

# Evaluation System

A Focused,  
Scientific-Behavioral  
Evaluation Model  
for Standards-Based  
Classrooms



# Marzano Focused Evaluation Models



MARZANO  
CENTER

# Introduction

LSI, in exclusive partnership with Dr. Robert J. Marzano, offers high-impact observation and evaluation models for teachers (below), school leaders (page 8), district leaders (page 9), and non-classroom support personnel (page 10), which seamlessly work together to give districts complete control of their overall evaluation process.

## Marzano Focused Teacher Evaluation Model

The Marzano Focused Teacher Evaluation Model gives teachers and observers a streamlined, student evidence-based system that ensures standards alignment and helps promote growth in each student and teacher.

Each of the model's 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

## Summary of Benefits

- **Focused and Simplified:** Leverage 23 essential core competencies for rigorous, standards-based instruction.
- **Transparent:** Teacher and Observer Friendly—implement an evidence-based objective model that provides consistent, accurate feedback.
- **Embedded Standards-Based Instructional Model:** Learn how to make the classroom standards-based with the instructional shifts.

Our analysis of millions of data points of observational data showed us that we need to move from foundational to more complex instructional strategies. This new Focused Teacher Evaluation Model facilitates that transition.

**DR. BEVERLY G. CARBAUGH,**  
Evaluation Expert/Author

## Summary of Features

- Four domains of expertise: standards-based planning; standards-based instruction; conditions for learning; and professional responsibilities
- Detailed focus statements are paired with desired effects for each element in the model
- Live and online training and coaching modules simplify adoption
- iObservation® offers teacher support with a library of videos and digitized resources

## Marzano Focused Teacher Evaluation Model

Standards-Based Classroom with Rigor



The model's emphasis on scoring student evidence of learning reduces pressure on teachers to "perform" during observations and shifts the focus to student attainment of standards.

# Professional Development for Districts/Observers

The following PD sessions offer a wide variety of learning opportunities on the models themselves, while helping build the competency and confidence of the district leaders and observers tasked with evaluation management and implementation.

## Redevelopment (Districts)

Provides a road map for districts to make major decisions related to implementation of the four Focused Evaluation models, including Policies and Procedures, and Calculating and Weighting a Final Score.

**Duration:** Half Day (on-site); two 90-minute sessions (virtual)

**Product Codes:** PD000-M055, PD000-M056-V1, PD000-M056-V2

## Making the Transition \*

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 instruction and conditions, and finally, professional behaviors. Session concludes with a brief overview of scoring procedures. Primary focus of session is monitoring and using student evidence to arrive at the final score.

**Prerequisites:** 2014 Domain 1 Framework and IRR sessions (4 total)

**Capacity:** 50 participants

**Duration:** 1 Day

**Product Code:** PD000-M054

## 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 (on-site), one-on-one (virtual)

**Duration:** Half Day (on-site), Three 60-minute sessions (virtual)

**Product Codes:** PD000-M061, PD300-M1, PD00-M2, PD000-M3

## 3-Day Progression \*

**Capacity:** 50 participants/session

**Duration:** 3 Days

**Product Codes:** PD000-M051, PD000-M052, PD000-M053

### 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.

### 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.

### 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.

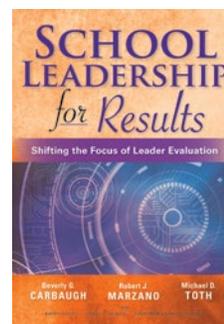
## Side-by-Side Coaching for Observers

On-site coaching sessions where an LSI 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. Observers share their observation data, learn ways to provide specific feedback to teachers, and brainstorm next steps in improving their practice as instructional leaders.

**Duration:** Half or Full Day

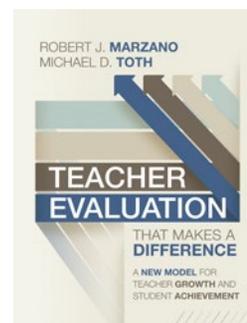
**Product Codes:** PD000-M057-F, PD000-M057-H

## Recommended Literature



**\$29.95**

BPP140011



**\$28.95**

978-1-4166-1573-6

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

# Marzano Focused Teacher Evaluation Model

COMPREHENSIVE  
ROBUST  
RESEARCH-BASED

## Core Professional Development for Teachers

### Making the Transition

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 Codes:** PD000-M058, PD000-M058-F

### Introduction & Overview

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, to awareness of conditions for learning in the classroom and professional responsibilities.

**Capacity:** 50 participants

**Duration:** Full or Half Day

**Product Code:** PD000-M059, PD000-M059-H



## Teacher Professional Development on Instructional Strategies

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 is taught by asking questions and experimenting with their new knowledge.

Teachers 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 instruction strategies, tools, and resources that are the focus of each session.

### Amp up core instruction

Most teachers understand that increasing rigor is necessary but lack the know-how to shift core instruction. At LSI, we cut through the clutter and help teachers focus on high-yield strategies that raise student achievement across the board.

#### PD Sessions Offered:

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

**Capacity:** 50 participants/session

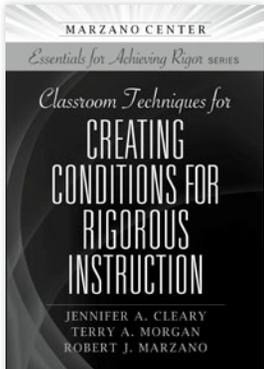
**Duration:** 1 day/session

### Here are just a few perks of working with us

- **Classroom tested materials.** Supported by decades of research, our PD is grounded in research and classroom data from experts like Robert J. Marzano and Dylan William.
- **Implementation-focused techniques.** Practical strategies help teachers plan and deliver instruction for targeted, seamless in-class learning.
- **Aligned, singular vision.** School leaders and teachers share a clear framework for rigorous, standards-based learning
- **Multiple delivery options.** A variety of PD formats allow learners to easily reinforce implementation for a greater impact.
- **Complementary tech supports.** Leverage implementation with tech tools, such as iObservation, LSI Growth Tracker, and LSI Standards Tracker.

# Marzano Center Essentials for Achieving Rigor Book Series

Teachers using *Essentials for Achieving Rigor* should read this collection of books to gain a deeper understanding of the model.



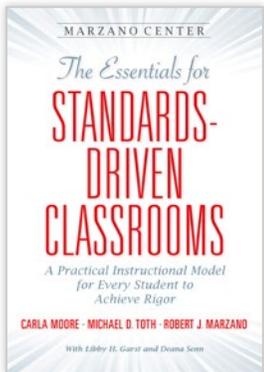
## Classroom Techniques for Creating Conditions for Rigorous Instruction

Jennifer A. Cleary, Terry A. Morgan, Robert J. Marzano

A practical guide for teachers of all grade levels to help improve their performances of specific instructional strategies designed to create conditions for rigorous instruction.

**\$19.95** Pages: 146  
BPP160003 ISBN: 978-1-943920-87-7

**NEW**



## BESTSELLER

## The Essentials for Standards-Driven Classrooms

A Practical Instructional Model for Every Student to Achieve Rigor

Carla Moore, Michael D. Toth, Robert J. Marzano

This guide gives teachers a big-picture view of the Essentials model and its research-based strategies. Its valuable tips and guidance empower educators and leaders to increase classroom rigor.

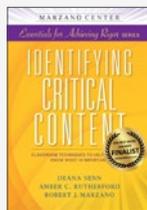
**\$19.95** Pages: 120  
BPP170001 ISBN: 978-1-943920-15-0



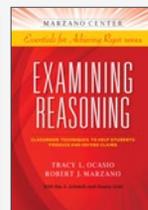
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Co-written by Robert J. Marzano and LSI consultants, each book in the Essentials series provides practical classroom strategies for teachers to put to immediate use to move students toward the higher-order thinking skills required by rigorous new standards.

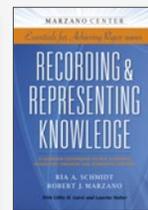
**\$19.95 per book, bulk discounts available.**



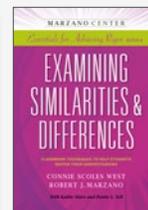
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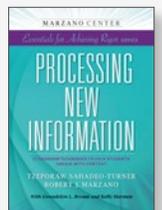
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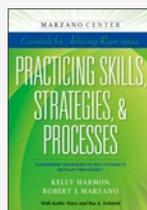
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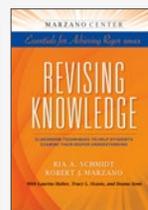
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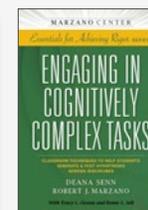
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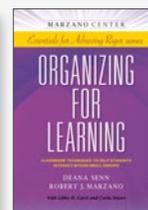
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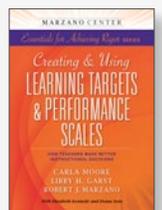
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# Marzano Focused School Leader Evaluation Model

The Marzano Focused School Leader Evaluation Model is the only school leader evaluation framework designed to correspond to a teacher evaluation framework to maximize impact on raising student achievement. Like the Marzano Focused Teacher Evaluation Model, it works on the iObservation platform to create a common language with a focus on instruction within today's rigorous standards.

Duration: 1 Day

Product Code: PD000-M062

**DOMAIN 1**

### A Data-Driven Focus on School Improvement

**Element 1:**  
The school leader ensures the appropriate use of data to develop critical goals focused on improving student achievement at the school.

**Element 2:**  
The school leader ensures appropriate analysis and interpretation of data are used to monitor the progress of each student toward meeting achievement goals.

**Element 3:**  
The school leader ensures the appropriate implementation of interventions and supportive practices to help each student meet achievement goals.

**DOMAIN 2**

### Instruction of a Viable and Guaranteed Curriculum

**Element 1:**  
The school leader provides a clear vision for how instruction should be addressed in the school.

**Element 2:**  
The school leader continually examines and provides updates so that all teachers use the instructional model.

**Element 3:**  
The school leader ensures that school curriculum and accompanying assessments align with state and district standards.

**Element 4:**  
The school leader ensures that school curriculum is focused on essential standards so it can be taught in the time available to teachers.

**Element 5:**  
The school leader ensures that each student has equal opportunity to learn the critical content of the curriculum.

**DOMAIN 3**

### Continuous Development of Teachers and Staff

**Element 1:**  
The school leader effectively hires, supports and retains personnel who continually demonstrate growth through reflection and growth plans.

**Element 2:**  
The school leader uses multiple sources of data to provide teachers with ongoing evaluations of their pedagogical strengths and weaknesses that are consistent with student achievement data.

**Element 3:**  
The school leader ensures that teachers and staff are provided with job-embedded professional development to optimize professional capacity and support their growth goals.

**DOMAIN 4**

### Community of Care and Collaboration

**Element 1:**  
The school leader ensures that teachers work in collaborative groups to plan and discuss effective instruction, curriculum, assessments, and the achievement of each student.

**Element 2:**  
The school leader ensures a workplace where teachers have roles in the decision-making process regarding school planning, initiatives, and procedures to maximize the effectiveness of the school.

**Element 3:**  
The school leader ensures equity in a child-centered school with input from staff, students, parents, and the community.

**Element 4:**  
The school leader acknowledges the successes of the school and celebrates the diversity and culture of each student.

**DOMAIN 5**

### Core Values

**Element 1:**  
The school leader is transparent, communicates effectively, and continues to demonstrate professional growth.

**Element 2:**  
The school leader has the trust of the staff and school community that all decisions are guided by what is best for each student.

**Element 3:**  
The school leader ensures that the school is perceived as safe and culturally responsive.

**DOMAIN 6**

### Resource Management

**Element 1:**  
The school leader ensures that management of the fiscal, technological, and physical resources of the school supports effective instruction and achievement of each student.

**Element 2:**  
The school leader utilizes systematic processes to engage district and external entities in support of school improvement.

**Element 3:**  
The school leader ensures compliance to district, state, and federal rules and regulations to support effective instruction and achievement of each student.

# Marzano District Leader Evaluation Model - 2018 Update

The updated Marzano District Leader Evaluation Model tightly integrates with the focused teacher evaluation framework to maximize district leaders' impact on raising student achievement.

**Duration:** 1 Day

**Product Code:** PD000-M063

**DOMAIN 1**

### A Data-Driven Focus to Support Student Achievement

**Element 1:**  
The district leader ensures clear and measurable goals are established for all relevant areas of responsibility that are focused on the most critical needs for improving student achievement.

**Element 2:**  
The district leader ensures data are analyzed, interpreted, and used to regularly monitor the progress toward district, school, and individual student goals.

**Element 3:**  
The district leader ensures appropriate support is provided to schools when data indicate interventions are needed to improve student achievement.

**DOMAIN 2**

### Continuous Support for Improvement of Instruction

**Element 1:**  
The district leader provides a clear vision regarding the district instructional model and how to implement the model.

**Element 2:**  
The district leader effectively supports and retains school and department leaders who continually enhance their leadership skills through reflection and professional growth.

**Element 3:**  
The district leader provides ongoing evaluations of performance strengths and weaknesses for personnel in their area of responsibility that are consistent with student achievement and operational data.

**Element 4:**  
The district leader ensures that personnel are provided with job-embedded professional development to optimize professional capacity and support growth goals.

**DOMAIN 3**

### Continuous Support for a Guaranteed and Viable Curriculum

**Element 1:**  
The district leader ensures that curriculum and assessment initiatives at the district and school levels adhere to federal, state, and district standards.

**Element 2:**  
The district leader ensures that district-level programs, curricula, and other initiatives can be adequately addressed in the time available to the district and schools.

**Element 3:**  
The district leader ensures that each student has equal opportunity to access and learn the critical content of the curriculum.

**DOMAIN 4**

### Community of Care and Collaboration

**Element 1:**  
The district leader ensures that constituents (e.g. school board, administrators, teachers, students, and parents) perceive the district as caring, collaborative, and cooperative.

**Element 2:**  
The district leader ensures equity in a student-centered district with input from constituents (e.g. school board, administrators, teachers, students, and parents).

**Element 3:**  
The district leader ensures leadership development and responsibilities are appropriately delegated and shared.

**Element 4:**  
The district leader establishes clear guidelines regarding adherence to district policies and for autonomous school decision making.

**DOMAIN 5**

### District Core Values

**Element 1:**  
The district leader is transparent, communicates effectively, is recognized as a leader, and continues to demonstrate professional growth.

**Element 2:**  
The district leader has the trust of constituents (e.g. school board, administrators, teachers, students, and parents) that all decisions are guided by what is best for each student and the district.

**Element 3:**  
The district leader ensures constituents (e.g. school board, administrators, teachers, students, and parents) perceive the district as safe and culturally responsive.

**DOMAIN 6**

### Resource Allocation Management

**Element 1:**  
The district leader uses systems processes to manage fiscal resources and maximizes support for schools, teachers, and each student.

**Element 2:**  
The district leader manages technological resources to provide optimal efficiency throughout the district and to support effective instruction and the achievement of each student.

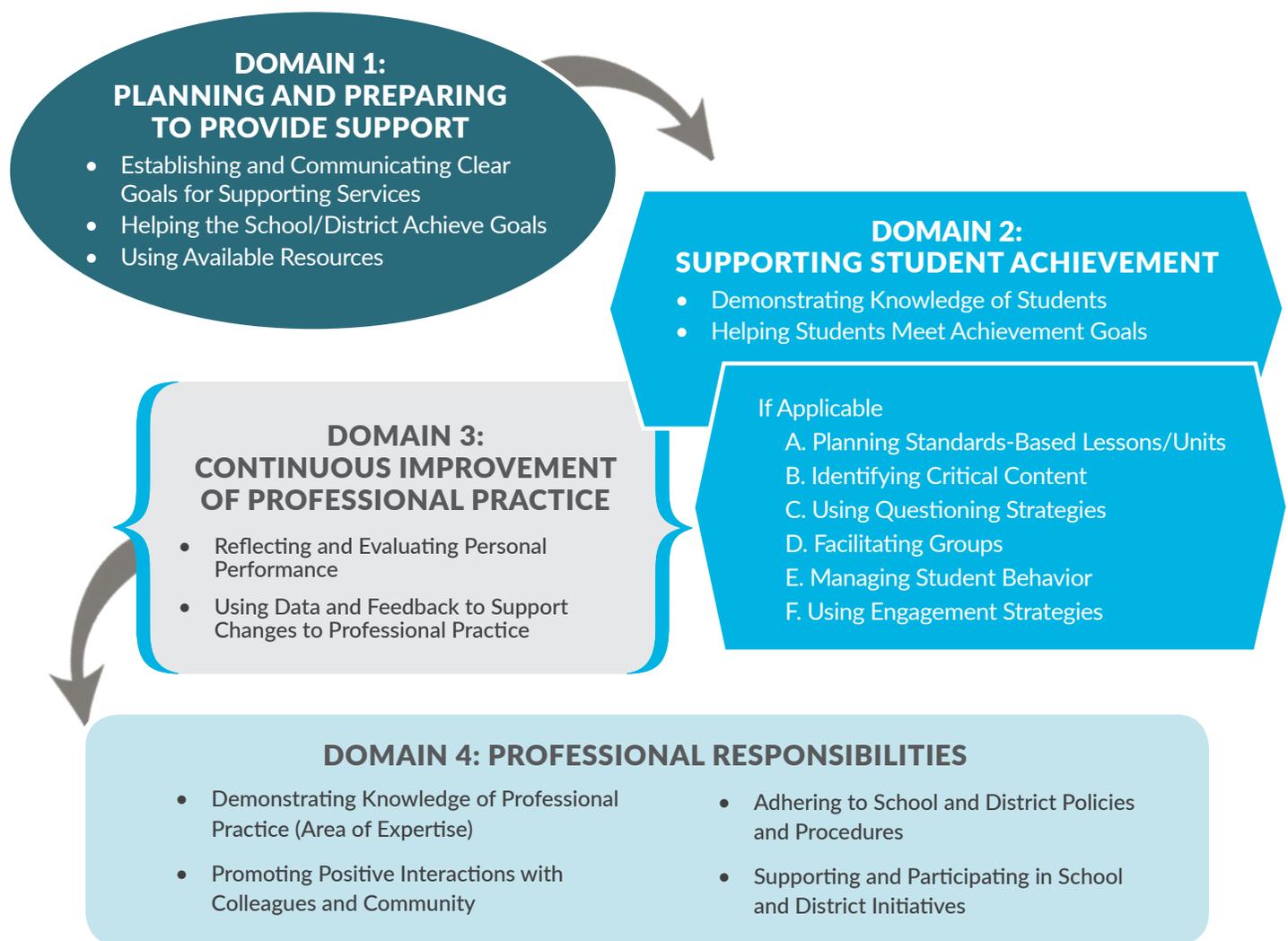
**Element 3:**  
The district leader manages the organization, operations, instructional programs, and initiatives to maximize the use of resources that promote effective instruction and student achievement.

# Marzano Focused Non-Classroom Instructional Support Personnel Evaluation Model

This training is designed for personnel who evaluate certified/licensed teachers whose primary role is to support students and classroom teachers. Districts will be able to determine which personnel should be evaluated with this model and how to evaluate them.

**Duration:** Full or Half Day

**Product Code:** PD000-M060, PD000-M060-H





Take the guesswork out of teacher and leader growth, observation, and evaluation with an easy, efficient, and effective technology platform.

## Professional development and observation/evaluation software

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. Customization offers flexibility for alignment with your current focus or initiatives.

### iObservation

Match your understanding of the Marzano framework with technical training in the use of iObservation, the popular electronic platform with a dynamic, intuitive interface that tracks teacher growth over time. Hands-on work reveals how this technology will enhance productivity and support instructional growth.

#### Outcomes:

- Understand the vital features of iObservation
- Learn how to use the interface to document evidences and provide objective feedback

**Audience:** (max. 35 people)  
Observers (site-based and district-level)

**Duration:** 1 day or 1/2 day

**Prerequisite:** Domain 1: Framework or Focused Teacher Evaluation Introduction

**Product Code:** PD100-M001 or PD000-M061

*One-on-one virtual sessions are also available. Please call 877.411.7114 for details.*

### iObservation Fidelity Modules

iObservation Fidelity Modules help evaluators calibrate, assess, and certify observer accuracy. The training includes master-scored classroom videos that districts can use to proctor sections as they measure and analyze observer accuracy. Two types of module formats, unsecure and secure, facilitate evaluation. In the unsecure module format, a master scoring team led by Dr. Robert Marzano provides correct answers to improve scoring rationale and calibration. In the secure module format, the answer key remains secure, allowing a district to use the same assessment multiple times.

#### Outcomes:

- Improve observer scoring calibration
- Provide observers with additional resources to promote improvements in their observation skills and accuracy levels
- Guard against scoring drift

**Audience:** Observers

**Duration:** 1-Year License

**Prerequisites:** Session managers must attend a one-hour virtual tour. They will receive supporting documents, including the *Session Management Quick Start Guide* and *Participant Quick Start Guide*.

**Product Codes:** IO000-10, IO500-M, IO500-M-20, IO500-M-21, PD300-03, IO000-91

## DATA ANALYSIS

### IRR Analysis and Report Writing

The IRR Scoring and Feedback Assessment report measures observers' scoring knowledge and aptitude when assessing teacher effectiveness. Our research team will provide feedback and recommendations to address the precise needs of observers in districts.

**Audience:** Districts

**Prerequisite:** IRR Scoring and Feedback Assessment or FTEM Assessment

#### Delivery Options:

- Face-to-face half-day with written report and presentation
- Virtual presentation with written report: two-hour webinar
- Written report only (available after receiving initial report with either virtual or face-to-face presentation)

**Product Codes:** PD000-R010, PD000-R011, PD300-R010, PD300-R011, PD600-R010, PD600-R011

### Observation Data Analysis and Report Writing

Let us help you analyze the results of your classroom observations in iObservation. Our research team will provide specific recommendations to improve the overall effectiveness of teachers in your district. This report also helps districts make strategic decisions about teacher and observer performance, scoring distributions, and comment usage.

**Audience:** Districts

**Prerequisite:** Observation data

#### Delivery Options:

- Face-to-face half-day with written report and presentation
- Virtual presentation with written report: two-hour webinar
- Written report only (available after receiving initial report with either virtual or face-to-face presentation)

**Product Codes:** PD000-R110, PD000-R111, PD300-R110, PD300-R111, PD600-R110, PD600-R111

“ School and district leaders are constantly in classrooms using this tool, and it is transforming the entire culture.

— David Schauer, Retired Superintendent, Kyrene School District, Arizona ”



# MARZANO CENTER

LSI's professional development for the new Marzano Focused Teacher Evaluation Model is the best I have ever experienced. Our district is excited by the possibilities for teacher and student growth because the model provides support for standards-based classrooms that deliver results.

**Lucinda Kelley**, Deputy Superintendent  
Hendry County District Schools, Florida

For more information, call or visit

1.800.979.3316  
marzanicenter.com