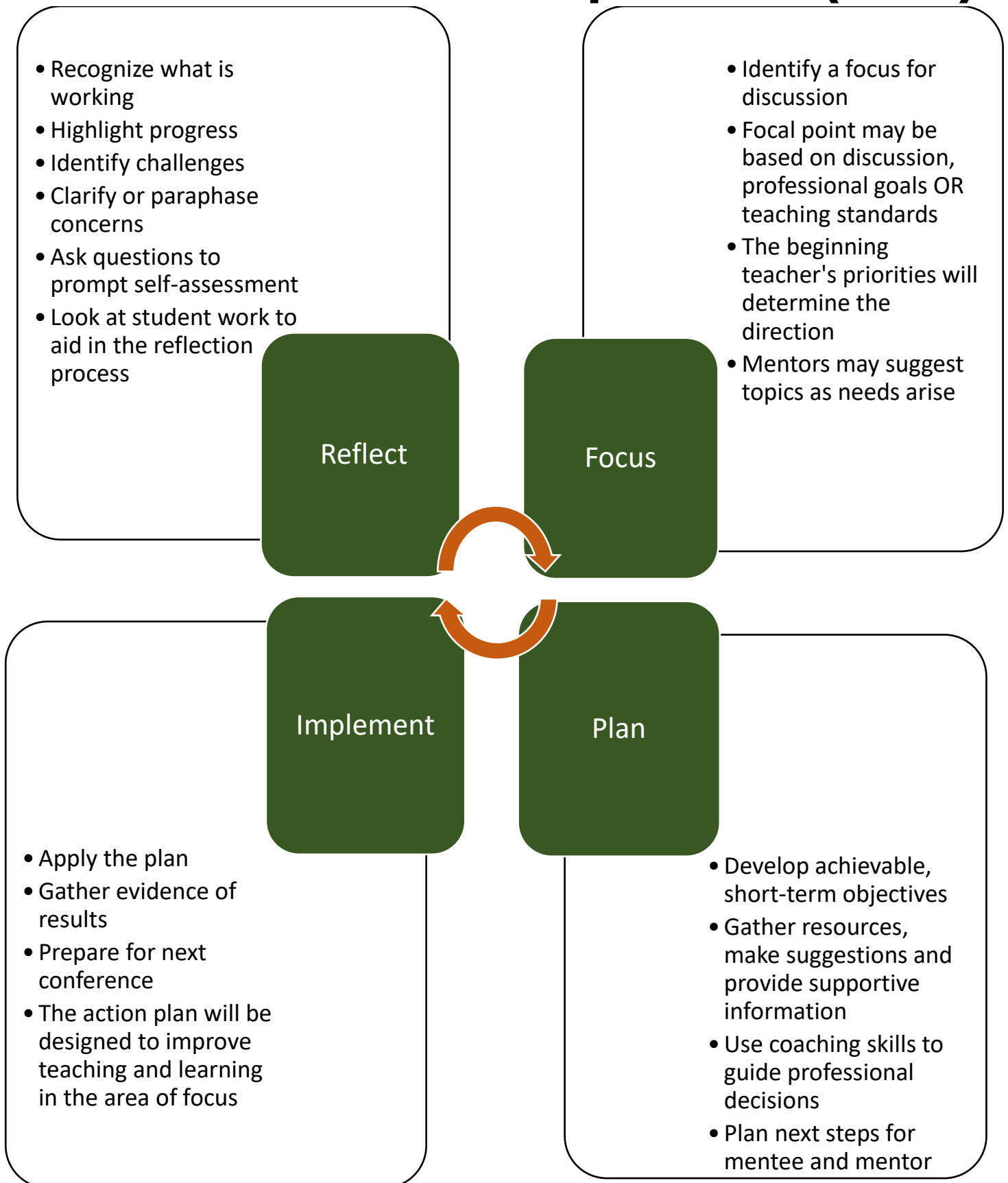


# Professional Growth Cycle

## Reflect Focus Plan Implement (RFPI)



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### Please keep in mind:

- Research tells us that an improvement in beginning teacher quality and skill is evident with support and guidance from a trained mentor. This process is not automatic, but is the result of careful planning, application, and self-reflection.
- The conference log is designed to support the RFPI Cycle with professional growth in mind. Regular use of the log to document a beginning teacher's practice will guide discussion, reveal progress, and prioritize challenges in a constructive manner.

**REFLECT:** Guiding the beginning teacher to reflect on professional experiences is a major part of the mentoring process. The beginning teacher learns to improve practice through a variety of assessment and problem-solving possibilities.

**FOCUS:** Establishing a focus for each meeting becomes a valuable part of the professional growth process. When a topic has been identified it becomes a guide for thought, discussion, observation, and planning.

**PLAN:** Review of professional literature, discussion with other teachers and identifying additional resources all add to the skill and knowledge base of a professional educator. This ongoing process becomes a habit of mind when supported by a mentor and based on the focus area.

**IMPLEMENT:** Based on the planned conferences, the beginning teacher will follow through on the plan that has been identified. The mentor will offer support and guidance throughout implementation. Implementation will lead to reflection, which will continue the ongoing RFPI Cycle.