

NEW SCHOOL PSYCHOLOGIST MENTORING PROGRAM

Cycle Four - *The Cycle of Growth and Development*

Danielson identifies the following as the continuous improvement cycle that the school psychologist will move through during his/her career. These phases may occur simultaneously. According to Danielson the following events take place:

- **Building a knowledge base** –The purpose of this phase is to acquire new knowledge and information and to build conceptual understanding of it. Activities in this phase might include assessing needs, goal setting, participating in interactive workshops and/or forming a study group.
- **Observing models and examples** – The purpose of this phase is to study educational examples in order to develop a practical understanding of research/strategies. In this phase, one might participate in activities such as a school and classroom visitation, peer observation, using instructional artifacts, co-planning, and listening to or watching audio and video examples.
- **Reflecting on your practice** – The purpose of this phase is to analyze your practice on the basis of new knowledge. Activities in this phase might include the use of journals or school psychologist authored cases for collegial discussion and reflection.
- **Changing your practice** – The purpose of this phase is to translate your new knowledge into individual and collaborative plans and actions for changes in professional practice. Activities might include action research, peer coaching, support groups and development of assessment, consultation and intervention skills.
- **Gaining and sharing expertise** – The purpose of this phase is to continue to refine your practice, learning with and from colleagues, while sharing your practical wisdom with peers. Activities in this phase might include team planning, mentoring or partnering with a colleague and participating in a network.

During this cycle, the new school psychologist will explore these phases as he/she analyzes his/her practice and sets professional development goals.