

## Marzano Model Comments: Principals

### 23. If more professional development is offered on areas related to teacher evaluation, what is an area that you would be interested in?

- dealing with discipline
- Engagement
- engagement, relationship building
- Evaluation for alternative learning programs
- Formative assessment; differentiated instruction (part of pre-planning domains as well)
- Goals
- I think a focused area led by REAs would be best.
- Instructional rounds
- Knowledge on domains
- Learning Targets, Scales
- Rater reliability. With the new law this seems more important than ever
- scales & rubrics;
- scales and target goals
- Student Engagement
- Tier 1 effective instruction
- understanding the focus of each Design question and how to implement strategies to meet those expectations of the Marzano Model. Rubrics and scales in the Marzano model And general concepts of the growth mindset (getting rid of the idea of the "feel good evaluation")
- yes

### 24. How has the evaluation process helped you grown as a professional?

- Allows me to better understand what makes a teacher successful in a classroom. You see consistent procedures by more successful staff members.
- Better understanding of effective teaching.
- Common language as a district; focus points; collaborative conversations around most effective practices
- Having a mentor and learning what a principal should be doing is very helpful
- I feel supported in what I'm looking for in good and solid teaching.
- I have a better focus to classroom visits and the communication between adm and teacher now has similar vocab and a focus
- I have learned to look deeper than the surface
- increases observation time and resulting discussion, feedback, professional development
- It has caused me to look at the time I have with teachers and how to help them develop professionally.
- It has forced me to sharpen my evaluation skills and helps me maintain focus in the classroom.

- It opened my eyes to more than normal,
- just becoming more reflective and goal oriented
- NA
- People have mixed feelings. As the supervisor I think it helped most of my staff grow
- Somewhat
- The conversations with teachers are much more professional and growth oriented
- The online program has helped me be accountable. It has also helped focus my observation to help me be more intentional.
- The professional conversations I have had with teachers have been very rewarding and have made an impact in the teaching and learning that is happening in our building.

**25. What areas do you believe should be changed or improved to help you grow more?**

- Activities
- Actually -- not a fan of Marzano. I would like to see a more practical model.
- Cumbersome -- iObservation tool is clunky. It is good in the sense that we have an electronic warehouse but the time intensity of it all is overwhelming.
- Fewer elements thus providing focused; student-centered growth
- having the conversations about growth when the instructor doesn't feel there is a need for improvement.
- Make sure that people know that it is a growth model. Use the tool to self evaluate, set learning goals, and monitor them.
- More face-to-face meetings after informal observations Teachers pick one date/period a month to invite administration into observe
- NA
- Next year we are incorporating specific goals for administrators.
- Nothing I can think of today
- This is an intense evaluation model. The appropriate time investment is very difficult. Having time for more face-to-face conversations would help

**26. Any other comments on something not covered in the survey? (Positive or Concerns)**

- No model of evaluation can check the two things that matter for teachers, personality and character.
- Pretty time consuming....Really need to make it worth everyone's time.
- The program did not work correctly
- With more time, I feel the new systems can provide more dialogue about good teaching.