

Why Wenatchee Chose the Marzano Instructional Framework

We began working on our Teacher/Principal Evaluation Pilot in September of 2010 by creating a tool that we believed identified critical teacher behaviors tied to the state's eight criteria. In late January of 2011, we discovered that our evaluation tool had to be based on a well-researched instructional framework. It didn't take us long to select Dr. Robert Marzano's Instructional Framework.

Rationale:

1. We had strong familiarity with Marzano's work over the years. Our professional libraries contain collections of his books and videos. We felt we could offer our staff professional development on his research-based strategies. Because we were not as familiar with other frameworks or their authors, we did not feel as confident about providing ongoing professional development.
2. Many of us had attended Marzano's recent series of ESD workshops entitled "Getting Serious About School Reform" and found him to be personable, reasonable and convincing in communicating what it takes to achieve effective instruction that results in student learning. We sent a team of 70 educators to the third in the series, one that focused specifically on Marzano's instructional framework, and the response from our staff was overwhelmingly positive. We felt confident in his work and the instructional framework he developed based on his research. While his framework reflects the complexity of teaching, we found it to be straightforward and understandable.
3. Marzano's framework is based on the belief that *all* teachers can improve. We were able to shift our thinking from an evaluation model that finds a teacher satisfactory or not, to an evaluation model that requires growth of every teacher on a specific scale.

Our Experience to date:

1. Working with Marzano and his staff has been a pleasure! An associate has provided a series of district workshops around his framework that has been highly regarded.
2. In addition to his research laboratory, Marzano is affiliated with Solution Tree. Solution Tree has been very helpful in identifying books, online classes, videos, and workshops that can support understanding and implementation of Marzano's framework.

The Marzano Model:

While Robert Marzano doesn't work aggressively to market his framework, here is what Dr. Phil Warrick, Associate Vice President of the Marzano Research Lab, had to say about Marzano's Instructional Framework:

"The Marzano Model focuses more on the behaviors that occur in the classroom with 41 of the 61 elements specifically dedicated to classroom behaviors by teachers. None of the other models focus on classroom elements to this extent. The Marzano model is also designed to allow schools to make it their own and modify it to focus on specific behaviors that align with their school improvement initiatives. This heavy focus on classroom behavior is due to the causal relationship that we know from research. Namely, teacher behaviors in the classroom directly effect student achievement.

Additionally, the Marzano work is based on over 30 years of research into classroom strategies that have a known effect on student achievement. The Marzano model is also user friendly to help create consistency within the different evaluators by providing samples of teacher and student behaviors within each element."

Jodi Smith Payne, Assistant Superintendent