



NEW DAWN
ACADEMY

Marzano Focused
Teacher Evaluation Model
Teacher Evaluation & Growth Framework

Overview of the Marzano

Focused Teacher Evaluation Model

The purpose of educator evaluation is to help teachers improve the quality of instruction by enabling them to master content, refine their skills, critically analyze their own practices, and implement changes that enhance student achievement. Teacher evaluation metrics impact professional development activities, contract renewal, license renewal, and career ladder opportunities for high-performing teachers. Our philosophy on teacher evaluation is two-fold: one to cultivate a growth mind-set and another to reward teachers for improvements in teaching performance as linked to student achievement. The goal of teacher evaluation is to promote student growth and development while providing instructional depth for teachers. With student achievement at the heart of teaching and learning, NDA strives to help teachers engage in a process of professional development in key areas, cultivating collaboration and a commitment to best practices.

Marzano Teacher Evaluation Model:

New Dawn Academy has selected and invested in i-observation as a formal tool for all teacher evaluation purposes. All staff members will receive formal training as part of this program. NDA leadership is responsible for implementing this model as a standard protocol for enhancing teaching and learning. The Marzano Focused Teacher Evaluation Model is divided into four domains.

1. Standards-Based Planning – Ensuring lessons are aligned to standards and student needs.
2. Standards-Based Instruction – Engaging students with strategies that foster deep learning.
3. Conditions for Learning – Building a safe, supportive, and inclusive classroom culture.
4. Professional Responsibilities – Reflecting on practice, collaboration, and continuous growth.

Purpose and Goals:

- Streamline the evaluation process to focus on essential aspects of teaching.
- Provide meaningful, actionable feedback to teachers.
- Foster continuous professional growth and development.

- Improve student achievement through effective instructional practices.

The Marzano Focused Model moves beyond compliance-based evaluation by centering on teacher growth and student success. It serves as both an evaluative and developmental tool, empowering teachers to continually refine their practice.

The following elements will be required for the successful implementation of the Marzano Focused Teacher Evaluation Model:

Instructional Staff

1. Planning to close the achievement gap using data (aligned with intentional planning/intellectual preparation).
2. Identifying critical content
3. Helping students examine similarities and differences

Non-Instructional Staff

1. Using available resources effectively
2. Helping students reach achievement goals

These expectations provide clarity and consistency across all staff roles, ensuring alignment with the school's vision for instructional excellence and student success.

Each domain is further broken down into its respective elements. During classroom visits, administrators will intentionally look for evidence that these elements are practiced. Administrators will provide feedback on dominant elements and help teachers engage in a reflective practice. The goal of the Marzano Focused Teacher Evaluation Model is to help teachers and administrators use a common language to discuss instructional practices. Teachers will undergo two formal observations and four informal observations throughout the year.

Classroom Observations:

All core teachers will receive the following from building administrators:

- Two formal observations during the year (full-period)
- Four informal walk-throughs
- Targeted observations based on growth plans

Cognitive Coaching and Constructive Feedback

The cognitive coaching model is designed to help teachers reflect on their teaching practices and consider their teaching schema. During the clinical supervision cycle, teachers will engage in pre-conference, instruction, and then post-conference with their mentor. Teachers will receive coaching-related mentorship to help try new things and refine best practices. After all informal observations, teachers will receive a formal report with written narratives. Before and after all formal observations, teachers will receive written and face-to-face feedback sessions with a designated mentor/administrator.

Professional Appraisal and Educator Evaluation

Designated instructional leaders will complete mid-year and end-of-the-year evaluations. These appraisals are based on walk-throughs, informal and formal observations, targeted classroom visits, pre and post-conferencing, feedback surveys, self-reflections, student growth data, and review of professional portfolio. The system employs a scale/rubric to track the development process for each element. Teachers receive cumulative and disaggregated scores in dominant elements using the rubric: 0-not using, 1-beginning, 2-developing, 3-applying, and 4-innovating. The culminating score is generated using the Iobservation platform. The final evaluation will be based on element averaging, which gives a score for each element and then averages those scores together to come up with a domain score.

Marzano Focused Teacher Evaluation Model

Standards-Based Classroom with Rigor

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Standards-Based Planning

- Planning Standards-Based Lessons/Units
- Aligning Resources to Standard(s)
- Planning to Close the Achievement Gap Using Data

Conditions for Learning

- Using Formative Assessment to Track Progress
- Providing Feedback and Celebrating Progress
- Organizing Students to Interact with Content
- Establishing and Acknowledging Adherence to Rules and Procedures
- Using Engagement Strategies
- Establishing and Maintaining Effective Relationships in a Student-Centered Classroom
- Communicating High Expectations for Each Student to Close the Achievement Gap

Standards-Based Instruction

- Identifying Critical Content from the Standards
- Previewing New Content
- Helping Students Process New Content
- Using Questions to Help Students Elaborate on Content
- Reviewing Content
- Helping Students Practice Skills, Strategies, and Processes
- Helping Students Examine Similarities and Differences
- Helping Students Examine Their Reasoning
- Helping Students Revise Knowledge
- Helping Students Engage in Cognitively Complex Tasks

Professional Responsibilities

- Adhering to School and District Policies and Procedures
- Maintaining Expertise in Content and Pedagogy
- Promoting Teacher Leadership and Collaboration

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