

MANCELONA TEACHER EVALUATION SYSTEM

1. Research Base

- <http://www.learningsciences.com/files/MIWhitePaper20150929.pdf>

2. Identity and Qualifications of Tool Author

- <http://www.marzanoresearch.com/robert-j-marzano>

3. Reliability, Validity and Efficacy

- http://www.marzanoevaluation.com/files/Research_Base_and_Validation_Studies_Marzano_Evaluation_Model.pdf

4. Framework, Rubric, Performance Level Descriptors and Summative Indicators

- http://www.marzanoevaluation.com/files/Marzano_AST_Domain1234_20130107.pdf

5. Evaluation Process

- Unless otherwise specified by law or District guidelines, evaluators will conduct a minimum of two formal, informal and/or walkthrough observations during the school year and will review the lesson plan(s), identify the state curriculum standard(s) used and conduct an assessment of pupil engagement within the lesson(s). At least one observation shall be unannounced. Evidence will be collected formally using the iObservation system <http://www.iobservation.com/> and through normal channels of informal input as occurs in an academic year, such as but not limited to, walkthroughs, other aspects of teacher performance (parent teacher conferences, communications to parents and students, parent, staff and student input, etc.)
- The evaluator will utilize all relevant evidence and information that occurs during the evaluative period, typically an academic year, in determining the final year end rating.
- Evaluation conferences will be conducted using the iObservation system, other web-supported applications and/or in person.
- Board/District policy guidelines are also applicable.
- Performance ratings and performance improvement plans will be developed in accordance with the Marzano Teacher Evaluation Model - http://www.marzanoevaluation.com/files/Marzano_AST_Domain1234_20130107.pdf and/or the iObservation system and Board of Education Policies including
 - 3220 and 3220.01 <http://www.neola.com/mancelona-mi/>
 - And including statutory criteria permitted by sections 1248 and 1249 of the Michigan Revised School Code.
 - The process may be amended or clarified by the District and implemented following publication of the changes if any.

6. Evaluator/Observer Training Plan components:

- Training is or has been provided to all evaluators and observers by an individual who has expertise in the Marzano tool.
- <http://www.tbaisd.org/academic-services/general-ed/iobservation---growth-plans/>
 - Domain I Framework, Protocols, Inter-Rater Reliability Scoring and Feedback
 - iObservation
 - Domains II, III, IV Creating Units of Instruction
 - Supervision and Feedback
 - Deliberate Practice
 - Observing for College and Career Readiness Standards