

# Is Your Teacher Evaluation Model a Load or Lift?

Here's what to consider so all stakeholders can reap the greatest benefits



## LOAD

### Anecdotal

- Based on a constructivist framework
- Never intended for teacher evaluation
- Focused on student assessment results
- Training not available or inconsistent quality delivered by multiple organizations

### Theoretical

- Teachers have difficulty grasping how they are rated at each category
- Evaluators must defend ratings that feel personal to teachers
- Uses subjective terms such as “most” and “all”
- Lack of metrics leads to lengthy post observations and worse, a mistrust of scores and union issues
- Focused on teacher actions not student evidence of daily learning

### Nonintuitive

- Training in your model requires extensive discussion and calibration among evaluators
- Evaluators spend hours scripting lesson observations and matching them to elements/components
- Too many elements/components to observe in one yearly cycle
- Evaluators log many hours in completing full observation cycles but are not able to provide actionable feedback to teachers
- Little time is available to connect evaluation to meaningful district initiatives
- Multiple documents to shuffle in order to incorporate ELA, math, and SEL evidences in the classroom
- Limited professional development options

## LIFT

### Research-Based

- Competency-based model with a decade of ongoing research and validation
- Consistent training provided by an exclusive group of trainers who have all been teachers and observers
- Half a million recorded observations that continuously contribute to ongoing research

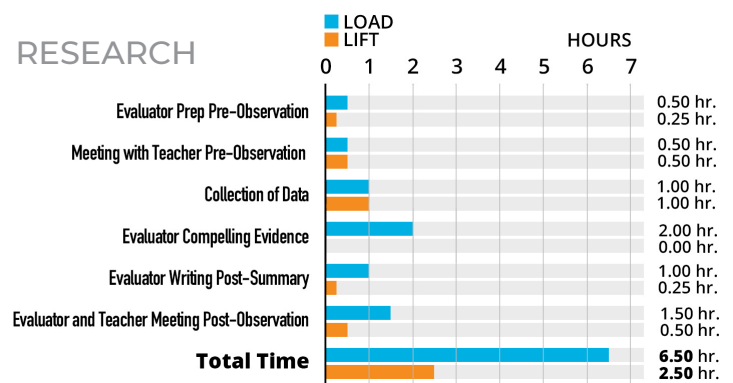
### Principal and Teacher Friendly

- Clear rating scales without subjective wording
- Ratings are based on student evidence, not teacher actions

### Efficient

- Focused elements to observe so teachers can receive feedback in all, over the evaluation cycle
- Intuitive technology to help plan observations so that observers see what they need to in a productive way, saving time
- No scripting
- Integrated SEL evidences and the ability to include ELA and math evidences
- Wide variety of continuing professional development sessions and delivery options

### RESEARCH



# Here's How to Go from **Load to Lift**



If your current evaluation model is a load, learn how the Marzano Focused Teacher Evaluation Model can add significant lift to your evaluations.

Contact us today and we'll be happy to walk you through the program. Let us show you how you can save time and perform your evaluations with improved clarity, efficiency, and effectiveness.

Contact us at:

**1-866-731-1999**

**[info@marzanoevaluationcenter.com](mailto:info@marzanoevaluationcenter.com)**

**Or, learn more about the Marzano  
Focused Teacher Evaluation Model at:**



**[MarzanoEvaluationCenter.com](http://MarzanoEvaluationCenter.com)**