### Marzano Focused Non-Classroom Instructional Support Personnel Evaluation Model



#### **DOMAIN 1:**

### Planning and Preparing to Provide Support

- Establishing and Communicating Clear Goals for Supporting Services
- Helping the School/District Achieve Goals
- Using Available Resources

#### **DOMAIN 3:**

### Continuous Improvement of Professional Practice

- Reflecting and Evaluating Personal Performance
- Using Data and Feedback to Support Changes to Professional Practice

## DOMAIN 2: Supporting Student Achievement

- Demonstrating Knowledge of Students
- Helping Students Meet Achievement Goals

#### If Applicable

- A. Planning Standards-Based Lessons/Units
- B. Identifying Critical Content
- C. Using Questioning Strategies
- D. Facilitating Groups
- E. Managing Student Behavior
- F. Using Engagement Strategies

# DOMAIN 4: Professional Responsibilities

- Demonstrating Knowledge of Professional Practice (Area of Expertise)
- $\boldsymbol{\cdot}$  Promoting Positive Interactions with Colleagues and Community
- Adhering to School and District Policies and Procedures
- Supporting and Participating in School and District Initiatives