MARZANO TEACHER EVALUATION MODEL

IMPLEMENTATION PHASES

Implementation Year 1

IMPLEMENTATION

: Common language of instruction
: Familiarity with the model as a tool for reflection, collaboration, and feedback
: Redevelopment of teacher feedback policies & procedures
: Teachers see models' prime purpose in growth and a safe place for them

Monitor for compliance

FIDELITY

: Observers understand model accurately
: Observers exhibit increased rater agreement and proficiency
: Teachers have accurate understanding of the model
: Teacher engagement in the model

Monitor for proficiency

Implementation Year 2+

EFFICACY

: Accurate use of the model
: Deep implementation in all phases of teaching
: Actionable feedback
: Teacher growth in use of strategies
: Deliberate Practice

Monitor for growth

SUSTAINABILITY

: Institutionalization of the model into hiring, development, promotion, and compensation/ recognition practices
: Move from "initiative" to standard way we do business... what is expected and done around here
: Transition from relying on supplemental positions/funding to alignment of existing resources/ structures/departments

FOCUS ON IMPLEMENTATION OF THE CHANGE AND FIDELITY

: Establish confidence in the protocol and change plan
: Train in new protocol
: Develop fidelity of protocol with observers and teacher leaders/coaches
: Monitoring and outcome feedback loops

Collaborative Process for All Team Members
: Central Office
: Administrators/Observers
: Teacher Leaders and Coaches
: Teachers

FOCUS ON DEVELOPING EFFICACY

: Teachers are measurably improving their teaching practices with yearly incremental gains in student learning
: Teacher are engaging in Deliberate Practice with growth plans and attaining improvement goals
: Teachers are self-assessing in the model and identifying strengths and weaknesses
: Teachers are observing exemplars of teaching practices in which they are focusing on improving in Deliberate Practice
: Teachers regularly engage in discussions regarding issues of practice

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