



Diocese of Wilmington

PROFESSIONAL MENTORING PROGRAM

CYCLE OF GROWTH AND DEVELOPMENT

Charlotte Danielson identifies the following as the continuous improvement cycle that an educator will move through during his/her career. These phases 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 goal setting, assessing needs, participating in interactive workshops, and/or forming of a study group.

Observing Models and Examples – the purpose of this phase is to study instructional examples in order to develop a practical understanding of the research. In this phase, one might participate in activities such as a school and classroom visitation, peer observation, using instructional artifacts, co-planning, and listening or watching audio and video examples.

Reflecting on your Practice – the purpose of this phase is to analyze your instructional practice on the basis of new knowledge. Activities in this phase might include the use of journals or teacher-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 curricular and instructional change. Activities might include action research, peer coaching, support groups, and curriculum development.

Gaining and Sharing Expertise – the purpose of this phase is to continue to refine your instructional practice, learning with and from colleagues while sharing your practical wisdom from your peers. Activities in this phase might include team planning, mentoring, or partnering with a colleague and participating in a network.