DR. ROBERT MARZANO'S ART AND SCIENCE OF TEACHING
TEACHER EVALUATION FRAMEWORK
Exclusively on the iObservation platform

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A NEW ERA FOR TEACHER EVALUATION

DR. MARZANO RELEASES HIS NEW TEACHER EVALUATION FRAMEWORK

In an era of legislation requiring linking teacher evaluations to student learning gains, there is an increasing need for an evaluation model that goes deeper into the use of research-based strategies and the growth and development of expertise of teaching. The goal is for teachers to incrementally increase their expertise in teaching year to year and, therefore, incrementally increase their ability to raise student learning gains year to year.

Dr. Marzano's new Causal Teacher Evaluation Framework is based on his acclaimed Art and Science of Teaching Framework, which identifies the instructional strategies identified by research to increase student learning gains.

Domain 1: Classroom Strategies & Behaviors
Knowledge and application of the common language of instruction

Domain 2: Planning & Preparing
Planning and preparing for units of instruction and lessons within units

Domain 3: Reflecting on Teaching
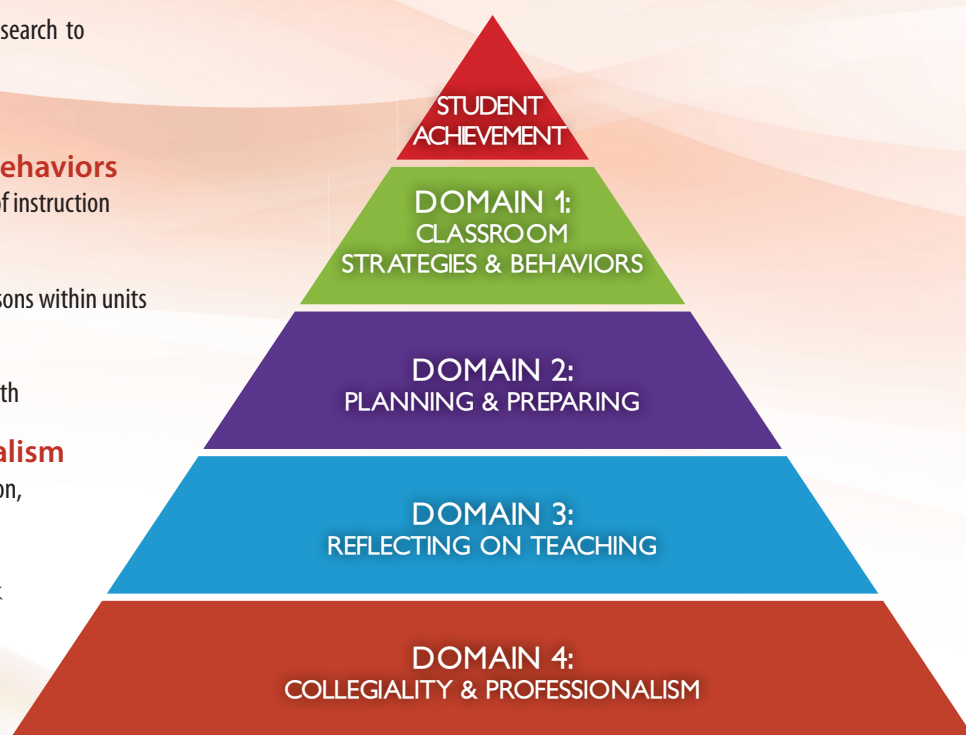Ability and willingness to self-assess and plan for growth

Domain 4: Collegiality & Professionalism
Promoting a positive environment, open communication, and district development

Dr. Marzano's Teacher Evaluation Framework leads a new era for supervision and evaluation, one that focuses on developing teacher effectiveness to increase student learning as the primary goal.

While this model is a new perspective on teacher supervision and evaluation, it is the continuation and expansion of Dr. Marzano's research across four decades to include the Four Domains that develop teacher expertise.

Each domain within the Framework builds on the previous with direct links to create a causal chain that results in the increased learning and performance of all students.

STUDENT ACHIEVEMENT

DOMAIN 1:
CLASSROOM STRATEGIES & BEHAVIORS

DOMAIN 2:
PLANNING & PREPARING

DOMAIN 3:
REFLECTING ON TEACHING

DOMAIN 4:
COLLEGIALITY & PROFESSIONALISM

Visit **www.iObservation.com/Marzano** to register for a webinar with Dr. Robert Marzano or schedule a demonstration to preview the Art and Science of Teaching Teacher Evaluation Framework in iObservation.

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THE PRINCIPAL AS SUPERVISOR & COACH

Principals report a significant amount of time can be devoted to completing teacher evaluations, not accounting for a portion carved out from their personal lives to fulfill this requirement. But many are unsure of the impact their dedication has made on teacher growth and development.

As expectations and accountability continue to rise with competing priorities around teacher evaluation, it is only fair for principals to ask that the level of support and quality of tools provided must rise with it to help them become successful.

Dr. Marzano's Art and Science of Teaching Teacher Evaluation Framework, exclusively available electronically in iObservation, helps busy principals focus on providing meaningful feedback to teachers. It supports leaders in creating structures and conditions that make it possible for their teachers to learn and grow.

When teachers receive more specific and relevant feedback that can be applied in their classrooms, they esteem their principal as an instructional leader, someone who can guide their professional growth and career development.

This view of a principal as not only the supervisor but also as coach helps to build a culture of trust, one that turns evaluations into a valuable tool in developing teacher expertise that leads to learning gains for every student.

Leaders are effective not by the measure of their expertise in every content subject, but rather by their ability to lead the learning and guide the growth of their people.

CLEAR AND ACHIEVABLE PATH FOR IMPROVEMENT

Once feedback is provided and a rating has been assigned, teachers are often left wondering 'what's next?' or how to develop and execute a clear plan for success. iObservation offers a broad range of resources to help teachers dive deep into a targeted need area for growth. Teachers can use these resources independently in iObservation or together to accelerate and deepen their learning.

Online Resource Library – watch classroom videos with Dr. Marzano's commentary, download classroom tools, and access other resources aligned directly to the strategies of the Art and Science of Teaching Framework

Student Data Module – isolate one strategy of the Framework to measure the direct impact of its implementation on student learning gains

Professional Growth Plan – develop specific goals with identified resources to achieve results in instructional growth and student performance

Professional Learning Communities – mentor others in your strength strategies; be mentored in your greatest need strategies

Peer Feedback – gain perspective from respected colleagues around your implementation of strategies in the Framework

CELEBRATING YOUR UNSUNG HEROES

Every district has its superstar teachers, those who champion the craft of teaching with their hearts and souls to help every student achieve their potential. Do you know who they are?

For various reasons, the results and progress that these teachers have achieved often go unrecognized when it comes to the evaluation process. Not only does this affect morale, but it also results in the district's missed opportunity to share and replicate these teachers' effective practices in other classrooms.

The Marzano Art and Science of Teaching Causal Evaluation Framework in iObservation not only identifies effective teachers and their specific areas of expertise, but also provides a way for celebrating and rewarding their achievements.

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