROGRAM

## Words of Wisdom Regarding Your Plan *(Cycle 4)*

Danielson tells us that the following three steps make the difference between producing a plan that you will eventually set aside or one that leads you to desirable results. By exploring these steps in Cycle Four it is hoped that they will provide you with a model for selecting and designing your professional growth now and in the future. The three steps are:

### **1. Base your plan on data, not interests.**

It is important throughout your career that you provide data evidence that:

- You have the necessary knowledge and skills
- Students and teachers are performing successfully
- Professional development experiences are effective

*Data collection takes time and energy, but it is a vital part of your professional development.*

### **2. Create a multi-year plan, not just year to year.**

Look ahead and prioritize the knowledge and skills you want to gain in the coming years. Link your multiyear timeline to the school/district's long range strategic plan. A multiyear plan allows you to do financial planning for more costly activities such as a graduate program or international study tour.

### **3. Improve some areas, not all.**

First and foremost, the goals you set for professional development must support specific needs of students and teachers. As goals are met, your emphasis will shift. However, trying to improve in many areas at once will only frustrate you. Conscious alignment with school goals is the best way to ensure a farsighted, doable plan. In this cycle your goal will be to improve your knowledge and skills in an area relevant to school psychology practice and your educational community.