



**Marzano Focused Teacher Evaluation Model  
Teacher Evaluation: Postings and Assurances  
Non-State Approved Evaluation Tool; District-Approved Evaluation Tool**

Per MCL 380.1249: Beginning with the 2016-2017 school year, a school district, intermediate school district, or public school academy shall post on its public website specific information about the evaluation tool(s) used for its performance evaluation system for teachers. Complete language (including requirements) for MCL 380.1249 can be found on [The Revised School Code, P.A. 451 of 1976](#) website.

This evaluation tool has been approved by the district, as the result of a review process implemented with fidelity. The contents of this document are compliant with the law laid forth, specifically pertaining to Marzano Focused Teacher Evaluation Model.

Head of School, Arden Wilson

Date of Approval  
07/01/2019

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**Research Base for the Evaluation Framework, Instrument, and Process**  
[Section 1249(3)(a)]

- [https://www.tbaisd.org/downloads/general\\_ed\\_home\\_page\\_files/research\\_base\\_and\\_validation\\_studies\\_marzano\\_evaluation\\_model\\_3.pdf](https://www.tbaisd.org/downloads/general_ed_home_page_files/research_base_and_validation_studies_marzano_evaluation_model_3.pdf)

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**Identification and Qualifications of the Author(s)** [Section 1249(3)(b)]

<https://www.marzanoresources.com/robert-j-marzano>

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**Evidence of Reliability, Validity, and Efficacy** [Section 1249(3)(c)]

- [https://www.marzanicenter.com/wp-content/uploads/sites/4/2019/04/FTEM\\_Updated\\_Michigan\\_08312017.pdf](https://www.marzanicenter.com/wp-content/uploads/sites/4/2019/04/FTEM_Updated_Michigan_08312017.pdf)



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**Evaluation Framework and Rubric** [Section 1249(3)(d)]

- <https://www.learningsciences.com/wp/wp-content/uploads/2017/06/Focus-Eval-Model-Overview-2017.pdf>
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**Description of Process for Conducting Classroom Observations, Collecting Evidence, Conducting Evaluation Conferences, Developing Performance Ratings, and Developing Performance Improvement Plans** [Section 1249(3)(e)]

- Evaluators will conduct formal, informal and/or walkthrough observation(s) during the school year, including (for instructional staff) reviewing the lesson plan(s), identifying the state curriculum standard(s) used and conducting an assessment of pupil engagement within the lesson(s) as appropriate.
- Evidence will be collected using the iObservation system <http://www.iobservation.com/>
- Evaluation conferences will be conducted using the iObservation system, other web-supported applications and/or in person.
- Performance ratings and performance improvement plans will be developed in accordance with the Marzano Teacher, instructional Support, School Leader and/or District Leader Evaluation Models, as appropriate and/or the iObservation system and Board of Education Policies pertaining to the evaluation of employees.

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**Description of Plan for Providing Evaluators and Observers with Training** [Section 1249(3)(f)]

- Mentor meetings with ISD instructional coaches, small group and one-on one
  - Supervision and feedback
  - Deliberate practice
  - School leaders attend instructional leadership courses
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