

# The Full Professional Development Cycle



The full professional development cycle is an 8-phase process to encourage educators to enhance their skill levels to meet the educational needs of all students, specifically, the needs of gifted and talented students. The first stage of the full professional development cycle aims to provide educators with a pretest. The pretest is an assessment of educators' teaching skill level to identify their current level of knowledge on specific objectives before they participate in any professional development session. Phases two through four are the professional development sessions. Educators participate in four professional development sessions. Participation in four sessions allows educators to learn new strategies and process the information at a steady rate, which avoids educators from being overwhelmed with new information in one session. The sixth phase of the professional development cycle compels regular educators to examine their skill level growth after they have participated in four professional development sessions. The seventh

phase is the implementation of the intervention. During this phase, regular education teachers have the opportunity to implement the strategies and practices learned in the professional development. The final phase, phase 8, is focus group sessions. This phase does not occur until 4 weeks after the seventh stage. The eighth phase allows educators to share their experiences as well as ideas to improve meeting the needs of gifted and talents students. This phase allows educators to converse and share their perception of the strategies and practices learned to meet the needs of students, specifically gifted and talented students. At the end of phase eight, educators can indicate that they need additional professional development, in which they would start the full professional development cycle again. The full professional development cycle may encourage the development of professionalism.