

Marzano Focused School Leader Evaluation Model

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A Data-Driven Focus on School Improvement

Element 1:

The school leader ensures the appropriate use of data to develop critical goals focused on improving student achievement at the school.

Element 2:

The school leader ensures appropriate analysis and interpretation of data are used to monitor the progress of each student toward meeting achievement goals.

Element 3:

The school leader ensures the appropriate implementation of interventions and supportive practices to help each student meet achievement goals.

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Instruction of a Viable and Guaranteed Curriculum

Element 1:

The school leader provides a clear vision for how instruction should be addressed in the school.

Element 2:

The school leader uses knowledge of the predominant instructional practices in the school to improve teaching.

Element 3:

The school leader ensures that school curriculum and accompanying assessments align with state and district standards.

Element 4:

The school leader ensures that school curriculum is focused on essential standards so it can be taught in the time available to teachers.

Element 5:

The school leader ensures that each student has equal opportunity to learn the critical content of the curriculum.

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Continuous Development of Teachers and Staff

Element 1:

The school leader effectively hires, supports and retains personnel who continually demonstrate growth through reflection and growth plans.

Element 2:

The school leader uses multiple sources of data to provide teachers with ongoing evaluations of their pedagogical strengths and weaknesses that are consistent with student achievement data.

Element 3:

The school leader ensures that teachers and staff are provided with job-embedded professional development to optimize professional capacity and support their growth goals.

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Community of Care and Collaboration

Element 1:

The school leader ensures that teachers work in collaborative groups to plan and discuss effective instruction, curriculum, assessments, and the achievement of each student.

Element 2:

The school leader ensures a workplace where teachers have roles in the decision-making process regarding school planning, initiatives, and procedures to maximize the effectiveness of the school.

Element 3:

The school leader ensures equity in a child-centered school with input from staff, students, parents, and the community.

Element 4:

The school leader acknowledges the successes of the school and celebrates the diversity and culture of each student.

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Core Values

Element 1:

The school leader is transparent, communicates effectively, and continues to demonstrate professional growth.

Element 2:

The school leader has the trust of the staff and school community that all decisions are guided by what is best for each student.

Element 3:

The school leader ensures that the school is perceived as safe and culturally responsive.

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Resource Management

Element 1:

The school leader ensures that management of the fiscal, technological, and physical resources of the school supports effective instruction and achievement of each student.

Element 2:

The school leader utilizes systematic processes to engage district and external entities in support of school improvement.

Element 3:

The school leader ensures compliance to district, state, and federal rules and regulations to support effective instruction and achievement of each student.