Marzano Focused Teacher Evaluation Model

Implementation Resource Guide
Introduction

Developed in partnership with Dr. Robert J. Marzano, the Focused Teacher Evaluation Model draws on decades of research to bring about a truly objective framework for measuring and improving teacher performance.

Each of its **23 core competencies** includes a focus statement, a desired effect, sample instructional techniques, and when appropriate, strategies for evaluating student work, reinforcing the natural link between core instruction and teacher accountability. With this model, schools are seeing:

- Rigorous, standards-based teaching and learning in every classroom
- Teachers revitalized with updated resources to grow in their practice
- Students mastering knowledge and skills to succeed with standards

True to its name, it keeps scoring relentlessly focused on student results with leading indicators. Through a variety of professional development options, teachers and observers alike become highly skilled at delivering and observing standards-based instruction, reinforced by improved inter-rater agreement and strong diagnostic feedback.

In short, this model streamlines evaluation, takes the pressure off teachers, and saves valuable classroom time. As a compliment to the Focused Model, the **Non-Classroom Instructional Support Personnel Evaluation Model**, designed for certificated/licensed teachers whose primary role is to support students and classroom teachers and those who evaluate them, has also been updated to reflect the practices of instructional support personnel.
Marzano Focused Teacher Evaluation Model
PD for Districts and Observers

REDEVELOPMENT (DISTRICTS)

Session(s) provide a roadmap for Districts to make major decisions as related to implementation of the Focused Model, including Policies and Procedures and Calculating and Weighting a Final Score.

**Duration:** Half Day (onsite), two 90-minute sessions (virtual)
**Product Code:** PD000-M055, PD000-M056-V1, PD000-M056-V2

NON-CLASSROOM INSTRUCTIONAL SUPPORT PERSONNEL EVALUATION MODEL

Training is designed for personnel who evaluate certificated/licensed teachers whose primary role is to support students and classroom teachers. As a result, districts will be able to determine which personnel should be evaluated with this model and how to evaluate them.

**Duration:** 1 Day
**Product Code:** PD000-M060

MAKING THE TRANSITION* (Core PD)

Participants will be able to explain the similarities and differences with the 2014 model; score using the updated scale for planning, then scaffold to the scale for instructional and conditions and finally the professional behaviors with a short conclusion about scoring. Primary focus of session is monitoring and using student evidence to arrive at the final score.

**Prerequisite:** 2014 Domain 1 Framework and IRR sessions (4 total)
**Capacity:** 50 participants
**Duration:** 1 Day
**Product Code:** PD000-M054

*Optional: A scoring assessment can be added at the end of the session.

OVERVIEW AND INTER-RATER AGREEMENT (Core PD)

DAY 1: INTRODUCTION
Focuses on an overview of the Marzano Focused Teacher Evaluation Model which includes a comprehensive, robust, and research-based description of teacher effectiveness that measures the impact of teachers using observation protocols, classroom artifacts, student work, and professional growth plans. It teaches district leaders, principals, and all staff who observe or support teachers to focus on the 23 high-leverage teacher elements to measure effectiveness and guide a teacher from standards-based planning through selection and implementation of research-based instructional strategies, to awareness of conditions for learning in the classroom and professional responsibilities.

**Duration:** 1 Day
**Product Code:** PD000-M054

DAY 2: INTER-RATER AGREEMENT
Focuses on five critical conditions for building teacher expertise, and learning the process for using protocols to observe classroom instruction. As part of that practice, participants will utilize the protocol to observe classroom videos and determine which strategies are being used.

**Duration:** 1 Day
**Product Code:** PD000-M052, PD000-M053

DAY 3: SCORING & DEEPENING CALIBRATION
Focuses on utilizing the 5-step process to accurately score teachers, including evaluating standards-based lesson plans, observing classroom instruction, and evaluating student evidence, as well as providing feedback using the scale.

**Capacity:** 50 participants/session
**Duration:** 3 Days
**Product Code:** PD000-M051, PD000-M052, PD000-M053
### SIDE-BY-SIDE COACHING FOR OBSERVERS

Onsite coaching sessions where an LSI expert consultant facilitates a team of 1–5 administrators in the classroom observation and feedback process. The consultant and administrative team participate in a briefing to establish goals for the coaching session, followed by classroom visits. During the debriefing, observers share their observation data and learn ways to provide specific feedback to teachers and brainstorm next steps in improving their practice as instructional leaders.

**Duration:** Half or Full Day  
**Product Code:** PD000-M057-F, PD000-M057-H

### iOBSERVATION FOR OBSERVERS

Technical training helps observers strengthen their newfound knowledge of the Marzano Focused Teacher Evaluation Model and protocol by offering opportunities to practice applying the model in iObservation. Hands-on work encourages familiarity with the content and reveals how technology can enhance leaders’ productivity and help them focus on supporting instructional growth.

**Capacity:** 25 participants (onsite), one-on-one (virtual)  
**Duration:** Half Day (onsite), Three 60-minute sessions (virtual)  
**Product Code:** PD000-M061, PD000-M062-V1, PD000-M062-V2, PD000-M062-V3

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iObservation is the leading observation technology platform that offers an interactive web-based data management system for classroom walkthroughs and teacher and leader evaluation. It manages the data collection process so schools can focus on effective teaching and learning.

**WHY SHOULD YOU USE iOBSERVATION?**

**IT'S EASY.** Take the guesswork out of walkthroughs, observations, and evaluations with digitized forms and built in resources.  
**IT'S EFFICIENT.** Time-saving organizational and data management tools to maximize observer effectiveness.  
**IT'S EFFECTIVE.** Comprehensive planning and training support along with targets professional development and real-time data reports connect teacher and leader performance to student achievement.
Focuses on an overview of the Marzano Focused Teacher Evaluation Model which includes a comprehensive, robust, and research-based description of teacher effectiveness that measures the impact of teachers using observation protocols, classroom artifacts, portfolios, student work, and professional growth plans. Highlights the similarities and differences with the 2014 model.

Prerequisite: 2014 Domain 1 Framework session
Capacity: 50 participants
Duration: Half Day
Product Code: PD000-M058, PD000-M058-F

Focuses on an overview of the Marzano Focused Teacher Evaluation Model which includes a comprehensive, robust, and research-based description of teacher effectiveness that measures the impact of teachers using observation protocols, classroom artifacts, student work, and professional growth plans. It introduces the 23 high-leverage teacher elements to measure effectiveness and guide a teacher from standards-based planning through selection and implementation of research-based instructional strategies.

Capacity: 50 participants
Duration: 1 Day
Product Code: PD000-M059
Successful standards-based instruction starts with teaching students foundational knowledge and skills that can be built upon throughout the instructional cycle. This type of instruction requires extended processing and application of knowledge and asks students to go beyond what it taught by asking questions and experimenting with their new knowledge.

Teachers will have the opportunity to strengthen the instructional strategies they currently utilize and uncover other strategies and criteria required to reach rigorous standards. During these hands-on sessions, teachers will create a toolbox filled with the instructions strategies, tools, and resources that are the focus of each session.

Sessions include Monitoring for Learning or Tracking for Real Time Learning, Core Instruction, Teach to Reach for Core Instruction, Deepening Core Instruction, Teach to Reach for Deepening Core Instruction, Facilitating Complex Learning, Learning Targets & Scales, Monitor & Measure, Instructional Decision Making, Conditions for Learning, Vocabulary for Learning

**Capacity:** 50 participants/session  
**Duration:** 1 Day/session

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**ESSENTIALS FOR ACHIEVING RIGOR**

Co-written by Robert J. Marzano and LSI consultants, each book in the Essentials series provides practical classroom strategies for teachers to put to immediate use to move students toward the higher-order thinking skills required by rigorous new standards.

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• Help mentors/coaches provide focused feedback to support educators?
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Professional development integrates teacher growth, classroom instruction and peer collaboration so everyone— even new and transitioning teachers can directly affect student learning and achievement.

FOR TEACHERS
Short, focused sessions allow teachers to take a chunk of their learning back to their students, implement it, get feedback, and steadily develop their practice.

FOR MENTORS/COACHES
Keeps classroom visits focused on specific strategies throughout the visit, with rich opportunities for practice and feedback. Automatically documents everything, reducing paperwork and eliminating unnecessary hassle.

FOR LEADERS
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